



SOUTHERN UNIVERSITY SYSTEM BOARD OF SUPERVISORS

MEETING

9 a.m.

Friday, March 23, 2018

The Solomon Episcopal Conference Center
54296 Hwy. 445
Loranger, LA 70446

Academic Affairs Committee

ACADEMIC AFFAIRS COMMITTEE

Friday, March 23, 2018

9:00 AM

The Solomon Episcopal Conference Center

54296 LA Highway 445

Loranger, Louisiana 70446

AGENDA

1. Call to Order and Invocation
2. Roll Call
3. Adoption of the Agenda
4. Public Comments
5. Action Item(s)
 - A. Request approval for Graduation Participation Policy revision (SUBR)
 - B. Request approval of the MOU to establish a Pilot: Clean Water Initiative Project (SULC)
 - C. Request approval to award a Juris Doctor degree posthumously to Marquita Christy and Lisa Carral (SULC)
 - D. Request approval of the appointment of Dr. Erma Hines as Professor Emeritus (SUBR)
 - E. Request approval of reorganizational framework (SUBR)
6. Public Comments
7. Informational Item(s)
 - a. Report on Freshman Academy (SUBR)
7. Other Business
8. Adjournment

MEMBERS

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



SOUTHERN UNIVERSITY AND A&M COLLEGE SYSTEM

Office of the Executive Vice President/Executive Vice Chancellor

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

March 7, 2018

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

Re: Revision to the Graduation Participation Policy

Dear Dr. Belton:

Enclosed you will find a proposed revision to the Graduation Participation Policy. The Academic Council met on March 6, 2018 and thoroughly discussed the details of the policy and unanimously agreed to the attached document.

I fully support the recommendation provided by the Academic Council and I respectfully request your approval and the approval of the Southern University Board of Supervisors. If you have any additional questions or concerns, please contact me at 225-771-4582. Thank you for your consideration.

Sincerely,

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

James H. Ammons, Jr., Ph.D.
Executive Vice President/Executive Vice Chancellor

Approved: _____

A handwritten signature in blue ink that reads "Ray L. Belton" with a small circular mark to the right.

Dr. Ray L. Belton
President-Chancellor

Southern University and A&M College Graduation Participation Policy

Background:

The Office of Academic Affairs appointed a three member committee to review and recommend a graduation participation policy for Commencement Exercises. After reviewing the commencement policies and processes for participation in several Universities, the committee recommended the following policy.

Effective Spring 2019, undergraduate students will be eligible to participate in Fall and Spring Commencement Exercises only if the student has completed all degree requirements or has no more than one academic discrepancy remaining which might include for example, an academic course, internship, creative work, or a singular requirement approved by the College Dean. Please note that participation does not indicate that the student has completed all degree requirements.

Effective Spring 2019, undergraduate students will no longer be allowed to participate in spring commencement if the expected completion of all degree requirements is summer. Students who complete all degree requirements during the summer will be allowed to participate in the fall commencement.

For Graduate Students, only one academic discrepancy is allowed which might include for example, an academic course, internship, creative work, or a singular requirement approved by the College Dean. However, theses, dissertations and projects must be completed and approved by the Graduate School prior to completion.

A student is required to submit a graduation application for the semester of the anticipated and actual graduation.



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

March 6, 2018

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

RE: *Memorandum of Understanding (MOU) to establish a Pilot “Clean Water Initiative Project.”*

Dear Dr. Belton:

The Southern University Law Center has been approached by Apollo Water, LLC to establish a pilot “Clean Water Initiative Project.” The pilot project would afford law students to engage in experiential learning opportunities related to developing intellectual property protections related to emerging technologies designed to remediate hazardous waste discharges and emissions that affect the supply of clean water in the State of Louisiana and in other jurisdictions. The pilot project would also afford Law Center faculty and students an opportunity to engage in research related to environmental regulation and patent law regulations.

I respectfully request that the Southern University Board of Supervisors review the proposed MOU for approval at the March 23, 2018 board meeting.

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

Yours sincerely,

John K. Pierre, Chancellor &

Vanue B. Lacour Endowed Professor of Law

**Memorandum of Understanding
Between
The Southern University Law Center
And Apollo Water, LLC**

This is a Memorandum of Understanding ("MOU") between the Southern University Law Center (SULC) and Apollo Water, LLC (Apollo) to establish a Public-Private Partnership to establish a pilot "Clean Water Initiative Project" at the Southern University Law Center.

1. Background

In the late 1970's under President Jimmy Carter, the Environmental Protection Agency (the "federal EPA") began focusing closer attention to industrial waste and hazardous materials disposal from chemical and petroleum industrial activities. The United States Congress subsequently passed the Comprehensive Environmental Response, Compensation, and Liability Act (CERCLA) commonly known as "Superfund". Since then, greater focus has been placed on all industrial waste disposal to include non-hazardous materials as well as toxic waste from utilities and federal government-owned sites that affect the supply of clean water in the United States.

The federal EPA as well as state departments of environmental quality have also undertaken more aggressive enforcement actions on cleanup for sites that do not belong to the Superfund but nonetheless constitute a public health risk. Along with this increased focus has come increased litigation that has in many cases, delayed cleanup procedures as court cases slog through the judicial system. As well, delays in cleanup procedures are also a result of cost, lack of technological means whether actual or perceived and disputes over ownership. The aforementioned issues related to litigation, delays in cleanup procedures, as well as the lack of technological means contribute to a decline in the supply of clean water throughout the United States.

2. Apollo Water LLC

Apollo Water LLC, a division of Apollo Holding LLC, Inc. provides wastewater and hazardous water cleanup services utilizing a proprietary treatment system that endeavors to clean hazardous water. Treatment services can be performed in mobile erected labs located at the source of contamination. Treatment services are provided in a manner that is efficient and economical.

Apollo Water is currently undertaking demonstration projects for utility coal-ash pond reclamation, a chemical manufacturer, a down-stream petroleum refinery and a municipal water canal that flows through public areas and into the ocean. Each of these demonstration projects are designed to test the effectiveness of proprietary techniques developed by Apollo to improve water quality.

In December of 2016 the EPA issued its final ruling on utility coal-ash water toxicity cleanup requirements and in September 2017, the EPA delayed implementation of that ruling for 2 years at the request of industry advocacy groups citing cost to the utility and ultimately to rate payers. It is Apollo Water's belief that the communities where these industry coal-ash ponds are located should not have to endure delays in clean up due to industry being unaware of more economical and technologically advanced procedures which will help solve the problems associated with coal-ash water toxicity levels. A collaborative effort between clean water advocates and emerging technology entities can prove to be beneficial in solving clean water issues.

3. Southern University Law Center's "Clean Water Initiative Project.

The Southern University Law Center provides a distinct and powerful center for legal education, research and community service through its Law Clinics. Since its inception, the Southern University Law Center has had a reputation for balancing high standards with access and opportunity. The quest for academic excellence is shaped by a desire to educate

lawyers who foster a commitment to important ideals of social justice and public service. SULC offers a unique opportunity for a student to receive a rigorous legal education in the context of a respectful, caring, and committed community of faculty and staff.

4. **Apollo Water LLC Deliverables.**

- a. Apollo Water, LLC has agreed to provide funding to the Southern University Law Center in the following manner as part of this agreement: **An initial payment of one-hundred thousand dollars and zero cents (\$100,000.00) for 2018 and an annual payment thereafter of \$100,000.00 for years 2019 through 2022. The funding will be made throughout the year in installments of: \$15,000; \$10,000; \$10,000; \$20,000; 20,000; and \$25,000 beginning on the date the contract is signed and occur bimonthly thereafter (approximately every 60 days.)**
- b. Payments will commence as of the date of the approval of the MOU by Southern University Board of Supervisors to create the Clean Water Initiative Project (CWIP).
- c. Upon receipt of the first installment of the initial funding of \$ 15,000 from Apollo, SULC will be given an opportunity by Apollo to be in the forefront of conducting new research that will enhance water cleanup efforts while simultaneously working with industry to propose economical ways to address clean water issues created by hazardous industrial sites.

5. **SULC Deliverables.**

The "Clean Water Initiative Project" will consist initially of the following components:

- a. Research by the SULC Technology and Entrepreneurship Clinic and Patent and Trademark Clinic to determine if techniques developed by Apollo Water, LLC are patentable and/ or otherwise eligible for intellectual property protections in the United States and globally;
- b. Research into best practices by the SULC Technology and Entrepreneurship Clinic that can be used by Apollo to protect trade secrets associated with developing proprietary water cleaning techniques;
- c. Research by SULC faculty and students under coordination with CWIP to identify environmental superfund sites in the United States that affect water quality which have not been remediated for this Public/Private Partnership Venture; and
- d. Develop clean water stewardship, grant/ contract proposals related to environmental education projects, and foster and stimulate cooperation between clean water advocacy groups and industry/corporate groups; and
- e. Create internships opportunities and experiential learning opportunities for SULC students related to clean water advocacy, legislation, and regulation; and
- f. In exchange for the hereinabove payments, Apollo Water LLC will be considered the official partner of the Southern University Law Center and the "Clean Water Initiative Project".

6. **Future Aspirations Related to the Clean Water Initiative Project.**

It is the aspirational desire of Apollo, LLC and SULC to expand the scope of the pilot Clean Water Initiative Project, in future years if sustainable resources are secured. Such expansion would not occur without approval from the Southern University Board of Supervisors. The aspirational expansion envisioned would include:

- (a) Creating a Center For Clean Water Stewardship; and
- (b) Creating interdisciplinary curricular projects designed to provide experiential learning opportunities for faculty and students from all entities of the Southern University System related to clean water sustainability throughout the United States and globally.

7. **Term and Termination**

This agreement will expire after a term of **5 years with the option to renew for additional years** upon approval by both parties in writing.

This agreement may be terminated immediately for cause for either party's material breach of any obligation of this agreement. Prior to such termination for cause, a breaching party must be provided written notice explaining the detailed reasons for the breach and a 30 day period within which to cure said breach.

This agreement may be terminated without cause in the sole discretion of either party upon 60 days written notice. Upon a termination for convenience each party's obligations will cease as of the sixtieth day following transmittal of the notice. The parties agree to use the 60 day notice to cooperate in closing out the relationship formed under this agreement in an orderly fashion.

The parties agree that any dispute under this agreement shall be subject to the laws of the State of Louisiana. The parties further agree that venue and jurisdiction for any legal claim arising under this agreement shall be in the 19th Judicial District Court for the Parish of East Baton Rouge, State of Louisiana.

8. **Miscellaneous**

Apollo, LLC and the Southern University Law Center hereby agree to use their best efforts to ensure the success of this memorandum of understanding. The memorandum of understanding will become final once it is approved by the Southern University System Board of Supervisors, and executed by authorized representatives of Apollo Water, LLC and SULC. **UPON EXECUTION OF A FINAL AGREEMENT, APOLLO WATER WILL BECOME THE EXCLUSIVE PARTNER OF SULC AND THE "Clean Water Initiative Project"**

Signed this the _____ day of _____ 2018.

John K. Pierre
Southern University Law Center

Chris Jean, Manager
Apollo Water, LLC



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

March 5, 2018

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

Re: Request to award a Juris Doctor degree posthumously to Marquita Christy and Lisa Carral

Dr. Belton:

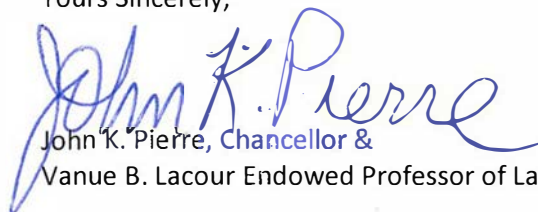
Two very bright, hardworking, and ambitious women who would have graduated in May 2018 from the Southern University Law Center unfortunately are not able to do so because of their untimely demise. The two women are Marquita Christy and Lisa Carral.

Marquita Christy unexpectedly passed during the fall semester of 2017 prior to taking her fall semester final exams. Ms. Christy was a part-time evening student, who was an employee of the Louisiana Workforce Commission that excelled academically and as a student leader. She was a national student leader with the American Bar Association (ABA) student division and a Peggy Browning fellow. She had garnered many scholarship awards and was well on her way to a promising legal career prior to her untimely death.

Ms. Lisa Carral also was a part-time evening student who was on her way to a promising legal career. At the time of her death in 2015, she was a valuable member of the Blue Cross/Blue Shield workforce as a Information Technology (IT) professional. She was on track to complete her degree requirements by May 2018 at the time of her unfortunate untimely demise.

The awarding of the posthumous degrees would mean a great deal to the classmates and families of Marquita Christy and Lisa Carral. I respectfully request that this matter be placed on the Board agenda for the March 23, 2018 meeting for consideration by the Board. If you have any questions, please feel free to contact me.

Yours Sincerely,


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

RECEIVED THE
OFFICE OF THE CHANCELLOR
PRESIDENT RAY BELTON
2018 MAR - 7 PM 1:42
SOUTHERN UNIVERSITY



SOUTHERN UNIVERSITY AND A&M COLLEGE SYSTEM

Office of the Executive Vice President/Executive Vice Chancellor

J. S. Clark Administration Building, Third Floor
Baton Rouge, LA 70813
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March 7, 2018

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

Re: Appointment of Dr. Erma Hines as Professor Emeritus

Dear Dr. Belton:

The Office of the Executive Vice President/Executive Vice Chancellor recommends the appointment of Dr. Erma Hines as Professor Emeritus. Dr. Hines is a distinguished scholar, professor, administrator, and excellent fundraiser. The work that she has done for the Southern University System makes her the ideal candidate to receive this high honor.

Dr. Hines retired from Southern University in July 2017. Prior to her retirement, she served as Professor of Speech and Theater and Chair of the Department of Visual and Performing Arts in the College of Humanities and Interdisciplinary Studies. During Dr. Hines' tenure at Southern University, she held numerous positions that afforded her a comprehensive view and understanding of the Southern University System. She served as Executive Director of the Southern University System Foundation, Chief Executive Officer of the Office of Institutional Advancement, Dean of the College of Arts and Humanities, Chair of the Speech and Theater Department, and Director of Forensics.

Dr. Hines has been a critical part of the Southern University family since she joined the Jaguar Nation in 1972. She is quite deserving of the title of Professor Emeritus because her teaching, fundraising, and service portfolio is truly exemplary. For your review, I have attached a copy of Dr. Hines' résumé, along with letters of support and recommendation from the College of Humanities and Interdisciplinary Studies Dean and faculty. I am in full agreement with the Academic Council's recommendation that the title of Professor Emeritus is bestowed to Dr. Erma Hines.

At Academic Council meeting held on Tuesday, March 6, 2018 at 2:30 p.m., Dr. Cynthia Bryant, Dean of the College of Humanities and Interdisciplinary Studies, made a motion to move the approval of Dr. Erma Hines as Professor Emeritus. It was then seconded by Donald Andrews, Dean of the College of Business. The vote was unanimous to extend this honor to Dr. Erma Hines in recognition of her years of meritorious service to the Southern University System.

I respectfully seek your favorable consideration of this request. If you have any questions, please feel free to contact me.

Sincerely,



James H. Ammons, Jr., Ph.D.
Executive Vice President/Executive Vice Chancellor

Approved: _____

Dr. Ray L. Belton
President-Chancellor

Erma Waddy Hines, Ph.D.
536 Kenilworth Parkway
Baton Rouge, Louisiana 70808
(225) 766-6552

VITA

EDUCATIONAL BACKGROUND

Completed elementary and high school education in the public school system of Houston, Texas
Bachelor of Arts with a major in English, minor in history, Talladega College, Talladega, Alabama
Master of Arts in Drama, University of Southern California
Doctor of Philosophy in Public Address and Rhetoric, Louisiana State University, Baton Rouge, Louisiana
Summer Fund Raising Institute for University Deans, William & Mary College, 1989
CASE Summer Fund Raising Institute for Senior Administrators in Higher Education, Dartmouth University, 1992
National, Regional, and Area Planned Giving Institutes, 1990-1995
Institute of Higher Education Management, Harvard University, Class of 1996
United Way Effective Management Seminar of 1997

PROFESSIONAL EMPLOYMENT

Interim Chair, Visual and Performing Arts, Professor of Speech, NASM Institutional Representative

Professor and Interim Chair, Visual and Performing Arts; 2013 to present

Assistant Professor, Associate Professor, Full Professor (*Tenured*), Speech and Theater Department; Director of Forensics; Chairman, Speech and Theater Department; Dean, College of Arts and Humanities, Chief Executive Officer, Office of Institutional Advancement; Southern University and A&M College, Baton Rouge, Louisiana; 1972 to 2013

Executive Director, Southern University System Foundation, Baton Rouge, Louisiana 1989 – 1997

Executive Director, Community Action Program of Central Louisiana, Alexandria, Louisiana 1969 – 1972

Assistant and Associate Professor, Speech and English Department and Director of Theater, Prairie View A&M College, Texas, 1959 – 1964

Associate Professor of Speech and English and Director of Theater, Huston-Tillotson College, Austin, Texas 1958-59

AREAS OF RESPONSIBILITY ACCOMPLISHMENT

Program Development

Fulfilled duties as Chair of Visual and Performing Arts in accordance with Southern University Baton Rouge Faculty Handbook

Pursued duties of Chair of the Department of Visual and Performing Arts (Visual Arts, Music and Speech and Theatre) in accordance with those listed in the **Southern University Faculty Handbook 2005-2007**

Designed and administered development programs and budgets and conducted successful fundraising campaigns for colleges, Southern University and A&M College System, and other nonprofit agencies

Achieved and surpassed monetary goals by identifying potential support audience; devised and implemented means to cultivate corporate and individual prospects for unrestricted gifts, restricted gifts, and planned gifts including endowments

Planned and implemented direct mail, volunteer, telephone, media and public relations programs. Enlisted and increased participation of students, faculty, administrators and other individuals, organization, etc. who are excellent fund-raisers and donors as well as those who have beneficial community contacts; attained new levels of voluntary support and volunteer staffs.

Fundraising Projects

Designed and implemented the Frank Hayden Memorial Campaign; solicited professorship in Fine Arts -- The Frank Hayden/Community Coffee Professorship in the amount of \$100,000 (A "first" for Southern University at Baton Rouge) and exceeded campaign goal of \$250,000

Designed and implemented SU/Q106 Radiothons 1990-1997 and exceeded goal each year

Coordinated and directed Southern University at Shreveport/Bossier City (SUSBO) 1996 Radiothon; solicited gift of \$25,000 from Harrah's Casino of Shreveport; exceeded campaign goal

Developed and maintained successful fundraising agenda including an annual fund, capital gifts, endowments, targeted and deferred giving programs during an eight year period for Southern University

Designed and directed the **President's 100 Society Campaign**; exceeded goal each year

Coordinated endeavors to acquire gift of first Distinguished Chair -- The James Joseph/United Companies Distinguished Chair in the amount of \$1,000,000

Coordinated activities related to the cultivation and solicitation of two other Distinguished Chairs -- one in the College of Nursing and one in the College of Business

Assisted capital campaign Consultant with pertinent endeavors and accompanied the President of Southern University System and the Southern University System Foundation President on visits with Corporate/Foundation CEOs on the east coast of the USA and in California

Implemented development programs that have surpassed previous giving records at Southern University; total gifts and pledges increased over \$10,000,000 in gifts from private (non-governmental) sources

Project Management

Completed NASM Progress Reports for June 2016 and October 2016; Attended NASM Conference in Dallas, Texas on November 17-22, 2016

Coordinated the design, developed mission statement and brochure and assisted in the launching of Southern University's first Capital Campaign -- "A Second Century of Excellence" (Campaign goal is \$25,000,000)

Organized and directed the Office of Institutional Advancement and supervised the installation of the latest technological equipment and training of personnel

Coordinated special events for the SU System President and SUBR Chancellor, bringing alumni and friends to the campus to enhance goodwill, cultivate prospects, and promote philanthropy

Developed and implemented solicitation and acquisition of funds and real estate totaling over \$1,000,000 from the estates of two friends of Southern University

Spearheaded and maintained the re-establishment of the Southern University System Foundation; served with distinction as executive director and director and at the pleasure of Dr. Dolores R. Spikes beginning in November 1989 and ending December 31, 1996

Written and Oral Communications

Wrote copy and edited a variety of materials to publicize and substantiate fundraising programs including direct mail copy, case statements, press releases, brochures, job descriptions, proposals for grant and awards, and speech and letter texts

Edited and published comprehensive Annual reports for the Southern University System Foundation

Recruited, trained and coached volunteers in fundraising techniques and other responsibilities

Created and edited the first informative quarterly newsletters for alumni and friends of Southern University

Interviewed over 100 community leaders to obtain feedback on the public image and fundraising potential of Southern University and A&M College System. Prepared reports with recommendations for image improvement and fundraising strategies

Supervised staff of five

Leadership/Memberships *(Past and Present)*

Member, NASM, Institutional Representative

Member, Southern University System President's Executive Council

Member, Southern University at Baton Rouge Chancellor's Administrative Council

Member and Panelist, Council for the Advancement and Support of Education (CASE)

Member, Louisiana Chapter of CASE

Member, Baton Rouge Chapter of **Rotary International**

Member, Baton Rouge Chamber of Commerce

Member, Board of Directors, Capital Area United Way

Member and Officer, Voice, Phonetics and Linguistics Interest Group, Speech Association of America, Inc.

Member, Louisiana Speech Association

Member, Phi Delta Kappa International

Member, National Media Advisors

Member, American Association of Land-Grant Colleges and Universities

Member, Allocation Committee, Greater Baton Rouge Arts Council

Panelist, Louisiana Division of the Arts Proposals Competition

Member, Board of Directors, Louisiana Arts and Science Center

National Editor and Chief of the **Ivy Leaf** Magazine, Consultant and Faculty of Leadership Institutes and Chapter President, Alpha Kappa Alpha Sorority, Inc.

National Committees, Southern Area Chairman of the Arts and Chairman of Protocol, Chapter President, The Links, Incorporated

National Treasurer, South Central Area Director and Secretary-Treasurer, Organizer and first president of the Alexandria Chapter, Jack and Jill of America, Inc.

Member, Societas Doxa, Inc.

Member, National Communication Association

Member, Talladega College Alumni Association

Member, Louisiana State University Alumni Association

State President and Treasurer, Auxiliary to the Louisiana Medical Association

President, Auxiliary to the East Baton Rouge Parish Medical Association

Senior Warden, Junior Warden (*Immediate Past*), Director of the Altar Guild, and Vestry Member, St. Michael and All Angels Episcopal Church, Baton Rouge, Louisiana

Member, Executive Committee, Small Church Council, Episcopal Diocese of Louisiana

Delegate, 1997 General and Special Conventions, Episcopal Diocese of Louisiana

Honors and Awards

Appointed by the Bishop of the Diocese of Louisiana to a 12-member committee of clergy and laity (The Episcopate Committee) established to coordinate the process of selecting the replacement for our retiring bishop, 1996-97

Appreciation/Recognition Awards, The Links, Inc. (National, Southern Area, and (La Capitale Chapter)

Certificates of Achievement, Professional Development and Goal Writing, SUBR Office of Academic Affairs

Two Thousand Most Distinguished Women in America

Who's Who in American Education

Distinguished Speaker Award, Kiwanis Club of Baton Rouge

Phi Delta Kappa Certificate of 10-Year Member, 1991

Appointed to represent President of Southern University System, Dr. Dolores R. Spikes, at White House Initiatives Conference

Distinguished Dean Award, Capital Area Network, Baton Rouge, Louisiana

Outstanding Service Award, Southern University Publications Board

Outstanding Service Award, Greater Baton Rouge Arts Council

Governor's Appointee, Member and Chair, State of Louisiana Library Commission

Appreciation Awards, Southern University **Digest** and Jaguar Yearbook

Appreciation Award, Greater Baton Rouge Pan Hellenic Council

Distinguished Director's Award, Southern University System Foundation, May 1997

**College of Humanities and
Interdisciplinary Studies**

Rodney G. Higgins Hall
P.O. Box 9571

Phone: (225) 771-5384

(225) 771-3631

FAX: (225) 771-3696

March 5, 2018

Dear Academic Council members:

It is with great honor that I nominate Dr. Erma Hines, retired Professor of Speech and Theater, to be appointed Professor Emeritus status at Southern University. Her contributions to the students and faculty of the College of Humanities and Interdisciplinary Studies (formerly Arts and Humanities), as well as the Baton Rouge community, are immeasurable.

Having served in various capacities at Southern University for over 40 years, Dr. Hines has demonstrated excellent levels of dedication and focus that are second to none. Prior to her retirement in July 2017, Dr. Hines served as Professor of Speech and Theater and Chair of the Department of Visual and Performing Arts in the College of Humanities and Interdisciplinary Studies. Her previous appointments with Southern University include Director of Forensics, Chair of Speech and Theater, Dean of the College of Arts and Humanities, Vice Chancellor of the Office of Institutional Advancement, and Executive Director of the Southern University System Foundation.

In these various capacities, Dr. Hines has achieved many service-focused goals that have positively impacted the lives of faculty and staff including:

- Designing and implementing the Frank Hayden Memorial Campaign
- Soliciting a professorship in Fine Arts—The Frank Hayden /Community Coffee Professorship in the amount of \$100,000 (a “first” for Southern University at Baton Rouge)
- Conducting successful fundraising campaigns for Southern University and A&M College System, other Colleges, and nonprofit agencies
- Designing and implementing SU/Q106 Radiothons (1990-1997) and exceeding the goal each year
- Coordinating and directing Southern University at Shreveport-Bossier City (SUSBO) 1996 Radiothon
- Developing and maintaining successful a fundraising agenda including an annual fund, capital gifts, endowments, targeted, and deferred giving programs during an eight-year period for Southern University
- Designing and directing the President’s 100 Society Campaign, exceeding the goal each year
- Coordinating activities related to the cultivation and solicitation of two Distinguished Chairs – one in the College of Nursing and one in the College of Business

- Spearheading and maintaining the re-establishment of the Southern University System Foundation, serving with distinction as Executive Director and Director at the pleasure of Dr. Dolores R. Spikes from November 1989 to December 31, 1996

Additionally, Dr. Hines has involved herself with the Baton Rouge Community by serving in various leadership capacities as a member of Alpha Kappa Alpha, Jack and Jill, The Links, and Phi Delta Kappa Fraternity, Inc., as well as the Arts Council of Baton Rouge, and Rotary Club of Baton Rouge. She has received a host of honors and awards from these and other community organizations.

Dr. Hines has provided an excellent example of how a university administrator can successfully blend professional duties with personal service to the community. Her dedication to Southern University, as well as the local and regional communities, is exceptional. I recommend her for the honor of receiving Professor Emeritus status without reservation.

Sincerely,

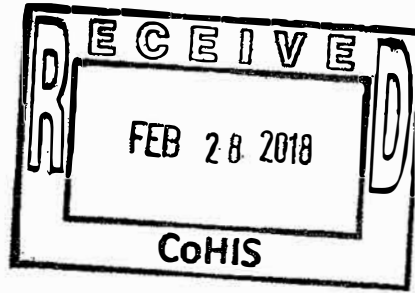


Dr. Cynthia D. Bryant

Dean, College of Humanities and Interdisciplinary Studies



Department of Visual and Performing Arts



Post Office Box 10215
Baton Rouge, Louisiana 70813
Main Office: (225) 771-4027
Chair's Office: (225) 771-2600
Fax: (225) 771-4082

February 26, 2018

Dr. Cynthia Bryant, Dean
College of Humanities and Interdisciplinary Studies
408 Higgins Hall
Southern University and A&M College
Baton Rouge, LA 70813

RE: Professor Emerita Status for Dr. Erma Waddy Hines

Dear Dr. Bryant:

This communication serves as an unequivocal endorsement of Dr. Erma Waddy Hines as a likely recipient of the coveted title of Professor Emerita. Dr. Hines devoted 45 years of meritorious service to Southern University in general, and to the Department of Visual and Performing Arts in particular. During her tenure at Southern University, she established a stalwart and distinct legacy as an administrator, professor and educator.

Dr. Hines distinguished herself in several administrative posts, including Department Chair multiple times, Dean of the College of Arts and Humanities and Director of the SU System Foundation. For ten years, she was head of the SU System Foundation. A myriad of staff persons under Dr. Hines' supervision complimented her work ethic and exemplary management/leadership style. As Department Chair, she came full circle; she led the Department of Speech and Theatre as a single unit for a few years before leaving to head the College of Arts and Humanities (1987-1990) as Dean and then returned as Chair of the Department of Visual and Performing Arts, comprising an umbrella of music, speech and theatre and visual arts disciplines. She distinguished herself as an outstanding, impressive and tenacious leader in every capacity that she assumed.

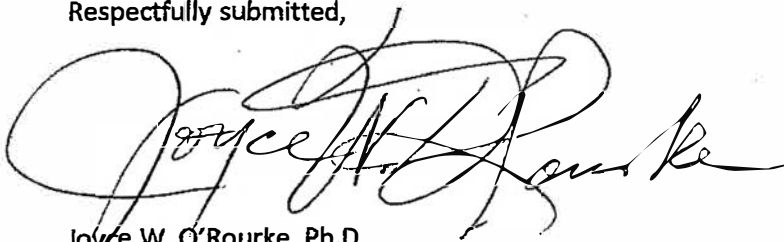
As professor and educator, Dr. Hines is recognized for her creative, unique and highly effective pedagogy. Former students, many accomplished in a wide variety of concentrations and successful careers, offer testaments to being benefactors of Dr. Hines' expertise and guidance. Seemingly, an endless number of former students spoke favorably and appreciatively of Dr. Hines during her Retirement Celebration.

Former Hines' scholars have expressed that Dr. Hines exhibited a high degree of academic acumen. On many occasions, she was a strong role model, mentor and coach to students, faculty and staff. She worked tirelessly to revitalize, renovate and re-open the Frank Hayden Theatre, after the facility had remained dormant for 3+ years. As recently as 2017, Dr. Hines' dedication and fortitude fostered the reaffirmation of accreditation for the Music Unit, as determined by the National Association of Schools of Music.

A long list of social and civic endeavors has been a further salute to Dr. Hines' contribution to community service in the Greater Baton Rouge area. She has held national offices in Alpha Kappa Alpha Sorority, Incorporated; Chapter, Area and National positions in The Links, Incorporated; and at various posts/levels in Jack and Jill of America. She served over 27 years in the Rotary Club of Baton Rouge and in many leadership roles in her church, St. Albans, as well as throughout the Episcopal Diocese. In brief, she has been a champion humanitarian within the Baton Rouge arena.

Summarily, Dr. Hines has been an exceptional faculty person and administrator within the annals of Southern University. Indeed, she deserves the declaration of Professor Emerita as further acknowledgement of her many achievements. It is an honor to support the nomination in her behalf.

Respectfully submitted,

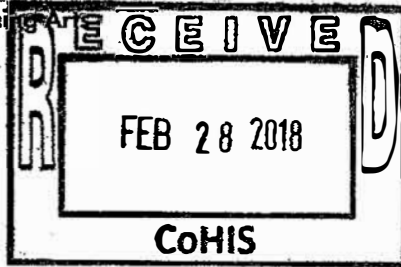


Joyce W. O'Rourke, Ph.D.
Professor/Program Leader (Speech & Theatre)
Department of Visual and Performing Arts
Southern University and A&M College
225-771-4578
joyce_orourke@subr.edu





Department of Visual and Performing Arts



Post Office Box 10215
Baton Rouge, Louisiana 70813
Main Office: (225) 771-4027
Music Studio (225) 771-3300
Fax: (225) 771-4082

February 27, 2018

I, Judy A. Guilbeaux-James, PhD, in the College of Humanities and Interdisciplinary Studies, Department of Fine & Performing Arts (Music), strongly recommend that you request Professor Emeritus Status for Erma Waddy Hines, PhD, who retired in August 2017 after serving the Southern University System with distinction for 45 years. I believe that she meets the eligibility requirements as stipulated by the Southern University and A & M College guidelines and is immensely deserving of this prestigious recognition.

Dr. Hines' dedication and professionalism are exemplified by her service to the Southern University and A & M College community:

Program Development

Fulfilled duties as Chair of Visual and Performing Arts in accordance with Southern University Baton Rouge Faculty Handbook.

Pursued duties of Chair of the Department of Visual and Performing Arts (Visual Arts, Music and Speech and Theatre) in accordance with those listed in the **Southern University Faculty Handbook 2005-2007**.

Designed and administered development programs and budgets and conducted successful fundraising campaigns for colleges, Southern University and A&M College System, and other nonprofit agencies.

Achieved and surpassed monetary goals by identifying potential support audience; devised and implemented means to cultivate corporate and individual prospects for unrestricted gifts, restricted gifts, and planned gifts including endowments.

Planned and implemented direct mail, volunteer, telephone, media and public relations programs. Enlisted and increased participation of students, faculty, administrators and other individuals, organization, etc. who are excellent fund-raisers and donors as well as those who have beneficial community contacts; attained new levels of voluntary support and volunteer staffs.

Fundraising Projects

Designed and implemented the Frank Hayden Memorial Campaign; solicited professorship in Fine Arts -- The Frank Hayden/Community Coffee Professorship in the amount of \$100,000 (A "first" for Southern University at Baton Rouge) and exceeded campaign goal of \$250,000.

Designed and implemented SU/Q106 Radiothons 1990-1997 and exceeded goal each year.

Coordinated and directed Southern University at Shreveport/Bossier City (SUSBO) 1996 Radiothon; solicited gift of \$25,000 from Harrah's Casino of Shreveport; exceeded campaign goal.

Developed and maintained successful fundraising agenda including an annual fund, capital gifts, endowments, targeted and deferred giving programs during an eight year period for Southern University.

Designed and directed the **President's 100 Society Campaign**; exceeded goal each year.

Coordinated endeavors to acquire gift of first Distinguished Chair -- The James Joseph/United Companies Distinguished Chair in the amount of \$1,000,000.

Coordinated activities related to the cultivation and solicitation of two other Distinguished Chairs -- one in the College of Nursing and one in the College of Business.

Assisted capital campaign Consultant with pertinent endeavors and accompanied the President of Southern University System and the Southern University System Foundation President on visits with Corporate/Foundation CEOs on the east coast of the USA and in California.

Implemented development programs that have surpassed previous giving records at Southern University; total gifts and pledges increased over \$10,000,000 in gifts from private (non-governmental) sources.

Coordinated the design, developed mission statement and brochure and assisted in the launching of Southern University's first Capital Campaign -- "A Second Century of Excellence" (Campaign goal is \$25,000,000).

Coordinated special events for the SU System President and SUBR Chancellor, bringing alumni and friends to the campus to enhance goodwill, cultivate prospects, and promote philanthropy.

Developed and implemented solicitation and acquisition of funds and real estate totaling over \$1,000,000 from the estates of two friends of Southern University.

Spearheaded and maintained the re-establishment of the Southern University System Foundation; served with distinction as executive director and director and at the pleasure of Dr. Dolores R. Spikes beginning in November 1989 and ending December 31, 1996.

Written and Oral Communications

Wrote copy and edited a variety of materials to publicize and substantiate fundraising programs including direct mail copy, case statements, press releases, brochures, job descriptions, proposals for grant and awards, and speech and letter texts.

Edited and published comprehensive Annual reports for the Southern University System Foundation.

Recruited, trained and coached volunteers in fundraising techniques and other responsibilities.

Created and edited the first informative quarterly newsletters for alumni and friends of Southern University.

Interviewed over 100 community leaders to obtain feedback on the public image and fundraising potential of Southern University and A&M College System. Prepared reports with recommendations for image improvement and fundraising strategies.

Leadership/Memberships (*Past and Present*)

Member, NASM, Institutional Representative

Member, Southern University System President's Executive Council

Member, Southern University at Baton Rouge Chancellor's Administrative Council

Member and Panelist, Council for the Advancement and Support of Education (CASE)

Member, Louisiana Chapter of CASE

Member, Baton Rouge Chapter of **Rotary International**

Member, Baton Rouge Chamber of Commerce

Member, Board of Directors, Capital Area United Way

Member and Officer, Voice, Phonetics and Linguistics Interest Group, Speech Association of America, Inc.

Member, Louisiana Speech Association

Member, Phi Delta Kappa International

Member, National Media Advisors

Member, American Association of Land-Grant Colleges and Universities

Member, Allocation Committee, Greater Baton Rouge Arts Council

Panelist, Louisiana Division of the Arts Proposals Competition

Member, Board of Directors, Louisiana Arts and Science Center

National Editor and Chief of the **Ivy Leaf** Magazine, Consultant and Faculty of Leadership Institutes and Chapter President, Alpha Kappa Alpha Sorority, Inc.

National Committees, Southern Area Chairman of the Arts and Chairman of Protocol, Chapter President, The Links, Incorporated

National Treasurer, South Central Area Director and Secretary-Treasurer, Organizer and first president of the Alexandria Chapter, Jack and Jill of America, Inc.

Member, Societas Doxa, Inc.

Member, National Communication Association

Member, Talladega College Alumni Association

Member, Louisiana State University Alumni Association

State President and Treasurer, Auxiliary to the Louisiana Medical Association

President, Auxiliary to the East Baton Rouge Parish Medical Association

Senior Warden, Junior Warden (*Immediate Past*), Director of the Altar Guild, and Vestry

Member, St. Michael and All Angels Episcopal Church, Baton Rouge, Louisiana

Member, Executive Committee, Small Church Council, Episcopal Diocese of Louisiana

Honors and Awards

Appointed by the Bishop of the Diocese of Louisiana to a 12-member committee of clergy and laity (The Episcopate Committee) established to coordinate the process of selecting the replacement for our retiring bishop, 1996-97

Appreciation/Recognition Awards, The Links, Inc. (National, Southern Area, and (La Capitale Chapter)

Certificates of Achievement, Professional Development and Goal Writing, SUBR Office of Academic Affairs

Two Thousand Most Distinguished Women in America

Who's Who in American Education

Distinguished Speaker Award, Kiwanis Club of Baton Rouge

Phi Delta Kappa Certificate of 10-Year Member, 1991

Appointed to represent President of Southern University System, Dr. Dolores R. Spikes, at White House Initiatives Conference

Distinguished Dean Award, Capital Area Network, Baton Rouge, Louisiana

Outstanding Service Award, Southern University Publications Board

Outstanding Service Award, Greater Baton Rouge Arts Council

Governor's Appointee, Member and Chair, State of Louisiana Library Commission

Appreciation Awards, Southern University **Digest** and Jaguar Yearbook

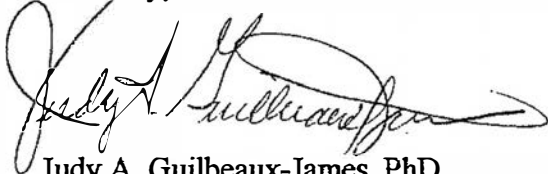
Appreciation Award, Greater Baton Rouge Pan Hellenic Council

Distinguished Director's Award, Southern University System Foundation, May 1997

Like Moses, who spent 40 years leading his people to the Promised Land, Dr. Hines spent 45 years, she needed an extra 5 to make it perfect, leading students and faculty during her accomplished tenure at Southern University. She has worn many hats during her time with us and the lives of her students and colleagues have been enhanced during this time. Dr. Hines become an educator to make a difference in the lives of students, to teach them that they can accomplish their goals and become whoever they want to be in this world.

It is because of her outstanding contributions to the Southern University System, community service, and services throughout the global community, that I enthusiastically support the recommendation of Dr. Erma Waddy Hines as Professor Emeritus and suggest that immediate steps be taken to achieve as such.

Sincerely,



Judy A. Guilbeaux-James, PhD

Associate Professor

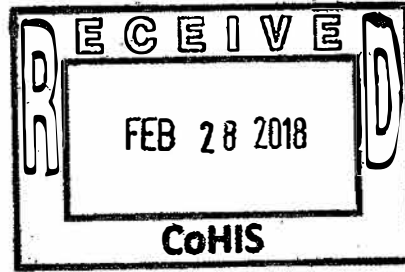
College of Humanities and Interdisciplinary Studies

Southern University and A & M College

Baton Rouge, LA

February 26, 2018

To Dr. Cynthia Bryant,



Post Office Box 10215
Baton Rouge, Louisiana 70813
Main Office: (225) 771-4027
Chair's Office: (225) 771-2600
Fax: (225) 771-4082

It is with great pleasure that I write this letter in support of Dr. Erma Waddy Hines for Emeritus Professor for Southern University and A&M College, Baton Rouge. I first became acquainted with Dr. Hines in July 2015 when I got hired as an Adjunct Professor in the department of Visual and Performing Arts and had the privilege to work directly with her for two years, until she retired. In those two years Dr. Hines mentored me professionally and encouraged me to push forward my pedagogical philosophies, so that I may best serve our students. Dr. Hines demonstrated that it is possible to hold students to standards of excellence, even when they are unsure of their own unique gifts, on a daily basis.

Dr. Hines was unquestionably one of the most able educators, during her tenure at SUBR. I base this on witnessing her work in the department which consistently reflected a level of insightfulness and attention to detail that is unique to Dr. Hines. She worked diligently for this university for over forty years in many different capacities. She functioned not only as a faculty member in the Speech and Theater department, but held several administrative positions including fulfilling the duties as Chair of Visual and Performing Arts when she retired. Dr. Hines did much work to develop programs and worked to raise millions of dollars during her time at here at Southern. A notable example of this was her work to coordinate and acquire the funding for the first Distinguished Chair position, the James Joseph/United Companies Distinguished Chair, in the amount of \$1,000,000.

Outside of her notable work at Southern University and A&M University, Baton Rouge, Dr. Hines is also a community leader. Over the years, Dr. Hines has been actively involved, not only in her church, but in a variety of civic organizations. Some of the outstanding work she has done and is doing, include her being a longstanding member of the Baton Rouge Chapter of Rotary International, she is a member of the Louisiana Speech Association and the national Media association. She was also a panelist for the Louisiana Division of the Arts Proposals Competition and served as an Institutional Representative for NASM. Dr. Hines has received many honors and awards for her tireless work, including her appointment to represent SUBR at the White House Initiatives Conference, she was the Governor's appointee and Chair for the State of Louisiana Library Commission and received a certificate of achievement from The office of Academic Affairs, at SUBR, for Professional Development and Goal writing.

Plainly stated I strongly recommend, without reservation, Dr. Erma Waddy Hines for the position of emeritus professor. This letter does not even begin to demonstrate the breadth of her work and dedication, both to SUBR, and to the city of Baton Rouge at large. I know first-hand that Dr. Hines performs with aplomb in challenging situations and will serve this university valiantly in her emeritus role.

Respectfully,

A handwritten signature in cursive script that reads "Antoinette McDonald-Ellis, A.B.D." The signature is written in black ink and is positioned above the typed name.

Antoinette McDonald-Ellis, A.B.D.
Assistant Professor Speech and Theatre
Department of Visual and Performance Arts
15 Frank Hayden Hall
Southern University and A&M College
Baton Rouge, LA.



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

March 8, 2018

The Honorable Ann A. Smith, Chair
Southern University Board of Supervisors
4th Floor, J.S. Clark Administration Building
Baton Rouge, LA70813

Dear Honorable Chairlady Smith:

After a thorough review of the organizational structure of Southern University and A&M College (SUBR) and per our discussion, Dr. Ammons and I are seeking your support to return to the Southern University System Board of Supervisors this month with recommendations to strengthen the structure of SUBR for greater recruitment, retention and timely graduation of our students. The first request is to expand the roles and responsibilities of Dr. Kimberly Ferguson-Scott, Vice Chancellor of Student Affairs, to include recruitment, admissions and financial aid. This recommendation is based on our assessment of Dr. Scott's nearly 30-year career as a student affairs professional, with a focus on the effective retention of students, and our belief that she can effectively lead the Division of Student Affairs with additional responsibilities. The corresponding salary adjustment would be from \$125,000 to \$140,000. The expansion of roles and responsibilities for Dr. Scott would eliminate the need to hire a Vice Chancellor for Enrollment Management, a new position in the administrative reorganization approved by the Board of Supervisors at its November 2017 meeting.

The second recommendation to strengthen SUBR is to move the marching band from the Office of the Executive Vice President/Executive Vice Chancellor to the Department of Fine and Performing Arts, which houses the Music Program. The SUBR Marching Band is one of the largest recruiters of students to the university, as cited by the National Association of Schools of Music reaccreditation site visit report. As such it is very important to ensure that all members of the marching band are engaged academically. Upon your approval, the Dean, Department Chair and Program Leader will be charged with providing better management and oversight of the Marching Band. Additionally, the staff of the marching band teach courses for credit in the Music Program and many band students are music majors. I am confident that this transition will help to increase the retention of band students, as we will be able to better provide academic services for our students.

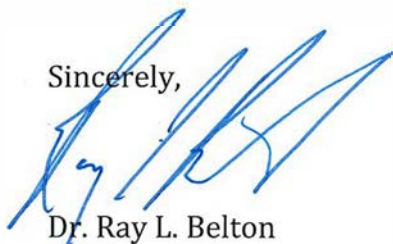
Five Campuses, One Vision... Global Excellence

WWW.SUS.EDU

The last request is to move Dual Enrollment and TRIO programs from Enrollment Management to the Office of Student Success. In a strategic and coordinated effort to increase the enrollment and retention of the students served by these programs, a closer alignment of these pipeline programs to the support services of Student Success is warranted. This paradigm shift will allow SUBR to attract and strengthen its academic talent pool sooner. Thus, improved day to day operations will guide potential students through the process of enrolling earlier while giving them the academic support to sustain their success and complete a program of study at the postsecondary level in a timely manner.

Thank you very much for your continued support and consideration of these requests. If you need additional information, please do not hesitate to contact me.

Sincerely,



Dr. Ray L. Belton
President-Chancellor

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

Facilities and Property Committee

FACILITIES AND PROPERTY COMMITTEE

(Following the Academic Affairs Committee)

Friday, March 23, 2018

The Solomon Episcopal Conference Center

54296 LA Highway 445

Loranger, Louisiana 70446

AGENDA

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

MEMBERS

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

Southern University System

Office of Facilities Planning

FACILITIES PROJECT UPDATES

March 9, 2018

SU Baton Rouge

Capital Outlay New Projects part 1:

- SU System Campus Major Repairs and Deferred Maintenance Projects - Projects are in progress by campus Facility Director
 - **J. S. Clark Annex** Roof Replacement
Partin Roofing **\$136,000** – Completed November 7, 2017
 - **Benjamin Kraft Physical Plant** Roof Replacement
RYCARS Construction **\$237,090** – **100% Completed**
Duration time to complete the project: January 2018/Feb 2018
 - **W.W. Stewart Hall** Roof Replacement (\$300,000)
Chatmon Construction bid amount **\$258,580** – **100% Completed**
Duration time to complete the project: 90 days / January 2018
 - **Rodney G. Higgins Hall** Roof Replacement
LA Roofing **\$189,400** – **99% completed**
Duration time for bidding and construction July to January 2018/Feb 2018
 - **ADA** entrance door upgrades (\$50,000) – under construction
Neighborhood Restoration of BR **\$44,500** **100% complete**
 - **Central Plant** mechanical system upgrades/repairs (**\$310,000**)
Construction repairs in progress by **TRANE 100% complete** and CMC 100% completed.
 - **Mechanical System HVAC** repairs to Lee Hall, Fisher Hall, Stewart Hall and Seymour Gym. Buildings (**\$123,535**) work in progress by Watson Mechanical Services, Inc.- time duration to complete the project October 2017 to November 2017 / Feb 2018 – **90% complete.**
 - **J. S. Clark Adm. Building Roof Replacement** – AFC \$143,205
Mougeot Architecture; were contracted to prepare construction bid documents by FP&C. **in planning phase**

John B. Cade Library Fire Alarm System Upgrade

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

Mechanical System Upgrades Capital Outlay part 2 projects:

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

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

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

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

- Upgrades 100% complete

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

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

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

- Upgrades 100% complete

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

ADA Compliance projects:

- **A. W. Mumford Stadium ADA Compliance and Upgrades**
\$7,900,000 for planning and construction. March 2017 planning phase, bidding March 2018, construction completion set for March 2019
- **T. T. Allain Hall ADA Compliance and Upgrades** – \$1,010,000 planning and construction. March 2017 planning phase: Design Development 21July17, bidding December 2017, construction completion set for December 2018. Kelly Construction Group, LLC - Notice to Proceed @ \$744,100 March 8, 2018 and complete work on September 22, 2018.
- **F. G. Clark Activity Center ADA Compliance and Upgrades** – \$7,450,000 planning & construction. April 2017 planning phase, bidding March 2018, construction completion set for March 2019.

SUBR Infrastructure project for Mechanical and Electrical system upgrades

The evaluation committee has submitted questions to the purchasing director pertaining to **Bernhard company** proposal for responses. The final approval to execute a contract to proceed with the infrastructure project is pending approval by SUBR Vice Chancellor of finance and SU System Vice President of finance.

SUBR Title 9 Projects

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

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

Hurricane Gustav repairs for various buildings

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

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

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

SUBR Title III funded projects:

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

ADA E. C. Harrison Street Upgrades

The Luster Group, LLC bid \$388,808 construction duration time is set for July 24, 2017 to December 31, 2017. - **98% Completed**

-pending completion of concrete sidewalk westside of T. T. Allain

Frank Hayden Hall ADA Restrooms at main Lobby

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

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

Project is out for bids January 2018 (\$125,000 AFC budget) **Integrity Builders low bidder at \$84,700.**

J. B. Moore Hall Smart Classroom Renovation

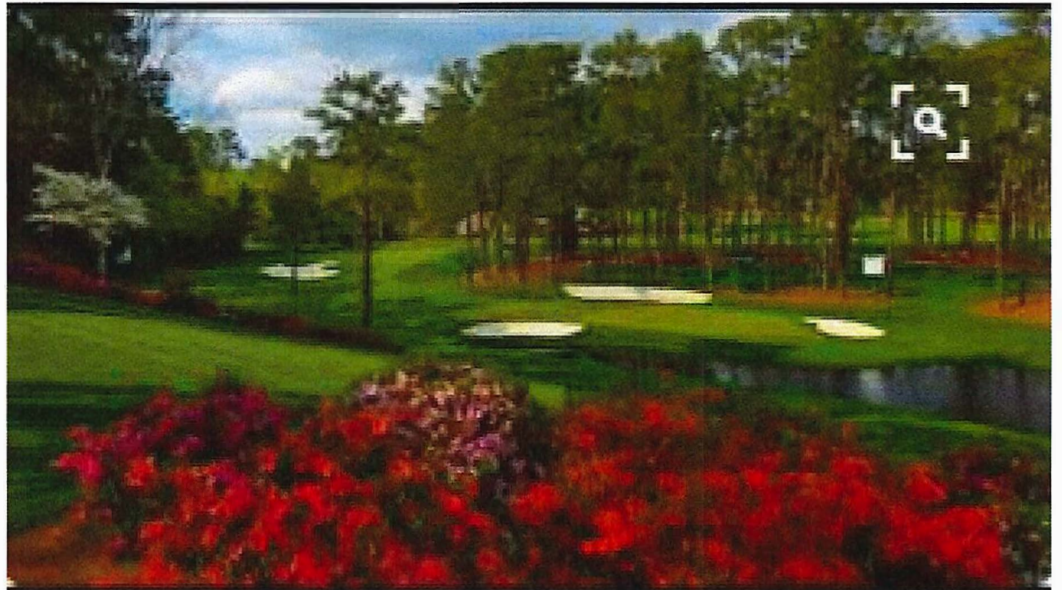
General Contractor; Honore Companies LLC (\$250,000 AFC budget) low bidder at \$209,000. construction-duration time is set for June 26, 2018.

Southern University New Police Station

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

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

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



○

Inclement Weather issues

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

SU Foundation projects on SUBR campus

- The “Tony Clayton Championship Plaza”
Stuart’s Construction Pre-construction conference set for March 19, 2018 and completion set for September 2018
(AFC \$465,000)



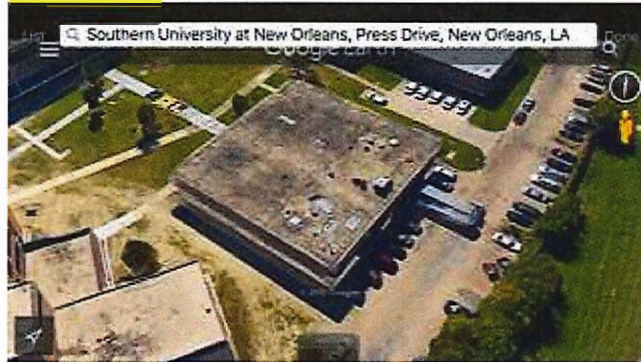
- **SUBR Master Plan “Imagine 20,000 students” - pending advertisement for RFP March 2018.**

SU New Orleans

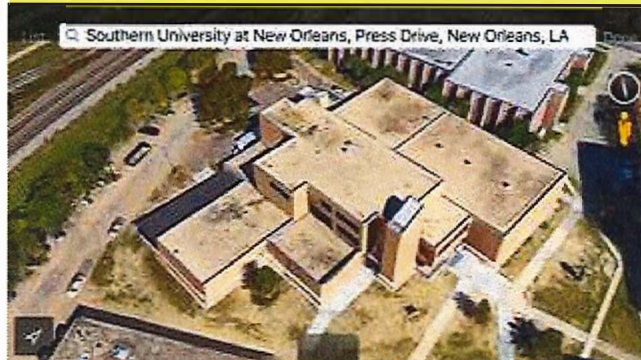
Capital Outlay New Projects:

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

Completed



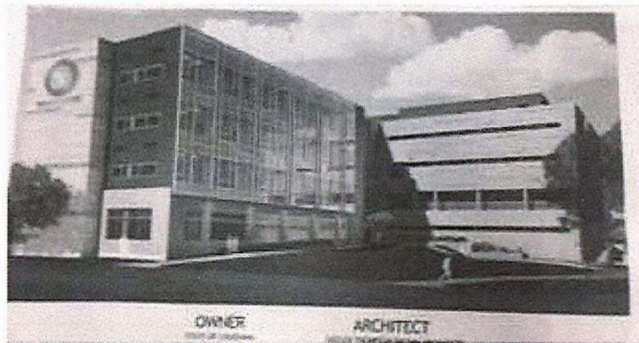
- **SUNO University Center Roof Replacement** (\$437,979) – Bid opening November 28, 2017 – bid at \$418,275.00 w/ pending Low bidder: **Rycars Construction**. The pre-construction Feb. 6, 2018



- **University Center HVAC** 3 air handling unit upgrades (\$236,264) Bid opening November 15, 2017. Bid at \$224,900 and low bidder was Gallo Mechanical – **work in progress** and duration for completion is July 23, 2018.
- **University Center Parking lot repairs** (\$60,000 budget) bids are under review to proceed with construction.
- **Electrical System repairs** (\$40,000 budget) bids are under review to proceed with repairs.
- **Mechanical system and underground piping repairs** (\$50,000 budget) bids are under review to proceed with repairs.

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

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



SUNO New Education and Human Development Building (lake campus)

- FP&C project manager: Mr. David Van Alstine 504 568 2414
- Verges Rome Architects – Awarded Education and Human Development Building,

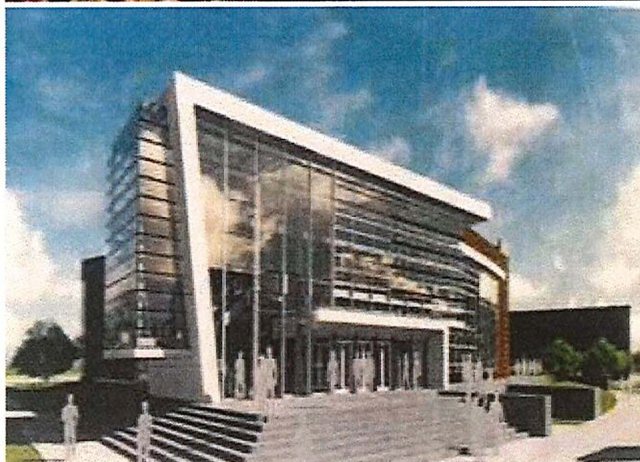
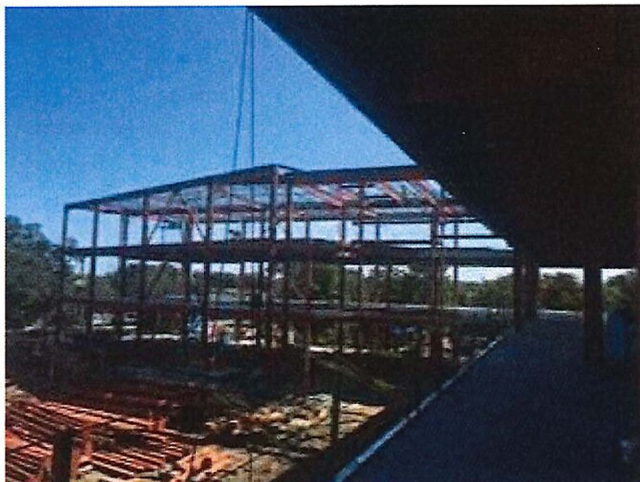
This building will be two stories in height and have a total of 49,114 square feet.

Project will be located on the Lake Campus. Construction Documents 100% complete. Cost of the project is budgeted at \$11, 608,000.

- Bid Advertisement: bids open December 13, 2017
- General Contractor: Frank A. Anzalone General Contractors, Inc.
- Bid amount: \$10,480,000
- Notice to Proceed: January 2018. Construction in progress.
- Construction duration time: 18 months



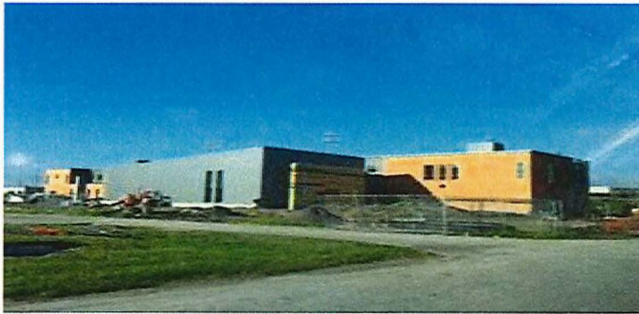
SUNO New Arts, Humanities and Social Sciences Building - completion set for October 2018



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

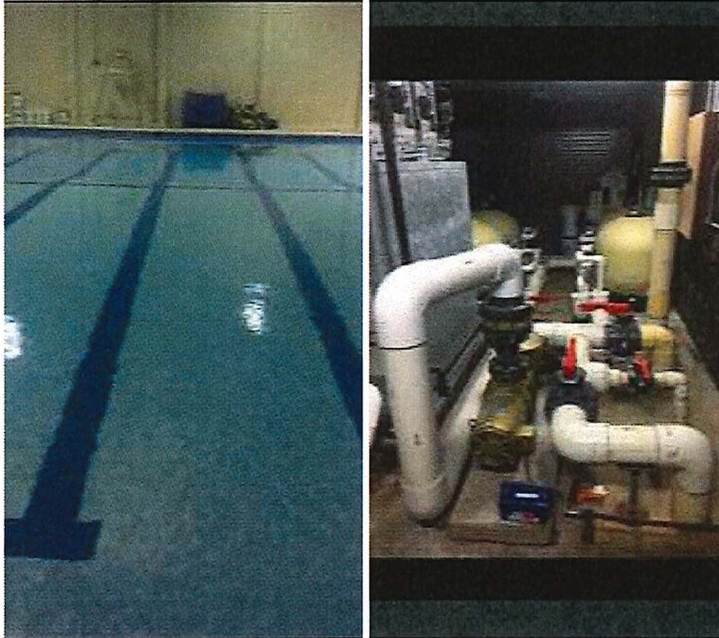
SUNO New School of Social Work- completion set for January 2018

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



SUNO University Center Swimming Pool repairs

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



SUNO Campus lighting site inspection notes:

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



SU Shreveport

Capital Outlay New Projects:

- SU System Campus Major Repairs and Deferred Maintenance Projects – in progress by campus Facility Director
 - **Campus HVAC** system repairs, \$98,786 – 95% complete
 - **Campus sidewalk** Safety Compliance, \$95,000 – Walker Landscape Low bidder for \$37,410.
 - **Gymnasium** roofing repairs, AFC \$155,000 – Pintail Roofing low bidder for \$82,649.
 - **Gymnasium** Roofing Gutter system (AFC see above) Rain Pro low bidder for \$38,122.
 - **ADA** Compliance for doors and walkways, (AFC \$125,000) – Pro-Door low bidder at \$51,738 work in-progress.
 - **Lighting** upgrades, (AFC \$25,000) – 100 % completed

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

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



SUSLA Renovation to Allen Building / School of Nursing - 600 Texas Street, Shreveport, LA (Downtown) - completion set for March 2018/ April 24, 2018

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

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

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

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



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

1. SUAG Horticulture Storage Building Renovations – SUAG main campus

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



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

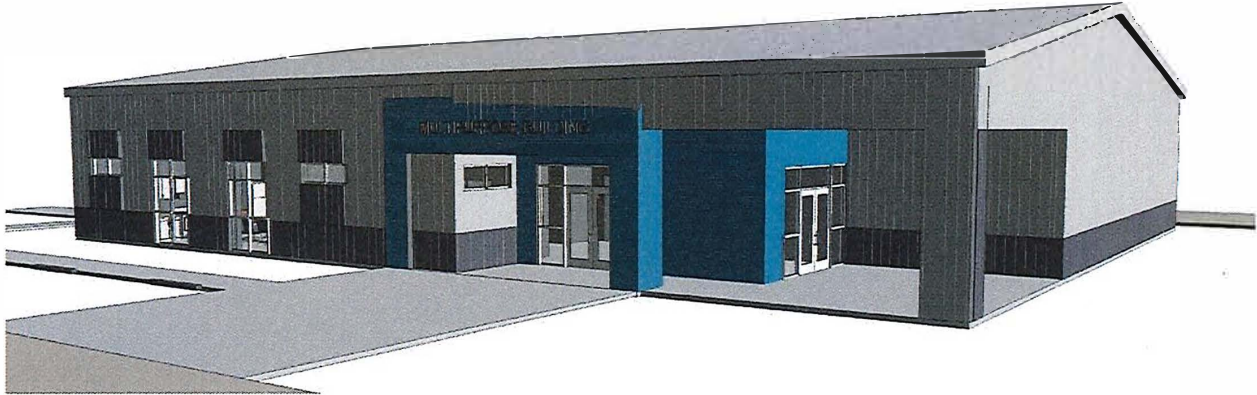
- Budget: \$242,522
- Architect: Williams and Williams Architecture - designer fees \$25,400
- AFC: \$217,122
- Construction Bid Documents and Spec's completed April 28, 2017
- Bid Advertisement: Set for December 2017.
- Pre-Bid meeting 2Feb2018- **ANR Construction Low bidder at \$207,900**

3. A.O. Williams Hall Renovation

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



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



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

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

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

Prepared By:

Eli G. Guillory III

Director

Southern University System

Office of Facilities Planning

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

SU System

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Cedric Upshaw JD, ADA	SUS	225-771-5565
Flandus McClinton Jr. V.P.	SUS	225-771-6278
Gloria Matthews	SUS	225-771-3476
Kimberly Knighton	SUS	225-771-5372

SU Baton Rouge

Benjamin Pugh, VC	SUBR	225-771-5021
Frank Maurice Pitts	SUBR	225-771-2488
Henry L. Thurman III	SUBR	225-771-2413
Kim Ross	SUBR	225-771-3491
Kestee Weir III	SUBR	225-771-6235
Tracie A. Abraham	SUBR	225-771-3590
Linda Antoine	SUBR	225-771-4580

SU Law Center

Terry Hall, VC	SULC	225-771-2506
Angela Gaines	SULC	225-771-4931

SU Agricultural Center

Linda M. Batiste, VC	SUAG	225-771-5707
James L. Mahomes	SUAG	225-771-2242
Christopher Rogers	SUAG	225-771-5669
Eugene Runles	SUAG	225-771-2262
Oscar Udoh	SUAG	225-771-2090

SU New Orleans

Jullin Renthropoe, VC	SUNO	504-286-5117
Shaun Lewis	SUNO	504-286-5295
Tracey Webster	SUNO	504-286-5297
Marilyn Manuel	SUNO	504-286-5020
Harry Doughty	SUNO	504-286-5117

SU Shreveport

Brandy Jacobsen, VC	SUSLA	318-670-9371
Janice Sneed, VC	SUSLA	318-670-9471
Leslie McClellon	SUSLA	318-670-9300
Darrell Street	SUSLA	318-670-9378
Sophia Lee	SUSLA	318-670-9355

Southern Strategy Group

Rodney Braxton	SSG	255-381-0166
Kevin Cunningham	SSG	255-381-0166

Finance Committee

FINANCE COMMITTEE
(Following the Facilities and Property Committee)
Friday, March 23, 2018
The Solomon Episcopal Conference Center
54296 LA Highway 445
Loranger, Louisiana 70446

AGENDA

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

MEMBERS

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

Southern University System
Comparison of Actual Expenditures to Budgeted Amounts
For Fiscal Year Ending June 30, 2018
As of February 28, 2018

	Actual as of 2/28/2018	Projected	Total FY 2017-18	Budget FY 2017-18	Actual as % of Budget	Over (Under) Budget
Revenues						
General Fund Direct	\$31,263,348	\$10,227,033	\$41,490,381	\$41,490,381	75.4%	0
Statutory Dedicated	1,494,329	2,967,954	4,462,283	4,705,283	31.8%	(243,000)
Funds Due From BOR						
Federal	1,043,432	2,610,777	3,654,209	3,654,209	28.6%	0
Self Generated						
Tuition - Fall 2017	32,395,411	227,914	32,623,324	33,135,133	97.8%	(511,809)
Tuition - Spring 2018	29,111,335	717,883	29,829,218	30,593,884	95.2%	(764,666)
Tuition - Summer	2,052,204	2,246,669	4,298,873	4,083,158	50.3%	215,715
Out-of-State Fees	8,539,714	288,616	8,828,330	7,727,543	110.5%	1,100,787
Other	5,938,089	6,157,212	12,095,300	9,907,909	59.9%	2,187,391
InterAgency Transfer	2,420,129	991,658	3,411,787	3,411,787	70.9%	0
Total Revenues	\$114,257,991	\$26,435,715	\$140,693,706	\$138,709,287	82.4%	\$1,984,419
Expenditures by Object						
Salaries	\$47,432,994	\$23,234,132	\$70,667,127	\$69,017,312	68.7%	\$1,649,815
Other Compensation	167,887	161,590	329,477	329,477	51.0%	0
Related Benefits	20,496,734	10,226,809	30,723,543	31,785,123	64.5%	(1,061,580)
Total Personal Services	\$68,097,615	\$33,622,532	\$101,720,146	\$101,131,912	67.3%	\$588,234
Travel	\$316,917	\$439,160	\$756,077	\$743,637	42.6%	\$12,440
Operating Services	\$8,694,560	\$4,174,025	\$12,868,585	\$14,269,679	60.9%	(1,401,094)
Supplies	885,817	567,941	1,453,757	1,587,960	55.8%	(134,203)
Total Operating Expenses	\$9,580,376	\$4,741,966	\$14,322,342	\$15,857,639	60.4%	(\$1,535,297)
Professional Services	\$1,068,250	\$902,869	\$1,971,119	\$1,771,932	60.3%	199,187
Other Charges	1,830,097	5,425,223	7,255,320	6,100,158	30.0%	1,155,162
Debt Services	0	0	0	0	0.0%	0
Interagency Transfers	4,132,748	2,078,180	6,210,928	6,164,373	67.0%	46,555
Total Other Charges	\$7,031,094	\$8,406,273	15,437,367	\$14,036,463	50.1%	\$1,400,904
General Acquisitions	\$50,961	\$110,776	\$161,737	\$165,032	30.9%	(3,295)
Library Acquisitions	324,324	163,325	487,649	437,649	74.1%	50,000
Major Repairs	0	90,000	90,000	25,000	0.0%	65,000
Total Acquist. & Major Repairs	\$375,285	\$364,101	\$739,386	\$627,681	59.8%	\$111,705
Scholarships	\$7,086,188	\$632,199	\$7,718,387	\$6,311,955	112.3%	\$1,406,432
Total Expenditures	\$92,487,475	\$48,206,230	\$140,693,706	\$138,709,287	66.7%	\$1,984,419

Southern University Board and System Administration
Comparison of Actual Expenditures to Budgeted Amounts
For Fiscal Year Ending June 30, 2018
As of February 28, 2018

	Actual as of 2/28/2018	Projected	Total FY 2017-18	Budget FY 2017-18	Actual as % of Budget	Over (Under) Budget
Revenues						
General Fund Direct	\$2,230,625	\$728,560	\$2,959,185	\$2,959,185	75.4%	0
Statutory Dedicated						
Funds Due To/ From Mgmt						
Federal						
Self Generated						
Tuition - Fall 2017						
Tuition - Spring 2018						
Tuition - Summer						
Out-of-State Fees						
Other						
InterAgency Transfer						
Total Revenues	\$2,230,625	\$728,560	\$2,959,185	\$2,959,185	75.4%	\$0
Expenditures by Object						
Salaries	\$858,417	\$481,232	\$1,339,649	\$1,339,649	64.1%	0
Other Compensation	40,667	\$23,833	64,500	64,500	63.0%	0
Related Benefits	279,991	\$371,981	651,972	651,972	42.9%	0
Total Personal Services	\$1,179,075	\$877,046	\$2,056,121	\$2,056,121	57.3%	\$0
Travel	\$39,108	\$98,486	\$137,594	\$137,594	28.4%	\$0
Operating Services	\$46,522	\$67,478	114,000	\$114,000	40.8%	0
Supplies	10,511	\$58,300	68,811	68,811	15.3%	0
Total Operating Expenses	\$57,033	\$125,778	\$182,811	\$182,811	31.2%	\$0
Professional Services	\$99,000	\$79,000	178,000	\$178,000	55.6%	\$0
Other Charges	0	\$236,753	236,753	236,753	0.0%	0
Debt Services	0	0	0	0	0.0%	0
Interagency Transfers	0	0	0	0	0.0%	0
Total Other Charges	\$99,000	\$315,753	\$414,753	\$414,753	23.9%	\$0
General Acquisitions	\$2,575	\$89,925	92,500	\$92,500	0.0%	0
Library Acquisitions	0	0	0	0	0.0%	0
Major Repairs	0	\$25,000	25,000	25,000	0.0%	0
Total Acquist. & Major Repairs	\$2,575	\$114,925	\$117,500	\$117,500	0.0%	\$0
Scholarships	28,994	\$21,412	\$50,406	50,406	57.5%	\$0
Total Expenditures	\$1,405,785	\$1,553,400	\$2,959,185	\$2,959,185	47.5%	\$0

Southern University - Baton Rouge
Comparison of Actual Expenditures to Budgeted Amounts
For Fiscal Year Ending June 30, 2018
As of February 28, 2018

	Actual as of 2/28/2018	Projected	Total FY 2017-18	Budget FY 2017-18	Actual as % of Budget	Over (Under) Budget
Revenues						
General Fund Direct	\$14,599,877	\$4,778,434	\$19,378,311	\$19,378,311	75.3%	\$0
Statutory Dedicated	731,909	1,170,353	1,902,262	1,902,262	38.5%	0
Funds Due From Mgmt or BOR						
Federal						
Self Generated						
Tuition - Fall 2017	19,537,184	227,914	19,765,098	20,230,630	96.6%	\$(465,533)
Tuition - Spring 2018	17,944,240	179,987	18,124,227	18,104,445	99.1%	19,782
Tuition - Summer	1,233,556	1,319,134	2,552,690	2,552,690	48.3%	0
Out-of-State Fees	6,044,952	159,188	6,204,140	4,810,043	125.7%	1,394,097
Other	3,483,676	4,458,113	7,941,789	6,991,823	49.8%	949,966
InterAgency Transfer	2,420,129	991,658	3,411,787	3,411,787	70.9%	0
Total Revenues	\$65,995,523	\$13,284,780	\$79,280,303	\$77,381,991	85.3%	\$1,898,312
Expenditures by Object						
Salaries	\$26,070,505	\$13,032,158	\$39,102,663	\$37,167,030	70.1%	1,935,633
Other Compensation	93,887	119,590	213,477	213,477	44.0%	0
Related Benefits	12,410,426	4,784,267	17,194,693	17,693,096	70.1%	(498,403)
Total Personal Services	\$38,574,818	\$17,936,016	\$56,510,833	\$55,073,603	70.0%	\$1,437,230
Travel	\$40,221	\$189,779	230,000	\$230,000	17.5%	\$0
Operating Services	4,272,151	2,980,238	7,252,389	7,846,728	54.4%	(594,339)
Supplies	537,683	371,978	909,661	909,661	59.1%	0
Total Operating Expenses	\$4,809,834	\$3,352,216	\$8,162,050	\$8,756,389	113.6%	(\$594,339)
Professional Services	661,362	225,509	\$886,871	\$886,871	74.6%	\$0
Other Charges	468,145	3,207,026	3,675,171	3,475,171	13.5%	200,000
Debt Services	0	0	0	0	0.0%	0
Interagency Transfers	1,932,839	1,361,068	3,293,907	3,293,907	58.7%	0
Total Other Charges	\$3,062,345	\$4,793,604	\$7,855,949	\$7,655,949	40.0%	\$200,000
General Acquisitions	37,973	5,559	\$43,532	\$43,532	87.2%	\$0
Library Acquisitions	32,193	105,456	137,649	137,649	23.4%	0
Major Repairs	0	0	0	0	0.0%	0
Total Acquist. & Major Repairs	\$70,166	\$111,015	\$181,181	\$181,181	38.7%	\$0
Scholarships	\$6,096,843	\$243,446	\$6,340,289	\$5,484,869	111.2%	\$855,420
Total Expenditures	\$52,654,227	\$26,626,075	\$79,280,303	\$77,381,991	68.0%	\$1,898,312

Southern University Law Center
Comparison of Actual Expenditures to Budgeted Amounts
For Fiscal Year Ending June 30, 2018
As of February 28, 2018

	Actual as of 2/28/2018	Projected	Total FY 2017-18	Budget FY 2017-18	Actual as % of Budget	Over (Under) Budget
Revenues						
General Fund Direct	\$3,026,676	\$989,652	\$4,016,328	\$4,016,328	75.4%	0
Statutory Dedicated	79,311	128,361	207,672	207,672	38.2%	0
Funds Due From Mgmt or BOR						
Federal						
Self Generated						
Tuition - Fall 2017	3,174,727		3,174,727	2,940,403	108.0%	234,324
Tuition - Spring 2018	2,899,871		2,899,871	2,830,085	102.5%	69,786
Tuition - Summer	237,162	462,838	700,000	700,000	33.9%	0
Out-of-State Fees	1,588,075		1,588,075	1,417,500	112.0%	170,575
Other	1,608,581	169,720	1,778,301	1,653,087	97.3%	125,214
InterAgency Transfer						
Total Revenues	\$12,614,403	\$1,750,571	\$14,364,974	\$13,765,075	91.6%	\$599,899
Expenditures by Object						
Salaries	5,119,973	2,515,164	7,635,137	7,367,094	69.5%	268,043
Other Compensation			0	0	0.0%	0
Related Benefits	1,625,509	1,293,684	2,919,193	\$2,817,337	57.7%	101,856
Total Personal Services	\$6,745,482	\$3,808,848	\$10,554,330	\$10,184,431	66.2%	\$369,899
Travel	\$115,848	\$59,152	\$175,000	\$150,000	77.2%	\$25,000
Operating Services	1,454,678	206,515	1,661,193	1,611,193	90.3%	50,000
Supplies	\$78,911	31,089	110,000	100,000	78.9%	10,000
Total Operating Expenses	\$1,533,588	\$237,604	\$1,771,192	\$1,711,193	89.6%	\$59,999
Professional Services	\$148,384	490,857	639,241	609,241	24.4%	30,000
Other Charges	183,089	105,868	288,957	288,957	63.4%	0
Debt Services			0	0	0.0%	0
Interagency Transfers	131,324	139,929	271,253	271,253	48.4%	0
Total Other Charges	\$462,797	\$736,654	\$1,199,451	\$1,169,451	39.6%	\$30,000
General Acquisitions			\$0	\$0	0.0%	\$0
Library Acquisitions	292,131	57,869	350,000	300,000	97.4%	50,000
Major Repairs		65,000	65,000	0	0.0%	65,000
Total Acquist. & Major Repairs	\$292,131	\$122,869	\$415,000	\$300,000	97.4%	\$115,000
Scholarships	\$236,073	\$13,927	\$250,000	\$250,000	94.4%	\$0
Total Expenditures	\$9,385,920	\$4,979,054	\$14,364,974	\$13,765,075	68.2%	\$599,899

Southern University at New Orleans
Comparison of Actual Expenditures to Budgeted Amounts
For Fiscal Year Ending June 30, 2018
As of February 28, 2018

	Actual as of 2/28/2018	Projected	Total FY 2017-18	Budget FY 2017-18	Actual as % of Budget	Over (Under) Budget
Revenues						
General Fund Direct	\$4,648,481	\$1,521,427	\$6,169,908	\$6,169,908	75.3%	0
Statutory Dedicated	219,820	373,919	593,739	593,739	37.0%	0
Funds Due From Mgmt or BOR			0	0	0.0%	0
Federal			0	0	0.0%	0
Self Generated						
Tuition - Fall 2017	6,107,289		6,107,289	6,086,247	100.3%	21,042
Tuition - Spring 2018	5,164,347	590,437	5,754,784	5,967,599	86.5%	(212,815)
Tuition - Summer	185,403	195,000	380,403	300,000	61.8%	80,403
Out-of-State Fees	479,572	120,428	600,000	600,000	79.9%	0
Other	630,462	1,182,710	1,813,172	704,237	89.5%	1,108,935
InterAgency Transfer						
Total Revenues	\$17,435,374	\$3,983,921	\$21,419,295	\$20,421,730	85.4%	\$997,565
Expenditures by Object						
Salaries	\$7,624,546	\$3,503,211	\$11,127,757	\$11,127,757	68.5%	0
Other Compensation	0	0	0	0	0.0%	0
Related Benefits	3,138,292	1,569,146	4,707,438	5,167,226	60.7%	(459,788)
Total Personal Services	10,762,838	5,072,357	15,835,195	16,294,983	66.1%	(\$459,788)
Travel	\$23,254	\$36,746	\$60,000	\$60,000	38.8%	0
Operating Services	1,294,400	647,200	\$1,941,600	\$2,188,045	59.2%	(246,445)
Supplies	158,073	20,629	178,702	168,500	93.8%	10,202
Total Operating Expenses	\$1,452,473	\$667,829	\$2,120,302	\$2,356,545	61.6%	(\$236,243)
Professional Services	27,440	26,380	\$53,820	\$53,820	51.0%	\$0
Other Charges	1,103,243	1,048,025	2,151,268	977,274	112.9%	1,173,994
Debt Services			0	0	0.0%	0
Interagency Transfers	206,267	196,161	402,428	402,428	51.3%	0
Total Other Charges	\$1,336,950	\$1,270,566	\$2,607,516	\$1,433,522	93.3%	\$1,173,994
General Acquisitions	0	0	\$0	\$0	0.0%	\$0
Library Acquisitions	0	0	0	0	0.0%	0
Major Repairs	0	0	0	0	0.0%	0
Total Acquist. & Major Repairs	\$0	\$0	\$0	\$0	0.0%	\$0
Scholarships	\$472,868	\$323,414	\$796,282	\$276,680	170.9%	\$519,602
Total Expenditures	\$14,048,383	\$7,370,912	\$21,419,295	\$20,421,730	68.8%	\$997,565

Southern University at Shreveport
Comparison of Actual Expenditures to Budgeted Amounts
For Fiscal Year Ending June 30, 2018
As of February 28, 2018

	Actual as of 2/28/2018	Projected	Total FY 2017-18	Budget FY 2017-18	Actual as % of Budget	Over (Under) Budget
Revenues						
General Fund Direct	\$4,158,648	\$1,359,779	\$5,518,427	\$5,518,427	75.4%	\$0
Statutory Dedicated	79,311	115,296	194,607	194,607	40.8%	0
Funds Due From Mgmt or BOR						
Federal						
Self Generated						
Tuition - Fall 2017	3,576,211	0	3,576,211	3,877,853	92.2%	(301,642)
Tuition - Spring 2018	3,102,877	(52,541)	3,050,336	3,691,755	84.0%	(641,419)
Tuition - Summer	396,083	269,697	665,780	530,468	74.7%	135,312
Out-of-State Fees	427,115	9,000	436,115	900,000	47.5%	(463,885)
Other	215,370	346,669	562,039	558,762	38.5%	3,277
InterAgency Transfer						
Total Revenues	\$11,955,615	\$2,047,900	\$14,003,515	\$15,271,872	78.3%	(\$1,268,357)
Expenditures by Object						
Salaries	\$4,950,633	\$2,244,621	\$7,195,254	\$7,749,116	63.9%	(\$553,862)
Other Compensation	0	0	0	0	0.0%	0
Related Benefits	2,150,475	1,091,673	3,242,148	3,447,393	62.4%	(205,245)
Total Personal Services	\$7,101,108	\$3,336,294	\$10,437,402	\$11,196,509	63.4%	(\$759,107)
Travel	\$28,319	\$3,321	\$31,640	\$44,200	64.1%	(\$12,560)
Operating Services	\$1,378,969	\$142,934	\$1,521,903	\$2,132,213	64.7%	\$(610,310)
Supplies	49,695	20,000	69,695	224,100	22.2%	(154,405)
Total Operating Expenses	\$1,428,664	\$162,934	\$1,591,598	\$2,356,313	60.6%	(\$764,715)
Professional Services	\$124,785	\$55,402	\$180,187	\$11,000	1134.4%	\$169,187
Other Charges	75,467	631,598	707,065	636,342	11.9%	70,723
Debt Services			0	0	0.0%	0
Interagency Transfers	392,486	381,022	773,508	773,508	51%	0
Total Other Charges	\$592,738	\$1,068,022	\$1,660,760	\$1,420,850	41.7%	\$239,910
General Acquisitions	\$705	\$-00	\$705	\$4,000	17.6%	(\$3,295)
Library Acquisitions	0		0	0	0.0%	0
Major Repairs			0	0	0.0%	0
Total Acquist. & Major Repairs	\$705	\$-00	\$705	\$4,000	17.6%	(\$3,295)
Scholarships	\$251,410	\$30,000	\$281,410	\$250,000	0.0%	\$31,410
Total Expenditures	\$9,402,944	\$4,600,571	\$14,003,515	\$15,271,872	61.6%	(\$1,268,357)

Southern University Agricultural Research and Extension Center
Comparison of Actual Expenditures to Budgeted Amounts
For Fiscal Year Ending June 30, 2018
As of February 28, 2018

	Actual as of 2/28/2018	Projected	Total FY 2017-18	Budget FY 2017-18	Actual as % of Budget	Over (Under) Budget
Revenues						
General Fund Direct	\$2,599,041	\$849,181	\$3,448,222	\$3,448,222	75.4%	\$0
Statutory Dedicated	383,978	1,180,025	\$1,564,003	1,807,003	21.2%	(243,000)
Funds Due From Mgmt or BOR						0
Federal	1,043,432	2,610,777	\$3,654,209	3,654,209	28.6%	0
Self Generated						
Tuition - Fall 2017						
Tuition - Spring 2018						
Tuition - Summer						
Out-of-State Fees						
Other						
InterAgency Transfer						
Total Revenues	\$4,026,451	\$4,639,983	\$8,666,434	\$8,909,434	45.2%	(\$243,000)
Expenditures by Object						
Salaries	\$2,808,920	\$1,457,746	\$4,266,666	\$4,266,666	65.8%	\$0
Other Compensation	33,333	18,167	\$51,500	51,500	64.7%	0
Related Benefits	892,041	1,116,058	\$2,008,099	2,008,099	44.4%	0
Total Personal Services	\$3,734,294	\$2,591,971	\$6,326,265	6,326,265	59.0%	\$0
Travel	\$70,167	\$51,676	\$121,843	\$121,843	57.6%	\$0
Operating Services	\$247,840	\$129,660	\$377,500	\$377,500	65.7%	\$0
Supplies	50,943	65,945	116,888	116,888	43.6%	0
Total Operating Expenses	\$298,783	\$195,605	\$494,388	\$494,388	60.4%	\$0
Professional Services	\$7,279	\$25,721	\$33,000	\$33,000	22.1%	\$0
Other Charges	153	195,953	\$196,106	485,661	0.0%	(289,555)
Debt Services			0	0	0.0%	0
Interagency Transfers	1,469,832		\$1,469,832	1,423,277	103.3%	46,555
Total Other Charges	\$1,477,264	\$221,674	\$1,698,938	\$1,941,938	76.1%	(\$243,000)
General Acquisitions	\$9,708	\$15,292	\$25,000	\$25,000	38.8%	\$0
Library Acquisitions			0	0	0.0%	0
Major Repairs			0	0	0.0%	0
Total Acquist. & Major Repairs	\$9,708	\$15,292	\$25,000	\$25,000	38.8%	\$0
Scholarships	\$0	\$0	\$0	\$0	0.0%	\$0
Total Expenditures	\$5,590,216	\$3,076,218	\$8,666,434	\$8,909,434	62.7%	(\$243,000)

Governance Committee

GOVERNANCE COMMITTEE

(Following the Finance Committee)

Friday, March 23, 2018

The Solomon Episcopal Conference Center 54296

LA Highway 445

Loranger, Louisiana 70446

AGENDA

1. Call to Order
2. Roll Call
3. Adoption of the Agenda
4. Public Comments
5. Action Item(s)
 - a. Approval of Board Self- Evaluation Policy (per SACS)
 - b. Board Bylaw Amendment
 - i. Regulation Section 2-4
 - ii. Regulation Section 2-10
 - c. Board Policy Approval
 - i. PAF (Revision)
 - ii. Board Policy and Procedure for Tenure Revocation Appeal
6. Other Business
7. Adjournment

MEMBERS

Dr. Leroy Davis-Chair, Rev. Joe R. Gant-Vice Chair

Mr. John L. Barthelemy, Mr. Armond Duncan, Mr. Mike Small, Rev. Samuel C. Tolbert,

Mrs. Ann A. Smith- Ex Officio



POLICY TITLE
Board Self-Evaluation Policy

POLICY NUMBER
1-002

<p>Responsible Unit: <i>Strategic Planning, Policy, and Institutional Effectiveness</i></p> <p>Responsible Official: <i>Vice President for Strategic Planning, Policy, and Institutional Effectiveness</i></p> <p>Policy Classification: <i>Governance</i></p>	<p>Effective Date: <i>03/23/2018</i></p> <p>Last Reviewed Date: <i>03/23/2018</i></p> <p>Origination Date: <i>03/23/2018</i></p>
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I. POLICY STATEMENT AND RATIONALE

The Board of Supervisors of the Southern University and A&M College System (Board) is committed to establishing and advancing an evidence-based planning and assessment culture that is focused on continuous improvement. The Board is committed to closing the assessment loop by: 1) conducting an Annual Self-Evaluation, 2) analyzing the results, and 3) using the results to identify areas for improvement. Implementation of this policy will allow the Board to strengthen its policy-making role and function. A select list of expected outcomes of the Board’s Annual Self-Evaluation shall include:

- Identification of Board accomplishments
- Identification of Board strengths
- Identification of Board weaknesses
- Identification of strategies to enhance Board performance
- Identification of Board goals, objectives, and priorities for the coming year
- Identification of Board expectations in its policy-making role

This policy reinforces the Board’s expectation that its five campuses will continue to engage students, faculty, staff, and administrators in a planning and assessment model that is systematic, integrated, research-based, ongoing and comprehensive. The goal of this institutional effectiveness effort is academic and administrative excellence.

Ultimately, the implementation of this policy shall provide the Board with an opportunity to assess its performance, contributions and establish a strategic forward-looking policy priorities agenda. Working in concert with the System's President-Chancellor, clear expectations of the administration will be determined on an annual basis by identifying agreed-upon goals and objectives that are specific, measurable, achievable, results-driven and time-bound (S.M.A.R.T). The outcome of this collaborative effort will best serve the interests of Southern University A&M College System.

II. POLICY SCOPE AND AUDIENCE

This policy applies to the sixteen (16) members of the Board of Supervisors of the Southern University and A&M College System.

III. POLICY COMPLIANCE

In December 2017, the 2018 Edition of the Southern Association of Schools and Colleges, Commission on Colleges (SACS-COC) Principles of Accreditation – Foundations for Quality was adopted by the College Delegate Assembly. Implementation of this Board Self-Evaluation Policy shall ensure that the Board is in compliance with SACS-COC Principle 4.2.g. that states the *Governing Board defines and regularly evaluates its responsibilities and expectations (Board Self-Evaluation)*.

IV. POLICY DEFINITIONS

Board of Supervisors of the Southern University and A&M College System. The Board is vested with the responsibility via the Louisiana State Constitution of 1974 and specific Louisiana Revised Statutes for the management and supervision of its institutions, statewide agricultural programs and other programs which comprise the Southern University and A&M College System.

Southern Association of Schools and Colleges, Commission on Colleges (SACS-COC). SACS-COC is the regional body for the accreditation of degree-granting higher education institutions in the Southern states. The Commission's mission is the enhancement of education quality throughout the region and the improvement of the effectiveness of institution by ensuring that they meet standards established by the higher education community that address the needs of society and students. It serves as the common denominator of shared values and practices among the diverse institutions in Alabama, Florida, Georgia, Kentucky, Louisiana, Mississippi, North Carolina, South Carolina, Tennessee, Texas, Virginia, Latin America, and other international sites approved by SACS-COC that award associate, baccalaureate, master's, or doctoral degrees. SACS-COC also accepts applications from other international institutions of higher education.

Accreditation by SACS-COC signifies that the institution (1) has a mission appropriate to higher education, (2) has resources, programs, and services sufficient to accomplish and sustain that mission, and (3) maintains clearly specified educational objectives that are consistent with its mission and appropriate to the degrees its offers, and that indicate whether it is successful in achieving its stated objectives.

Policy Classification. Within the proposed Board Policy Manual, policies shall be classified as follows:

- Academic Affairs & Support Services
- Enrollment Management
- External Affairs & Public Relations
- Facilities
- Finance
- **Governance**
- Human Resources
- Information Technology
- Institutional Advancement
- Legislative Affairs and Legal
- Safety & Security
- Student Affairs & Support Services
- Workforce & Economic Development

Institutional Effectiveness. Effective institutions demonstrate a commitment to principles of continuous improvement, based on a systematic and documented process of assessing institutional performance with respect to its mission in all aspects of the institution. An institutional planning and effectiveness process involves all programs, services, and constituencies; is linked to the decision-making process at all levels; and provides a sound basis for budgetary decisions and resource allocations.

Responsible Unit. The unit charged with oversight for the development, review, update, archive, and implementation of this Board policy.

Responsible Official. The official that is responsible for the implementation of this Board policy.

Policy Implementation Procedures. A series of interrelated steps or guidelines necessary to implement Board policies.

V. POLICY IMPLEMENTATION PROCEDURES

The implementation of this policy involves the annual administration and analysis of a Board-approved Self-Evaluation Instrument.

- Each Board member shall participate in the Annual Self-Evaluation process by completing a Board approved Self-Evaluation Instrument.
- Board Self-Evaluations shall occur annually, either at the end of the fiscal year in July.
- Each Board member shall be involved in the discussion of results and shall participate in charting a path-forward for improving and strengthening the Board's policy-making role and function.
- The System's Vice President for Strategic Planning, Policy, and Institutional Effectiveness is charged with facilitating an Annual Board Self-Evaluation Process that:

- Underscores confidentiality and integrity.
- Creates a customized Board Self-Evaluation Instrument that is flexible and user friendly.
- Administers the Board’s Annual Self-Evaluation Instrument at the end of the fiscal year in July.
- Analyzes the results of the Board’s Self-Evaluation and identifies areas of strength and areas of concern for Board members.
- Provides an assessment report which:
 - Gives the Board an opportunity to engage in constructive dialog on how to close the “gaps” between expectations and performance.
 - Sets the stage for strategic improvements.
 - Establishes S.M.A.R.T policy goals and priorities for the upcoming year.

VI. POLICY RELATED INFORMATION

SACS-COC Principle 4.2.g. that requires a Board Self-Evaluation, which is contained in the 2018 Edition of the SACS-COC Principles of Accreditation – Foundations for Quality located at www.sacs.org.

VII. POLICY HISTORY AND REVIEW CYCLE

This is a new policy. The effective date of this policy is determined by the approval date of the Board Chair. This policy is subject to a four-year policy review cycle.

VIII. POLICY URL

This section identifies the Southern University System Website where the Board policies are archived – www.sus.edu.

IX. POLICY APPROVAL - SIGNATURE, NAME, TITLE, AND DATE OF OFFICIAL

The Honorable Mrs. Ann A. Smith
 Chair - Southern University System Board of Supervisors

Effective Date of Policy



Board Annual Self-Evaluation Instrument

Year: _____

SECTION I

Instructions: Please indicate your level of agreement with each statement below

<i>Board Policy-Making Role and Function</i>		LEVEL OF AGREEMENT				
		Strongly Agree	Agree	Disagree	Strongly Disagree	Uncertain
1	The Board understands that its primary role and function is policy-making.					
2	The Board's policy-making process is clear, public, and inclusive.					
3	The Board periodically reviews its policies to ensure that both its Bylaws and Policy Manual are current, relevant, and useful.					
4	Board members uphold the final majority decision of the Board.					
5	The Board regularly reviews the role, scope and mission of its institutions.					

<i>Board Organization and Operation</i>		LEVEL OF AGREEMENT				
		Strongly Agree	Agree	Disagree	Strongly Disagree	Uncertain
6	Board officer responsibilities are clearly defined in the Board's Bylaws.					
7	Board committees have clear and appropriate responsibilities to effectively assist the Board in its policy-making role and function.					
8	Board meetings are effectively conducted to advance the Board's policy-making role and function.					
9	Board meeting agendas are relevant to the Board's policy-making role and function.					
10	Board minutes effectively capture and summarize Board actions.					

<i>Board Leadership and Accountability</i>		LEVEL OF AGREEMENT				
		Strongly Agree	Agree	Disagree	Strongly Disagree	Uncertain
11	The Board understands and adheres to its legal responsibilities as defined in its Bylaws.					
12	The Board adheres to the Louisiana Code of Ethics for public officials.					
13	Board members are well-prepared for Board meetings.					
14	The Board has an active Board development program that includes new Board members receiving a comprehensive orientation to the Board its institutions.					
15	The Board periodically evaluates itself to assess its performance, contributions and to establish a strategic forward-looking policy priorities agenda.					

<i>Board Expectations</i>		LEVEL OF AGREEMENT				
		Strongly Agree	Agree	Disagree	Strongly Disagree	Uncertain
16	The Board engages in long-range strategic planning evidenced by a current Board Strategic Plan and expects its institutions to do like-wise.					
17	The Board expects the development and implementation of an institutional effectiveness model across the System designed to establish an evidence-based planning and assessment culture focused on continuous improvement that will further elevate academic and administrative excellence.					
18	The Board monitors the effectiveness of the universities in fulfilling their stated missions by routinely examining performance data for established expected outcomes for the System and individual campuses.					
19	The Board expects the development and implementation of a financial health index across the System.					
20	The Board expects to be informed of all relevant accomplishments, issues and concerns across the System.					

<i>Board – CEO Relations</i>		LEVEL OF AGREEMENT				
		Strongly Agree	Agree	Disagree	Strongly Disagree	Uncertain
21	The Board sets clear expectations for the President-Chancellor/Chief Executive Officer (CEO) of the Southern University and A&M College System.					
22	The CEO's job description is current and accurate.					
23	The Board effectively evaluates the CEO.					
24	The Board maintains open communication with the CEO.					
25	The Board provides the highest level of support to the CEO.					

SECTION II

Instructions: Indicate your overall rating of Board performance and provide responses to the open ended questions

- My overall rating of Board Performance is: *(Circle Your Response)*
 - 5 – Outstanding
 - 4 – Above Average
 - 3 – Average
 - 2 – Below Average
 - 1 – Poor

- What are the Board's greatest strengths? *(List at least 3 examples)*

-
-
-

- What are the areas in which the Board could improve? *(List at least 3 examples)*

-
-
-

- What are the major accomplishments of the Board in the past year? *(List at least 3 examples)*

-
-
-

- As a Board member, I am most pleased about:

-

- As a Board member, I am most concerned about:

-

- Given this is the first year to establish baseline assessment data; I recommend that the Board adopt the following three (3) Goals for the coming year. *The analysis and discussion of Board-Self Evaluation results will serve as the basis for establishing future Goals.*

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Bylaw Amendment

Regulation Section 2-4

Proposed Amendment to Section 2-4
Terms of Employment for Nonacademic Staff

Original Text:

Section 2-4. Terms of Employment for Nonacademic Staff.

B. Unclassified employees hold their positions at the pleasure of the Board. Termination of the appointment of an unclassified employee shall be preceded by written notice from the employee's immediate supervisor with the approval of the chief administrative officer of the campus and the President. Such termination is effective after a period of time equivalent in days to the usual payroll period of the employee. These provisions for termination do not preclude suspension or other disciplinary action. The employee shall have the right to appeal (Bylaws, Article IX, Section 2). Any termination of appointment shall be final when reported to and acted upon by the Board.

Proposed Text:

Section 2-4. Terms of Employment for Nonacademic Staff.

~~B. B. Unclassified employees are employed on an at-will basis. Unclassified employees hold their positions at the pleasure of the Board.~~ Termination of the appointment of an unclassified employee shall be preceded by written notice from the employee's immediate supervisor with the approval of the chief administrative officer of the campus and the President. Such termination is effective and final after a period of time equivalent in days to the usual payroll period of the employee. These provisions for termination do not preclude suspension or other disciplinary action.

Redline:

Section 2-4. Terms of Employment for Nonacademic Staff.

B. Unclassified employees are employed on an at-will basis. ~~Unclassified employees hold their positions at the pleasure of the Board.~~ Termination of the appointment of an unclassified employee shall be preceded by written notice from the employee's immediate supervisor with the approval of the chief administrative officer of the campus and the President. Such termination is effective **and final** after a period of time equivalent in days to the usual payroll period of the employee. These provisions for termination do not preclude suspension or other disciplinary action. ~~The employee shall have the right to appeal (Bylaws, Article IX, Section 2).~~ Any termination of appointment shall be final when reported to and acted upon by the Board.

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Bylaw Amendment

Regulation Section 2-10

PROPOSED
PART III-REGULATIONS OF THE BOARD OF SUPERVISORS
CHAPTER II
PERSONNEL ACTIONS: RANKS, PROMOTIONS,
APPOINTMENTS, AND TENURE

Section 2-10. Grievance Procedures.

The Governance Committee of the Board of Supervisors shall develop the grievance procedures for the faculty and other unclassified employees for the Southern University System.

Proposed Section 2-10. Appeal Procedures.


The Governance Committee of the Board of Supervisors shall develop the appeal procedures for the faculty of the Southern University System.

Redline Proposed Section 2-10. Appeal Procedures

The Governance Committee of the Board of Supervisors shall develop the appeal **grievances** procedures for the faculty ~~and other unclassified employees for~~ of the Southern University System.

Policy Approval

PAF (Revisions)

<p>Name of Policy: Delegation of Authority to Execute Personnel Actions</p> <p>Policy Number:</p> <p>Issuing Authority: SUS Board of Supervisors</p> <p>Initial Effective Date: November 28, 2008</p> <p>Revision Date: February 17, 2017</p> <p>Proposed Revision: March 23, 2018</p>	 <p>SOUTHERN UNIVERSITY SYSTEM POLICIES AND PROCEDURES</p>
<p><input type="checkbox"/> New Policy Proposal</p> <p><input checked="" type="checkbox"/> Major revision of existing policy</p>	<p><input type="checkbox"/> Minor revision to existing policy</p> <p><input type="checkbox"/> Reaffirmation of existing policy</p>

I. Policy Statement

The Southern University System (hereinafter referred to as the "SUS") has formulated the following policy to provide operational guidelines for the appropriate delegation of authority to approve various personnel actions by its Board of Supervisors, System President and campus Chancellors.

II. Purpose

The purpose of this policy is to create uniform personnel procedures for the SUS in accordance with the provisions of Article VII, section 8 of the *Board's Bylaws*, as amended Section 2-5.1 of the *Board's Regulations*, as amended hereinafter referred to as the "Uniform Personnel Policy" and to delineate the specific and express delegations of authority by the Board to the System President and Chancellors to execute certain types of personnel actions.

This delegation of authority may be amended or revoked at any time.

III. History

Prior action by the Board addressing personnel actions can be found at: Southern University System—Policies and Procedures Manual (Synopses) August, 1992 Sections 1.00.43; 1.00.43a; 1.00.44; 1.00.45; 2.00.03; Southern University System—Board of Supervisors Bylaws and Regulations Manual (Last modified: 11/27/07) *Proposed Policy for Submission of Personnel Action Forms*; Southern University System—Board of Supervisors' Official Minutes dated November 28, 2008 at p.7; and Southern University System—Board of Supervisors' Official Minutes dated April 26, 2013 at p.5.

IV. Uniform Personnel Policy of the SUS Board of Supervisors.

Except as otherwise provided in the bylaws, and notwithstanding any other provisions of the regulations, all personnel actions shall be made in accordance with the following provisions:

A. Personnel Actions Requiring Board Approval

The following personnel actions shall require approval by the SUS Board of Supervisors:

1. Any action, which would result in an employee earning total annual compensation in the amount of Sixty Thousand Dollars (\$60,000) or more, from all sources, both public and authorized private.
2. Appointment of and compensation for the President, System Vice Presidents, all chancellors or equivalents, and all positions of dean or equivalent and above, including amendments to or extensions of appointment agreements and increases or decreases in compensation.
3. Educational leave and sabbatical leave in excess of three (3) months during any twelve (12) month period.
4. **Appeal for the termination of tenured faculty.**
5. Head Coach and Athletic Director contracts and amendments, thereto, provided that the President shall have the authority to approve any non-substantial amendments.
6. Leave without pay for one (1) year or more or special leave with any pay or benefits for thirty (30) days or more within any twelve (12) month period.
7. Retrospective compensation of any type, which will be authorized only (i) in exceptional circumstances (when justified by the campus or institution in writing or as incidental to an approved general pay plan) or (ii) when, due to excusable neglect, the effective date of the proposed appointment, pay increase, or other personnel action is no more than sixty (60) days prior to the Board meeting or thirty (30)

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days prior to the previous Board meeting, when more than one (1) month has elapsed since such previous Board meeting.

8. Termination of the President or chancellors, or equivalents, and all positions of dean or equivalent or above, unless otherwise provided in the appointment documents.
9. Either appointment or making any change in status which would result in an employee gaining indeterminate tenure or “rolling tenure” (i.e. rolling term).
10. Appointment to any designated chair or professorship.
11. Conferring emeritus status on any person with less than ten (10) years of service to the university or with titles other than professor.
12. Awarding any honorary degree.
13. Paying any salary supplement to an SUS employee from Board-authorized affiliated foundation funds.

B. Personnel Actions Requiring Presidential Approval

The following personnel actions shall require approval by the President, which authority may not be further delegated.

1. Any action which would result in an employee earning a total annual compensation from Fifty Thousand Dollars (\$50,000.00) to Sixty thousand (\$60,000.00) from all sources, both public and authorized private.
2. The creation of any new position at the level of Vice President, Chancellor or equivalent and all positions of dean or equivalent, including directors and chairs earning \$50,000 to \$60,000.00.

3. Filling any faculty position made vacant because of lay-off or furlough pursuant to a Board-approved plan addressing institutional change or exigency.
4. Any action which would allow for a delay in review for tenure beyond the period of time established by SUS policy or in the employee's appointment letter.
5. Conferring emeritus titles not required to be approved by the Board.
6. Re-appointment of any person who is to receive during employment with the SUS any retirement benefits from any Louisiana public employee retirement system or plan.
7. Converting a filled classified position to an unclassified position, approval of which will only be granted if justified by the following factors:
 - (i) The employee must have a baccalaureate degree or sufficient professional experience to substitute for the degree, and
 - (ii) The duties of the unclassified position must require advanced learning acquired by a prolonged course of specialized, intellectual training.
8. General pay plans, including across-the-board pay raises which are granted to all or substantially all of the employees of a campus or institution.
9. Any other personnel action which the President determines should be reviewed at the System level. Such determinations may be made individually or be established for the System as a whole, for individual campuses or institutions, or for classes of employees either across the System or at specific campuses or institutions.
10. Hiring of all full-time faculty as required to fill faculty vacancies up the salary level of Seventy-five thousand dollars (\$75,000.00).

Personnel Actions Requiring Chancellor Approval

The following personnel actions shall require approval by the Chancellors:

SUS
Authority Delegation
Page—5

1. Any action which would result in an employee earning total annual compensation up to, but not more than, Fifty Thousand Dollars (\$50,000) from all sources, both public and authorized private.
2. Title changes
3. Hiring of adjunct faculty.
4. Employment status changes from a nine (9) month to a twelve (12) month or twelve (12) month to a nine (9) month position.

C. Personnel Actions which may be delegated by the President

Authority to take all other personnel actions is hereby delegated by the Board to the President, who may further delegate such authority, as he/she deems to be in the best interests of the SUS, provided such actions are taken in accordance with the requirements for form and reporting set forth in Sections E and F of this policy.

D. Form of Letters of Appointment and Similar Agreements

All letters of appointment, contracts of employment, or other written employment agreements between the SUS and any of its employees containing any special provisions not provided for in written general policy, shall either (i) use only the language prescribed for such agreements by the President in a standardized template or form (which is encouraged); or (ii) be approved as to form and legal sufficiency by the General Counsel prior to being signed.

E. Reporting

All personnel actions shall be reported to the President and the Board in a format prescribed by the President after consultation with the Board.

Personnel actions requiring board action shall be provided to the chair twenty (20) prior to the meeting date on which they are to be considered. They shall be provided to board members fourteen (14) days to the meeting on which they are to be considered. All other personnel actions not requiring board approval are to be reported to the board at the same time the proposed agenda is distributed.

F. Miscellaneous

1. For purposes of this policy "compensation" includes all income covered on any check issued (or electronic transmittal) by the SUS for any compensation purposes as well as all income from other sources, including affiliated foundations, paid as compensation for work done on behalf of the SUS or pursuant to an employment agreement with the SUS. The term does not include royalty, licensing, or other payments made pursuant to the SUS's intellectual property policies.
2. In the event of any conflict between the provisions of Section 2-5.1 and any other provisions of the *Regulations* of the Board of Supervisors, the provisions of Section 2-5.1 shall control.
3. Nothing herein creates any rights, procedural or substantive, in employees, prospective employees, or other persons.

Policy Approval

Policy and Procedure for Appeal of Tenure Revocation

Southern University Board of Supervisors Tenure Revocation Appeal Policy and Procedures

Board Policy

It is the intent of the Southern University System (System) and the Southern University Board of Supervisors (Board) to provide faculty members with access to an administrative procedure to seek redress for tenure revocation. The faculty member must be able to demonstrate the denial was arbitrary or capricious. It is the purpose of this tenure revocation appeal policy and procedure to establish the means for securing prompt and equitable solutions to such appeals.

Procedures

1. All tenure revocation appeals to the Board will be forwarded to the Academic Affairs Committee Chairperson for consideration by the Academic Affairs Committee (Committee).
2. The appeal packet will be posted to the confidential website for the Committee's review. The faculty member will be provided an opportunity to submit any additional written materials for the Committee's consideration.
3. The General Counsel will assist and /or advise the Committee during its review of the appeal packets.
4. The committee will review the packet and make a recommendation to Southern University Board of Supervisors.
 - a. If the Committee needs to gather additional information, the Committee may meet in executive session unless the faculty member wants the matter discussed in an open meeting.
 - b. After the Committee reviews the appeal, the Committee shall make a recommendation to the Board of Supervisors;
 - i. to accept the System's recommendation and deny the faculty member's appeal; or
 - ii. to recommend to the Board that the appeal has merit and to propose one of the following two (2) options:
 1. Refer the appeal packet to the President and System for reconsideration; or
 2. Grant the faculty member's appeal and allow the faculty member to retain their current position.

Approved:

Personnel Affairs Committee

PERSONNEL AFFAIRS COMMITTEE

(Following the Governance Committee)

Friday, March 23, 2018

The Solomon Episcopal Conference Center

54296 LA Highway 445

Loranger, Louisiana 70446

AGENDA

1. Call to Order
2. Roll Call
3. Adoption of the Agenda
4. Public Comments
5. Action Item(s)
 - A. Request Approval of Personnel Action on Positions greater than \$60,000

Name	Position/Campus	Salary
1. Dr. Sarah R. Barlow	Assistant Director of Planning and Outcomes Evaluation (SUBR) <i>(new appointment)</i>	\$78,000
2. Dr. DeShanna Brown	Associate Vice-Chancellor for Enrollment Management (SUBR) <i>(new appointment)</i>	\$100,000
3. Ava H. Foy	Upward Bound Director (SUNO) <i>(new appointment)</i>	\$65,000
4. Dr. Eurmon Hervey	Director of Accreditation (SUBR) <i>(new appointment)</i>	\$75,000
5. Justin James	Internal Audit Director (SUNO) <i>(new appointment)</i>	\$70,000
6. Lester Pourciau	Director of Advancement -College of Business (SUBR) <i>(new appointment)</i>	\$90,000
7. Dr. Kimberly Ferguson-Scott	Vice-Chancellor of Student Affairs (SUBR) <i>(expansion of duties)</i>	\$140,000
8. Akai Smith	Dean of Students (SUBR) <i>(new appointment)</i>	\$60,000

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

1. Humberto Munoz Barona, Mathematics Professor, SUBR
2. Walfredo R. Javier, Assistant Professor, Mathematics, SUBR

C. Request Approval for Paid Sabbatical Leave

1. Nadia Nedzel, Professor of Law, SULC
2. Angela Bell, Associate Professor, SULC
3. Wesley Gray, Chemistry Professor, SUBR

6. Other Business

7. Adjournment

MEMBERS

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

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

Mrs. Ann A. Smith- Ex Officio



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

March 12, 2018

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

Re: Position Vacancy Authorization and Announcement Waiver Request

Dear Dr. Belton:

I respectfully submit this letter to request authorization to waive the search for the position of assistant director of planning and outcomes evaluation for the Southern University Baton Rouge Campus (SUBR Campus). The assistant director of planning and outcomes evaluation for the SUBR Campus will work closely with the senior leadership at both the micro and macro levels of the institution to ensure that, the faculty, staff, and students are fully engaged in a systematic, integrated, research-based, ongoing and comprehensive planning and assessment process on an annual and cyclical basis for educational and non-instructional programs.

The position will provide leadership to ensure the implementation of all (5) phases of the institution's IE Planning and Assessment Model: 1) planning to include the establishment of expected outcomes, 2) resource allocation, 3) implementation, 4) assessment/evaluation of expected outcomes, and 5) use of results for continuous improvement of academic and non-academic units across the SUBR Campus. The position will work with academic and non-academic areas to ensure that program goals and objectives are aligned with the current SUBR strategic plan.

Respectfully yours,

A handwritten signature in blue ink, appearing to read "Vlad Alexander Appeaning".

Vladimir Alexander Appeaning, Ph.D.
Vice President for Strategic Planning, Policy and Institutional Effectiveness

Attachment

Approved:

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

Dr. Ray L. Belton
President-Chancellor

JOB CLASS				
JOB CODE				
CAL ID				

SOUTHERN UNIVERSITY SYSTEM

Personnel Action Form

POSITION NUMBER	2	MB	8	01
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CAMPUS: SUS SUBR SULAC SUAREC SUNO SUSLA

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

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

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

Profile of Person Recommended

Length of Employment July 1, 2017 To June 30, 2018

Effective Date April 1, 2018

Name Dr. Sarah R. Barlow SS# xxx-xx-8650 Sex Female Race* White
 (Last 4 digits only)

Position Title: Assistant Director of Planning and Outcomes Evaluation Department: VP for Strategic Planning, Policy & Inst. Effic.

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 8 yrs. Southern University Experience 0

Degree(s):	Type/Discipline (BA-Education):	Institution/Location (SU-Baton Rouge):	Year:
Ph. D.	University of Louisiana Lafayette	Lafayette, LA	2010
MA	University of Toledo	Toledo, OH	2004
BA	University of Toledo	Toledo, OH	2001

Current Employer Baton Rouge Community College

Personnel Action

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

Recommended Salary \$78,000.00 Salary Budgeted _____

Source of Funds _____

Identify Budget: _____ Location _____
 Form Code: _____ Page 1 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
State	\$78,000.00
<u>21001-2108-4102-2000</u>	

Comments: (Use back of form)

*See Reverse Side

Graduate School signature (if, applicable): _____

[Signature] 03/13/2018
 Supervisor Date Dean/Unit Head Date
[Signature] _____
 Vice Chancellor Date Chancellor Date
[Signature] _____
 Director/Personnel Date Vice President/Finance Date
[Signature] 3/13/18 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:

EMPLOYEE REGULAR WORK SCHEDULE: 8:00 a.m. – 5:00 p.m.
EMPLOYEE DIRECT SUPERVISOR: Dr. Vladimir Alexander Appeaning
SUPERVISOR/DEPARTMENT CONTACT NUMBER 225-771-5022
NUMBER OF EMPLOYEES SUPERVISED, (if any) SUBR Institutional Research, Planning & Assessment Staff
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>
United States Citizen/Certificate of Naturalization	US
Resident Alien	RA
H-1 Visa (Distinguished Merit & Ability)	H1
J-1 Visa (Exchange Visitor Program)	J1
F-1 Visa (Student Emp. FT Student at S.U.)	F1
OPT (F-1 Visa-INS Prior Approval-“Practical Work Experience”)	F0

SOUTHERN UNIVERSITY SYSTEM
BUDGET OFFICE
EXPIRES

MAR 15 2018

FUNDS AVAILABLE

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)

SOUTHERN UNIVERSITY - BATON ROUGE, LA 70813

SUS
 SUBR
 SULAC
 SUAREC
 SUNO
 SUSLA

POSITION VACANCY AUTHORIZATION

REQUEST THAT THE POSITION TITLE Assistant Director of Planning and Outcomes Evaluation AS DESCRIBED BELOW

BE AUTHORIZED AS A VACANCY FOR Office of Institutional Research and Assessment
 (Department or Unit)

- | | | | |
|--|--|--|--|
| <input type="checkbox"/> Replacement | <input type="checkbox"/> New Position | <input checked="" type="checkbox"/> Unclassified | Source of Funds |
| <input type="checkbox"/> Civil Service | <input type="checkbox"/> Temporary | <input type="checkbox"/> Faculty | <input type="checkbox"/> State |
| <input type="checkbox"/> Tenured | <input type="checkbox"/> Probationary (For Faculty this is same as tenure track) | | <input type="checkbox"/> Grant -in-Aid |
| | | | <input type="checkbox"/> System Revenue |
| | | | <input type="checkbox"/> Agency Fund State |

VACANCY DESCRIPTION AND JUSTIFICATION

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

The assistant director of planning and outcomes evaluation for the SUBR Campus will work closely with the senior leadership at both the micro and macro levels of the institution to ensure that, the faculty, staff, and students are fully engaged in a systematic, integrated, research-based, ongoing and comprehensive planning and assessment process on an annual and cyclical basis for educational and non-instructional programs.

The position will provide leadership to ensure the implementation of all (5) phases of the institution's IE Planning and Assessment Model: 1) planning to include the establishment of expected outcomes, 2) resource allocation, 3) implementation, 4) assessment/evaluation of expected outcomes, and 5) use of results for continuous improvement of academic and non-academic units across the SUBR Campus. The position will work with academic and non-academic areas to ensure that program goals and objectives are aligned with the current SUBR strategic plan.

Salary/Range:	<u>75,000 – 80,000</u>	Previous Incumbent (if replacement):	<u>New</u>
<input checked="" type="checkbox"/> Approved	<input type="checkbox"/> Disapproved	<u><i>Wade Johnston</i></u>	<u>03/13/2018</u>
		Department Head	Date
<input checked="" type="checkbox"/> Approved	<input type="checkbox"/> Disapproved	<u><i>Wade Johnston</i></u>	<u>03/13/2018</u>
		Dean/Director/Supervisor of Budget Unit	Date

FINANCE/BUDGET OFFICE ONLY	
Funds Available	
<input checked="" type="checkbox"/> Yes <i>2m 8901</i>	<input type="checkbox"/> No
<i>Ypdms 3.15.18</i>	
Signature	Date
Budget Number <i>241001-21081-26000</i>	

HUMAN RESOURCES OFFICE ONLY	
Existing/Approved Position	
<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
Employee Class: <i>MU</i>	Job Class: <i>23660</i>
<i>Mikhael Wollan</i>	<i>3/14/18</i>
Verified By:	Date:

Approved Disapproved _____ *Bob Pugh* _____ *3/13/18*
 Vice Chancellor Date

Approved Disapproved _____ _____ _____
 Chancellor/Vice President Date

Approved Disapproved _____ _____ _____
 President *3/13/18*
 Date

An Equal Opportunity Employer

2018 MAR 14 11:28:59
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 2018 MAR 14 11:28:59

Vacancy Announcement System (VAS)

Position Vacancy Announcement Request

Date: 03/06/2018 Department: Office of Institutional Research and Assessment

SUS SUBR SULC SUAREC SUNO SUSLA

Application Deadline: Open until filled Date position to be filled: Open until filled

Position Title: Assistant Director of Planning and Outcomes Evaluation Civil Service Pay Level: _____

Salary (annual): _____ or Salary Range: 75,000 to 80,000

Please check all categories that apply to this position:

Status:	Faculty Position	Unclassified Position	Classified Position
<input type="checkbox"/> Part-time % of time	<input type="checkbox"/> Temporary	<input checked="" type="checkbox"/> Administrative	<input type="checkbox"/> Probationary
<input checked="" type="checkbox"/> Full-Time	<input type="checkbox"/> Tenure	<input type="checkbox"/> Temporary	<input type="checkbox"/> Job Appointment
	<input type="checkbox"/> Tenure Track (Probationary)	<input type="checkbox"/> Permanent	<input type="checkbox"/> Provisional Appointment
	<input type="checkbox"/> Grant	<input type="checkbox"/> Grant	FOR HR USE ONLY: CS Job Code:
	<input type="checkbox"/> Contract	<input type="checkbox"/> Contract	

Contact Person: Ms. Michelle Briscoe-Long Telephone No: 225-771-3384

Contact Email Address: Michelle_briscoelong@sus.edu

Contact e-mail address is for:

Human Resources utilization only posting to VAS website

Brief job description [Maximum 12 lines @ 250 characters (including spaces) per line]:

The assistant director of planning and outcomes evaluation for the SUBR Campus will work closely with the senior leadership at both the micro and macro levels of the institution to ensure that, the faculty, staff, and students are fully engaged in a systematic, integrated, research-based, ongoing and comprehensive planning and assessment process on an annual and cyclical basis for educational and non-instructional programs. The position will provide leadership to ensure the implementation of all (5) phases of the institution's IE Planning and Assessment Model: 1) planning to include the establishment of expected outcomes, 2) resource allocation, 3) implementation, 4) assessment/evaluation of expected outcomes, and 5) use of results for continuous improvement of academic and non-academic units across the SUBR Campus. The position will work with academic and non-academic areas to ensure that program goals and objectives are aligned with the current SUBR strategic plan.

Minimal qualifications [Maximum 12 lines @ 250 characters (including spaces) per line]:

Education & Experience:

- A terminal degree.
- Faculty and administrative experience at the department head level or higher.
- Planning and outcomes evaluation experience.
- Ability to work effectively with diverse constituencies.

Remarks/How To Apply (letter of application, curriculum vita, resume', references, etc)/Mailing Address

[Maximum 12 lines @ 250 characters (including spaces) per line]:

A Letter of Application, Resume, List of (3) Professional References, Completion of SUBR Application Form

Mailing Address:
Office of the President-Chancellor
Attention:
Ms. Michelle Briscoe-Long
Southern University A & M College System
J.S. Clark Administration Building, 4th Floor
Baton Rouge, LA 70813

Note: Approved Position Vacancy Authorization form(s) must be received in the Office of Human Resources before vacant positions will be announced.

03-11-06 01:00:00

03-11-06 01:00:00

Assistant Director of Planning and Outcomes Evaluation

The assistant director of planning and outcomes evaluation for the SUBR Campus will work closely with the senior leadership at both the micro and macro levels of the institution to ensure that, the faculty, staff, and students are fully engaged in a systematic, integrated, research-based, ongoing and comprehensive planning and assessment process on an annual and cyclical basis for educational and non-instructional programs.

The position will provide leadership to ensure the implementation of all (5) phases of the institution's IE Planning and Assessment Model: 1) planning to include the establishment of expected outcomes, 2) resource allocation, 3) implementation, 4) assessment/evaluation of expected outcomes, and 5) use of results for continuous improvement of academic and non-academic units across the SUBR Campus. The position will work with academic and non-academic areas to ensure that program goals and objectives are aligned with the current SUBR strategic plan.

Required Experience:

- A terminal degree.
- Faculty and administrative experience at the department head level or higher.
- Planning and outcomes evaluation experience of educational programs.
- Ability to work effectively with diverse constituencies.

Sarah R. Barlow, Ph.D.



ACADEMIC AND ADMINISTRATIVE EXPERIENCE

2017-Present **Member, SACSCOC Focus Report Committee**
Southern Association of Colleges and Schools
Commission on Colleges Reaffirmation Compliance
Certification
Baton Rouge Community College, Baton Rouge, LA

Anticipate potential questions from SACSCOC regarding the submitted Reaffirmation Compliance certification. Prepare documentation, policies, and website information to address potential findings.

2017-Present **Co-Chair, SACSCOC On-site Review Committee**
Southern Association of Colleges and Schools
Commission on Colleges
Baton Rouge Community College, Baton Rouge, LA

Plan, schedule, and host the SACSCOC On-site Review team. Collaborate with campus stakeholders, prepare campus documents for a successful visit, and lead the team around to different planned events.

2017-Present **Writer, SACSCOC Reaffirmation Compliance**
Certification
Southern Association of Colleges and Schools
Commission on Colleges
Baton Rouge Community College, Baton Rouge, LA

Researched, wrote, and provided the supporting documentation for the BRCC Reaffirmation Compliance Certification Report on the following SACSCOC revised 2018 principles:

- 2.1 (Institutional Mission)
- 6.1 (Full-time Faculty Adequacy)
- 6.2a (Faculty Qualifications)
- 6.2b (Program Faculty Adequacy)
- 6.2c (Program Coordination)
- 6.3 (Faculty Appointment and Evaluation)
- 6.4 (Academic Freedom)
- 6.5 (Faculty Development)

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SOUTHERN UNIVERSITY
HUMAN RESOURCES

- 7.1 (Institutional Planning)
- 8.2b (Student Outcomes, General Education)
- 8.2c (Student Outcomes, Academic and Student Services)
- 14.1 (Publication of Accreditation Status)

Assisted with the research, writing, and support of the following principles:

- 7.3 (Administrative Effectiveness)
- 8.1 (Student Achievement)
- 8.2a (Student Outcomes, Educational Programs)

Researching the crosswalk from the previous principles to the revised 2018 principles allowed me to create narratives that established and supported compliance in all the above areas. The composition of the narratives required my writing skills, my personal experience with assessment, student programming, faculty management, and institutional history, as well as my ability to successfully partner with various institutional stakeholders. The most significant supporting document I created and managed for the purpose of supporting principles 6.1, 6.2a, 6.2b, and 6.2c is the SACSCOC Faculty Credentials Roster Form which lists the primary and secondary credentials of each BRCC faculty member.

2018-Present **Editor, SACSCOC Steering Committee/Compliance Certification**
Southern Association of Colleges and Schools
Commission on Colleges
Baton Rouge Community College, Baton Rouge, LA

Worked with a team of 9 individuals to read, revise, and evaluate compliance in all Principles of Accreditation for the SACSCOC Reaffirmation Compliance Certification Report. Collaboratively reviewed and implemented the Resource Manual for the Principles of Accreditation, ensured compliance was established and that sufficient supporting documentation was provided for each principle, found and added additional supporting documentation when needed, revised narratives to reduce redundancy, ensure accuracy, and consistency in voice. Links to supporting documentation were verified, formatting was made consistent, and ultimately, a polished, complete, comprehensive Compliance Certification was submitted.

2017-Present **Member, Academic Program Review (APR) Committee**
Baton Rouge Community College, Baton Rouge, LA

Collaborated with faculty, staff, and administration to evaluate, revise, and memorialize the processes and procedures associated with Academic Program Review (APR). The collaboration produced pathways and timelines for both faculty and administration to effectively execute

General Education Learning Outcome Assessment, Academic Program Review, and the Program Health Index. Applied my experience in this area to the completion of SACSCOC principles 7.1, 7.3, and 8.2a.

**2017-Present New Student Orientation Coordinator
Baton Rouge Community College, Baton Rouge, LA**

Planned and implemented a New Student Orientation at which students were introduced to BRCC's processes, terminology, individuals, and facilities. I presented the plan to the executive team for approval, reserved the required support from facilities and information technology, secured volunteers, established a sign-in mechanism, designed and ordered signage for the events, and lead each session. I monitored the cohort of students and developed and implemented a "Get Reoriented" advising event to target student persistence into the next semester. Survey data of student satisfaction will inform the next program of New Student Orientation. Applied my experience in this area to SACSCOC principle 8.2c.

**2014-Present Department Chair, English and Humanities
Baton Rouge Community College, Baton Rouge, LA**

Serve a department of 50 full-time and adjunct faculty in multiple disciplines. My duties include creating the schedule of courses, observing and evaluating faculty, hiring adjunct faculty, participating in program review and course assessment planning, assisting with curriculum development and articulation planning, addressing student concerns, and managing the department annual budget. In addition, I lead the development of online course offerings, implement advising practices in the division, create department specific professional development opportunities, and ensure courses and programs meet SACSCOC accreditation standards.

**2011-2014 Chair, Faculty Senate Assessment Committee
Baton Rouge Community College, Baton Rouge, LA**

Researched and implemented a new campus-wide process for academic program review which resulted in the successful review of 22 programs. I created the presentation materials, scheduled, and lead the professional development sessions on how to map Student Learning Outcomes (SLOs) to Program Outcomes (POs). I created the template for each program review, distributed the documents and IR supplied data, trained faculty on the process, and assisted with the completion of the reports. I collected the reports from each division and reviewed the findings, and sent recommendations to the VCAA.

Trained and assisted deans and faculty with reducing and revising SLOs in multiple disciplines, I lead professional development sessions on SLOs and objectives, and researched, chose, and trained faculty on how to use the web-based assessment tool LiveText (see presentations below). I built and implemented rubrics for assessment in LiveText. Applied my experience in this area to SACSCOC principle 8.2a.

**2011-2014 Member, General Education Assessment Committee
Baton Rouge Community College, Baton Rouge, LA**

Researched, implemented, and evaluated a system of institutional, campus-wide assessment of general education outcomes. Created general education outcomes that aligned to the Louisiana Board of Regents Outcomes for student learning, established a 3-semester cycle of assessment, created a consistent assessment form, created rubrics for assessing student achievement, and lead training sessions on the new process.

Worked with the Chair of the committee to compile, write, evaluate, and disseminate the data (see reports listed below). Departments were able to examine the course success rates by outcome and make any appropriate revisions. Applied my experience in this area to SACSCOC principle 8.2b.

**2010-2014 Assistant Professor of English
Baton Rouge Community College, Baton Rouge, LA**

Designed and taught composition and literature courses. I served as faculty senate senator for the Liberal Arts, and mentored new faculty.

**2004-2010 Graduate Assistant
The University of Louisiana at Lafayette, Lafayette, LA**

Designed and taught composition, creative writing, literature, and technical writing courses while obtaining a Ph.D.

**2002-2004 Graduate Assistant
The University of Toledo, Toledo, OH**

Designed and taught composition courses while obtaining an M.A.

EDUCATION

2010	Ph.D.	The University of Louisiana at Lafayette, English
2004	M.A.	The University of Toledo, English

TEACHING EXPERIENCE

Baton Rouge Community College 2010-Present
(Multiple sections of the following courses)
English 101 Composition I
English 102 Composition II
English 102H Honors Composition II
English 211 Introduction to Fiction
English 221 Major American Writers
English 221 Major American Writers Online
English 222 Major World Writers

The University of Louisiana at Lafayette 2004-2010
(Multiple sections of the following courses)
English 101 Composition I
English 102 Composition II
English 204 The Novel and Short Story
English 205 Early American Literature
English 206 Modern American Literature
English 223 Creative Writing
English 320 Modern Fiction
English 360 Advanced Composition
English 365 Technical Writing

The University of Toledo 2001-2004
(Multiple sections of the following courses)
English 101 Composition I
English 102 Composition II

PROFESSIONAL SERVICE

- Co-Chair of the BRCC Carnival 2016
- Commencement Committee 2015-Present
- Co-Chair of the BRCC Social 2015
- SACSCOC Conference Member 2015, 2016
- Chair of Hiring Committee, Fine Arts and Communication 2015
- The Long Night Against Procrastination Volunteer 2015
- Council on Undergraduate Research (CUR) 2012-2014
- Exit Exam Task Force Member 2011-2014
- Liberal Arts Faculty Senate Senator 2012-2014
- English 101 Course Coordinator 2011-2014
- Honors Faculty 2010-2012

- On-line Composition Committee 2003-2004
- Writing Center 2003-2004

PRESENTATIONS

- Barlow, Sarah. "How Fun Can Create Familiarity: Student Events with Embedded Academic Benefits." Louisiana Community and Technical College System Annual Conference. Oct. 2017.
- Barlow, Sarah, Rhett Poche, and Chandra Joseph. "Customer Service in the Community College Classroom: Is the Customer Always Right?" Louisiana Community and Technical College System Annual Conference. Oct. 2017.
- Little, Sarah. "Program Review at Baton Rouge Community College." Baton Rouge Community College. Apr. 2014.
- Little, Sarah, Barbara Hasek, and Albertha Lawson. "Filling in the New Form: Training on New Assessment Practices." Baton Rouge Community College. Multiple Presentations. 2013.
- Little, Sarah, Leslie Gilliland, Nisha Arkosar, and Brandy Tyson. "Introducing Undergraduate Research at BRCC." Baton Rouge Community College. Mar. 2012.
- Little, Sarah, and Barbara Hasek. "Live Text Training." Baton Rouge Community College. Mar. 2012.
- Little, Sarah, and Barbara Hasek. "All the Cool Kids are Doing It... Assessment/General Education." Baton Rouge Community College Professional Development Day. Mar. 2012.
- Little, Sarah, and Barbara Hasek. "Live Text Training." Baton Rouge Community College. Jan. 2012.

REPORTS

- Barlow, Sarah. "General Education Learning Outcome Assessment and Improvement Plan: Cycle 3." Baton Rouge Community College. Baton Rouge, Louisiana. Sept. 2017.
- Little, Sarah, and Laura Laynes. "General Education Assessment Report Spring 2014." Baton Rouge Community College. Baton Rouge, Louisiana. Jun. 2014.
- Little, Sarah, Laura Laynes, and Barbara Hasek. "General Education Assessment Report Fall 2013." Baton Rouge Community College. Baton Rouge, Louisiana. Jan. 2014.
- Hasek, Barbara, and Sarah Little. "General Education Assessment Cycle Summation: Spring 2012-Spring 2013." Baton Rouge Community College. Baton Rouge, Louisiana. May 2013.

- Hasek, Barbara, and Sarah Little. "General Education Assessment Report Spring 2013." Baton Rouge Community College. Baton Rouge, Louisiana. May 2013.
- Little, Sarah, and Barbara Hasek. "Assessment at Baton Rouge Community College: a Campus-Wide Plan." Baton Rouge Community College. 30 Aug. 2013.
- Little, Sarah, and Barbara Hasek. "A Comprehensive Review of Current Assessment Practices at BRCC and A Suggested Plan for Revision." Baton Rouge Community College. 12 Mar. 2013.
- Hasek, Barbara, and Sarah Little. "General Education Assessment Report Fall 2012." Baton Rouge Community College. Baton Rouge, Louisiana. Dec. 2012.
- Hasek, Barbara, and Sarah Little. "General Education Assessment Report Spring 2012." Baton Rouge Community College. Baton Rouge, Louisiana. May 2012.

List of References for Sarah Barlow

Lucas Gassen
Director of Planning and Assessment
Baton Rouge Community College
gassenl@mybrcc.edu
O 225-216-8257
C 225-362-7184

Todd Dozier
Dean of Business, Social Sciences, and History
Baton Rouge Community College
dozier1@mybrcc.edu
O 225-216-8154
C 225-772-7244

Dr. Barbara Hasek
Associate Professor of Biology
Baton Rouge Community College
hasekb@mybrcc.edu
O 225-216-8027
C 225-328-4716



March 15, 2018

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

RE: Position Appointments
Associate Vice-President for Enrollment Management
Dean of Students

Dear Dr. Belton,

I would like to recommend two candidates to fill the position of Associate Vice-Chancellor for Enrollment Management and the Dean of Students position. I have reengineered both position descriptions to reflect the current best practices for these roles. In addition, the position descriptions reflect responsibilities that are aligned with the Southern Association of Colleges and Schools Commission on Colleges.

I request approval to appoint Akai Smith as the Dean of Students as she was the recommended candidate that was put forward by the Search Committee. Having worked with Akai over the last month and interviewed her for the current Dean of Students job description, I believe that she comes with the knowledge and experience to:

1. Develop year-long orientation, transition and leadership development programs to support student persistence, retention and graduation
2. Provide leadership to the offices focused on student orientation and transition
3. Build relationships with Academic Affairs and faculty to ensure appropriate academic support for our students
4. Lead the development of an educational and peer based student conduct system
5. Develop and lead parent and family programs
6. Address prevention and response efforts related to student crises and conduct
7. Lead our care and crisis management teams

Akai has demonstrated that she is a student-centered administrator with a passion for student growth, learning, and success. Even more, she has a collaborative attitude and exhibits good leadership skills. Akai is in the final phase of her doctoral program, and has managed to work full-time while also exhibiting a passion for student advocacy and the total well-being of a diverse and growing student population. While she comes to the Dean of Students role with an already established skill set, I believe I can mentor and groom her to be an outstanding Dean of Students and member of the leadership team in Student Affairs and Enrollment Services.

The Associate Vice-Chancellor for Enrollment Management is a critical position to the institution. I request to waive the search and appoint Dr. DeShanna Brown as Associate Vice-Chancellor for Enrollment Services. Dr. Brown and I worked together on enrollment, student affairs, parent and family relations, development and external relations while at Spelman College.

Dr. Brown is currently at Louisiana State University as Director of Development for the Vice-President of Student Affairs & Enrollment Management. I strongly believe that much of the work done in development and external relations is transferable to that of enrollment management as they both require strong leadership, ability to develop effective operations, developing prospects, solidifying commitments, an ensuring financial support. I also believe that Dr. DeShanna Brown has what it takes to establish a framework for meeting institutional recruitment and retention goals. She has worked with the Vice-President and Assistant Vice-President for Enrollment Management to coordinate the LSU Alumni Association State Chapters recruitment of students and Summer-Send Off events to engage and educate incoming students and parents on academic resources and campus life. Dr. Brown has also worked with a core group of campus leaders to develop the LSU Family Council to assist with recruitment and retention of students, philanthropy and fundraising initiatives.

Given that the position requires leadership and management of staff, it is important to note that Dr. Brown has lead and managed over 7 -100 staff and volunteers in annual giving, student affairs, enrollment initiatives, and undergraduate studies at Louisiana State University, Spelman College, Georgia State University and Kennesaw State University. She has been responsible for working with high school counselors to recruit, admit and students in the Undergraduate and Joint Enrollment Honors Program at Kennesaw State University, a comprehensive public university with a total undergraduate and graduate enrollment of 32,500. She has also developed and implemented strategies to enhance program effectiveness, student retention, and academic success, all of which I believe can be implemented at Southern University.

As previously mentioned, I believe that Dr. DeShanna Brown has what it takes to develop and implement a progressive and consistent plan for enrollment growth at Southern University as she understands the business and financial side of enrollment services, she is well connected in Louisiana and surrounding states, and has experience with developing and using analytics and metrics-based enrollment systems, processes and technologies that have an impact on the successful recruitment and retention of student's at land-grant and mid-size public universities, and the number one HBCU, Spelman College. Dr. Brown has managed media and marketing campaigns in partnership with Communication/ Public Relations Offices, in addition to developing a robust social media campaign to engage students, alumnae, parents and families. Her other skillsets include the recruitment, selection, orientation and training of over 40 student callers for telephone outreach programs and executing strategic direct mail fundraising initiatives for the University, ensuring cost control measures were in place to maximize the return on the university investment.

Dr. Brown will be a strategic hire as she has a passion for working at Historically Black Colleges and Universities and understands enrollment services, financial aid, student affairs and development and external relations. She has overhauled the development

department during her time at Louisiana State University by implementing a centralized development. Dr. Brown will be instrumental in overhauling the enrollment management area at Southern, including a scholarship management plan to impact recruitment and address the increasing gap between tuition/fees and ability of families to pay. She has always made it a goal to increase access and decrease the student loan burden on college graduates during her career.

I end by saying that Dr. DeShanna Brown loves the HBCU community and desires to return to an HBCU institution. She would like to remain in Louisiana and is committed to working at Southern University with me as Associate Vice-Chancellor of Enrollment Management if you approve the appointment.

For your convenience I have attached the job descriptions and curriculum vitae of both candidates. Thank you for your consideration. I look forward to your decision as I believe that we are on the way to assembling a dynamic Student Affairs and Enrollment Management Team.

Sincerely,

James H. Ammons,
Executive Vice-President &
Executive Vice-Chancellor

JOB CLASS				
JOB CODE				
CAL ID				

SOUTHERN UNIVERSITY SYSTEM

Personnel Action Form

POSITION NUMBER

2m9202

CAMPUS: SUS SUBR SULAC SUAREC SUNO SUSLA

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

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

Previous Employee Raymond Clarke Reason Left Terminated
 Date Left March 2, 2018 Salary Paid \$109,000

Profile of Person Recommended

Length of Employment July 1, 2017 To June 30, 2018
 Effective Date April 1, 2018

Name Dr. DeShanna K. Brown S# 5657 Sex F Race* B
 (Last 4 digits only)

Position Title: Associate Vice-Chancellor, Enrolment Services Department: Student Affairs & Enrollment Management

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 11 Southern University Experience 0

Degree(s):	Type/Discipline (BA-Education):	Institution/Location (SU-Baton Rouge):	Year:
	<u>Edd, Higher Education Leadership</u>	<u>Nova Southeastern University</u>	<u>2016</u>
	<u>Masters of Public Administration</u>	<u>DeVry University</u>	<u>2006</u>
	<u>BS, Organizational Communication</u>	<u>Kennesaw State University</u>	<u>2003</u>

Current Employer Southern University and A&M College

Personnel Action

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

Recommended Salary \$100,000 Salary Budgeted \$100,000

Source of Funds Title III & General Fund

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:

Source of Funds	Amount
<u>220355-21051-24100</u>	<u>50,000</u>
<u>211001-22601-26000</u>	<u>50,000</u>

*See Reverse Side

Comments: (Use back of form)

*See Reverse Side

Graduate School signature (if, applicable):

Supervisor Kubly M. Scott 3/15/18 Date
 Vice Chancellor James H. Annunzio 3/15/18 Date
 Director/Personnel [Signature] 3/20/18 Date
 President [Signature] 3/20/14 Date
 Dean/Unit Head [Signature] Date
 Chancellor [Signature] 3/20/18 Date
 Vice President/ Finance Business Affairs [Signature] 3/20/18 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 / 8:00 a.m. - 5:00 p.m. and as needed

EMPLOYEE DIRECT SUPERVISOR: Dr. Kimberly Ferguson-Scott

SUPERVISOR/DEPARTMENT CONTACT NUMBER 225-771-3922

NUMBER OF EMPLOYEES SUPERVISED, (if any) _____

HR USE ONLY: STATUS (circle one): 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): US Citizen

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 SYSTEM
 CODE EXEMPT
 BUDGET OFFICE
 US 211001-22601-26000
 RA MAR 20 2018
 H1
 J1 [Signature]
 F1 FUNDS AVAILABLE
 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)

OFFICE OF THE ASSOCIATE COMPTROLLER
 I certify that the above purchase(s) is (are)
 allowable under the terms and conditions
 of the approved contract/agreement.

MAR 20 2018

//Allowability/Compliance Verified by: [Signature]
 //Encumbered Funds Available By: [Signature]

DESHANNA K. BROWN

iii

EDUCATION & CERTIFICATIONS

- 2016 Doctorate in Education: Higher Education Leadership, Nova Southeastern University, Fort Lauderdale, Florida
 - 2016 Certificate of Completion, Alice Manicur Symposium for Aspiring Vice-Presidents for Student Affairs, NASPA, San Antonio, TX
 - 2006 Master of Public Administration, Government Management, DeVry University, Atlanta, Georgia
 - 2003 Bachelor of Science, Organizational Communication, Kennesaw State University, Kennesaw, Georgia
-

PROFESSIONAL PROFILE

- **Development & Fundraising-** support the mission and philanthropic vision of higher education institutions through planning, organization and implementation of a comprehensive Annual Giving program in support of short and long-range operating, capital and endowment fundraising objectives.
 - **Enrollment Management & Financial Aid-** experience developing content and learning objectives to meet department goals and enhanced student learning and personal and academic success.
 - **Student Development-** progressively responsible leadership roles in academic and career advising/planning, civic engagement and leadership development, student orientation and transition, student conduct administration, and First/Sophomore Year Experience, program development, implementation, and assessment.
 - **Leadership and Management-** experience in strategic planning, budget management and operations, policy development and program planning and evaluation.
 - **Personnel Management-** diverse experience with recruitment, selection, orientation, training and professional development, motivating staff to maximum performance, benefits administration and contract negotiation.
-

LEADERSHIP EXPERIENCE

Louisiana State University, Baton Rouge, LA

Director of Development for the Division of Student Affairs

2014-present

Serve as the Director of Development for a comprehensive Division of Student Affairs (formerly Student Life & Enrollment Services) at a 4-year land, sea, and space grant public research university with a campus population of 30,000+ undergraduate and graduate students. The division encompasses nearly 30 defined departments or units with operational budgets exceeding \$11 million annually. With approximately one million square feet of assignable space, the division is served by 278 professional staff and approximately 500 student employees, and consists of more than 400 student organizations including the Student Government Association. Responsible for increasing alumni engagement and philanthropic support for the enhancement of student success. Member of the Vice President's nine person senior leadership team.

Select Professional Accomplishments

- Cultivate and influence a culture of giving for the LSU Division of Student Affairs including annual fund, leadership giving, major, principal, and planned gifts to drive increased contributions from \$400,000 in FY14 to \$4.1 million dollars in FY16.
- Manage a portfolio of over 125 individuals and corporations, focusing on the Top 25 to meet a \$500,000 annual goal. Secured a \$1 million dollar planned gift to endow a scholarship for students that transition from the foster care system, \$125,000 capital project gift for Enrollment Management, and more than \$150,000 from multiple donors to fund student success initiatives in FY16.
- Provide oversight of the Vice President for Student Affairs unrestricted funds and endowed accounts.
- Serve as the Student Affairs fundraising liaison to the Office of the President and Chancellor, Office of the Provost, Tiger Athletic Foundation, LSU Alumni Association, Academic units and LSU Foundation to ensure a presence and support of Student Affairs initiatives; secured more than \$1 million in gifts/pledges to fund student success initiatives in 2015 and acted as subject matter expert to Ruffalo Noel Levitz to implement the President's parent calling campaign
- Provide leadership and work with fundraising consultants to aid their assessment of LSU's development enterprise in order to establish the blueprint for a \$1 Billion campaign.
- Develop case statements, strategic vision and plan of regional outreach, solicitation and stewardship to achieve outlined goals while working with department directors to identify funding priorities and prospects
- Collaborate with and provide information for college and university communications, corporate and foundation relations, and public affairs, as appropriate.
- Partner with the LSU Alumni Association State Chapters on Summer-Send Off parties to engage and educate incoming students and parents on academic resources and campus life.
- Secured more than \$1.1 Million dollars in FY16 for Presidential fundraising priorities under the umbrella of Student Affairs in partnership with the Executive Director of Institutional Advancement for the President & Chancellor.

Louisiana State University, Baton Rouge, LA*Director of Development for the Division of Student Affairs*

2014-present

- Overhauled the development department during the first 6 months by implementing a centralized development operation for the division; developed a Show Me the Money Guide: How to Navigate the Corporate Sponsorship Process.
- Streamlined the division sponsorship “ask” process with Auxiliary Services and other campus partners.
- Designed and implemented a system to provide donors with timely and meaningful acknowledgements.
- Created a Student Life & Enrollment 101 guide in order to educate the unit development officers on the mission and vision of Student Life’s departments.
- Champion for Veteran & Military Services initiatives; submitted a \$1 Million proposal to the Wal-Mart Foundation, presented to IBM, the USDA, the Home Depot Foundation, and the United States Department of Veterans Affairs Office of the Secretary of Veteran Affairs Committee on Disability Compensation on Veteran
- initiatives at LSU and engagement opportunities; in partnership with Career Services developed the inaugural Veterans “Employer of Choice” Career Expo with corporate partners; secured more than \$50,000 from corporate sponsors to support the Student Veterans of America Chapter at LSU; secured \$1 million to build the Veteran & Military Services Center in FY2016 in partnership with the Provost.
- Serve as the philanthropy investment advisor to the Board of Directors for the annual LSU Greek Gala; Quasi-endowed \$25,000 to support the Greek Leadership Institute in 2016
- Support the engagement and involvement of the LSU Family Council through member cultivation and solicitation; reinvigorate and grow the Family Council gift club (\$1,000); secured a \$20,000 gift from a family to endow a scholarship, \$20,000 gift to support Family Council initiatives and the LSU Family Association Scholarship.
- Report directly to the Vice President for Student Affairs and work with the Associate Vice President of Development for the LSU Foundation. Advise the VP, senior administrative and academic colleagues, and volunteer leadership on all matters related to alumni affairs and development.

Executive Appointments

- Appointed by the Office of the Provost to a four person steering committee charged with developing engagement and annual giving fundraising strategies for parents.
- Appointed by the Vice President of Development for the LSU Foundation to an eleven member Annual Giving committee, charged with developing a coherent strategy and work plan for strengthening the Annual Giving program at LSU.
- Search Committee Member for key campus leadership positions: Office of the Provost-Vice Provost for Diversity and Associate Vice Provost of Diversity; Assistant Director of Athletics-Certifying Officer for Athletes; Director of the Olinde Career Center; and the Associate Vice President and Dean of Students.

Spelman College, Atlanta, GA*Director of Annual Giving, Division of Institutional Advancement*

2010-2014

Serve as an Institutional leader for a world class institution and America’s oldest historically Black college for women with a campus population of 2,100. Spelman College ranks in the top 100 liberal arts colleges in the nation, and is also among the top liberal arts colleges producing Fulbright Scholars. Responsible with the President, Vice President for Institutional Advancement, and Vice President for College Relations for raising visibility and credibility, cultivating friends, and securing financial resources to keep the promise of Spelman College as the liberal arts institution of choice for women of African descent. Directly responsible for the vision, planning and execution of Annual Giving programs to drive fundraising for a \$150 million comprehensive campaign. Part of a four person senior leadership team.

Select Professional Accomplishments:

- Secured more than \$8M to support the College operating budget utilizing various annual giving strategies, such as direct mail, email, social media, telefund and text messaging from more than 16,000 alumni and friends during my tenure.
- Managed a portfolio of over 100 leadership annual giving individuals; personally soliciting and stewarding.
- Secured \$500,000 in annual fund gifts and pledges through the TeleFUND program to support the College in FY2013.
- Worked with major gift officers and alumnae affairs to maximize personal visits; raised \$1.6 million in gifts and pledges, the highest in the College’s history from Reunion classes in 2013 and 2014.

Spelman College, Atlanta, GA*Director of Annual Giving, Division of Institutional Advancement*

2010-2014

- Secured an anonymous \$250,000 gift through the planning and execution of a matching grant challenge in FY2011 and FY2012.
- Increased alumnae participation to 41 percent in FY11. This effort landed the College at No. 1 among historically Black colleges and universities and No. 7 for women's colleges in the nation for alumnae participation.
- Directed parent leadership annual giving through regional volunteer cultivation and solicitation; secured more than \$80,000 in 2013.
- Managed a four person team responsible for generating \$2M+ in philanthropic unrestricted support annually.
- Worked in partnership with the Office of the Dean of Students to strategically manage the Spelman College Parent's association, including fundraising, regular leadership and planning meetings, volunteer management, and annual Family Weekend program.
- Served as a liaison to the Division of Student Affairs and Academic Affairs to ensure a presence and support of Annual Giving program with students, parents, faculty and staff; coordinated parent and alumni volunteers to support New Student Orientation, First-Year and Sophomore Year Experience, Family Weekend, Homecoming, Commencement and general student activities.
- Implemented social media strategies to increase College giving visibility with alumnae, volunteers, and the President.
- Acted as subject matter expert to the Office of Communications and external agencies to Managed a portfolio of over 100 leadership annual giving individuals; personally soliciting and stewarding.
- Increased student giving efforts through the launch of the Senior Legacy Gift in 2010, resulting in more than 63% of the graduating classes making a gift to the College annually.
- Managed and developed department short and long-range goals while maintaining the fiscal integrity of a \$550,000 budget.
- Work in partnership with the Office of the Dean of Students to strategically manage the Spelman College Parent's association, including fundraising, regular leadership and planning meetings, volunteer management, and annual Family Weekend program.
- Develop and manage annual budget of \$550,000.
- Coordinate student philanthropy efforts with the Office of Student Life and Engagement resulting in young alumnae giving increasing from 44% to 65% in FY2012.
- Serve as a liaison to the Division of Student Affairs and Academic Affairs to ensure a presence and support of Annual Giving program with students, parents, faculty and staff. Coordinate parent and other volunteers to support New Student Orientation, First-Year and Sophomore Year Experience, Family Weekend, Homecoming, Commencement and general student activities.
- Partner with Alumnae Affairs to assist with Reunion, annual giving, and alumnae volunteer programs. Increased alumnae giving to 41%.
- Promoted to Director within one year of appointment as Associate Director.

Spelman College, Atlanta, GA*Assistant Director of Annual Giving, Division of Institutional Advancement (Promoted to Director)*

2009-2010

As a senior member of the Advancement team, directly responsible for the Direct Mail program, Faculty/Staff Campaign, Parent Campaign and Reunion fundraising efforts to support a \$2 million dollar annual fund development goal.

Select Professional Accomplishments

- Secured \$300,000 from 5,300 alumnae donors during a six-week effort to support campaign priorities in 2010.
- Consulted with leadership gift officers to secure five-figure gifts for institutional priorities, which resulted in topping a collective fundraising goal of \$2M in FY2009 and FY2010.
- Managed a portfolio of more than 100 faculty and staff volunteers; secured over \$50,000 from fifty percent of faculty and staff in 2010.
- Consistently conducted ROI Analysis of the direct mail program which resulted in a 30% increase in annual fund revenue.
- Secured \$50,000 from multiple parent donors to fund scholarships in FY2009 and 2010.
- Facilitated communication between donors and internal constituents (i.e. Leadership Gift Officers, Planned Giving and Alumnae Affairs)
- Provided event stewardship for the Board of Trustees, alumnae, parents and friends during the public phase and official launch of The Campaign for Spelman College, a \$150 million fundraising initiative-the largest in the institution's history in 2009.
- Lead and manage the Annual Giving Officer.

Georgia State University, Atlanta, GA

2005-2009

Project Manager/Development Coordinator, Office of Annual Programs

In partnership with the Director of Annual Giving developed and executed special fundraising initiatives, event plans, stewardship programs, and marketing plans to support a more than \$2 million annual fund development goal for a leading urban research university and predominantly black institution (PBI) with a total undergraduate and graduate enrollment of more than 32,000 students.

Select Professional Accomplishments

- Managed a fundraising portfolio of prospects who had the capacity to make a gift below \$25K.
- Wrote relevant materials in support of fundraising initiatives
- Increased student giving by 10% through the launch of the Graduate & Senior Legacy Blue tassel program.
- Coordinated solicitation efforts to generate over \$2M through Annual Fund solicitations during my tenure resulting in a 10% donor increase over five giving programs.
- Increased faculty/staff volunteer productivity by 50% through the development of a volunteer manual.
- Developed and implemented the *Parent's Fund*, GSU's first parent giving program, in partnership with the Office of Student Affairs.
- Managed the recruitment, selection, orientation and training of 40+ student callers for the GSU Telephone Outreach program resulting in over \$250,000 raised in FY2006.
- Executed strategic direct mail fundraising initiatives for the University, ensuring cost control measures were in place to maximize ROI.

Kennesaw State University, Kennesaw, GA

2003-2005

Program Specialist, Department of University Studies

Provided leadership and direction for the Undergraduate and Joint Enrollment Honors Program at a public, comprehensive university with a total undergraduate and graduate enrollment of 32,500.

Select Professional Accomplishments

- Collaborated with the Office of Admissions and high school counselors to recruit, admit and retain program participants.
- Developed and implemented strategies to enhance program effectiveness, student retention, and academic success for the Honors Program Living & Learning community.
- Re-engineered the Joint Enrollment honors program orientation workshops for students and parents to streamline functions and operations.
- Advised students on academic planning and course selection to ensure timely degree completion.
- Monitored student academic performance and general welfare to ensure student success and retention.
- Assisted the Director with the organization of the Southern Regional Honors Council Conference for over 100 participants resulting in the development of a conference program booklet and registration system.
- Managed the Phi Eta Sigma Freshman Honor Society leadership development programs, community service initiatives and student activities.
- Managed the annual budget of \$30,000 to support program operations.

TEACHING EXPERIENCE

Louisiana State University, Baton Rouge, LA

2014-present

*College of Human Sciences and Education**On-Site Supervisor, Higher Education Administration Practicum (ELRC 7404)*

- Responsible for the delivery of on-site experiential learning designed to supplement the practicum experience for Higher Education Administration students. Develop experiences to provide an understanding of issues related to professional practice, including ethics, organizational standards, application of theory and contemporary issues.

Spelman College, Atlanta, GA

2011-2014

Instructor, Sophomore Year Experience Leadership Seminar, Office of Undergraduate Studies

- Assist with the development of a sophomore year experience program designed to help students manage the challenges associated with the second year of the college experience.
- Teach a credit bearing course designed to develop social change agents through civic engagement.
- Develop course curriculum and syllabus and integrate active learning strategies and experiential learning activities.
- Provide general faculty administrative services, including grading, counseling and student advising and referral to academic support services.
- Monitor student academic performance and general welfare to ensure student success.
- Participate in campus and community programs and community service initiatives to encourage student engagement and interaction outside the classroom.

Georgia State University, Atlanta, GA

2007-2009

Instructor, GSU 1010 The Non-Profit Sector: Leadership and Philanthropy

- Develop first-year experience course program designed to help students examine the role of leadership and philanthropy as it relates to the non-profit sector.
- Develop course curriculum and syllabus and integrate active learning strategies and experiential learning activities.
- Provide general faculty administrative services, including grading, counseling and student advising and referral to academic support services.
- Monitor student academic performance and general welfare to ensure student success.
- Participate in campus and community programs and community service initiatives to encourage student engagement and interaction outside the classroom.

HONORS & AWARDS

2017	Diversity Scholarship, Association of Fundraising Professionals (AFP) International Fundraising Conference in San Francisco, CA
2016	Selected Participant, Louisiana Association of Nonprofit Organizations Community Leader Class, Baton Rouge, LA
2016	Selected Participant, NASPA Alice Manicur Symposium, San Antonio, TX
2015	Scholarship Recipient, Women's Leadership Institute (WLI), Amelia Island, FL
2015	Invited Participant, United States Marine Corps Educators Workshop, Quantico, VA
2014	Certified: Ethics Training for Public Servants, Louisiana Board of Ethics, Baton Rouge, LA
2014	Certificate of Achievement, Title IX Training for Faculty and Staff, Louisiana State University, Baton Rouge, LA
2013	Unsung Hero Award, Office of Student Life & Engagement, Spelman College, Atlanta, GA
2012	Certificate of Completion, Personal Accountability in the Workplace, Spelman College, Atlanta, GA
2012	Certificate of Completion, Forward Thinking, Spelman College, Atlanta, GA
2012	Invited Presenter and Participant, White House Initiative on Historically Black Colleges & Universities
2011-13	Appointed to Serve as Host Site Committee Member, Council for the Advancement and Support of Education (CASE) District III Conference, Atlanta, GA, 2011 -2013.
2010	Scholarship Recipient, Minority Advancement Professionals, Council for Advancement and Support of Education (CASE) District III
2010	Certificate of Completion, Making Change Work, Spelman College, Atlanta, GA
2010	Certificate of Completion, Performance Management for Managers & Supervisors, Spelman College, Atlanta, GA
2010	Selected Participant, Association of Fundraising Professionals (AFP) Diversity Fellows Program, Atlanta, GA
2010	Certificate of Completion, How to Supervise People, Fred Pryor Seminars, Atlanta, GA
2009	Georgia State University Leadership Academy for Women, Class of 2009, Georgia State University, Atlanta, GA
2007	Award of Excellence for Annual Giving Programs, Council for Advancement and Support of Education (CASE) District III
2006	Special Merit Award for Annual Giving Educational Fundraising Projects, CASE District III
2003	Inducted into Lambda Phi Eta Communication Honor Society, Kennesaw State University, Kennesaw, GA
2001	Certificate of Achievement, Franklin-Covey Time Management Workshop, Atlanta, GA

PROFESSIONAL PRESENTATIONS

2016	<i>Veteran & Military Services Initiatives at LSU</i> , Advisory Committee on Disability Compensation, U.S. Department of Veteran Affairs Office of the Secretary of Veteran Affairs, Washington, D.C.
2016	<i>Empowering & Sustaining African-American Leaders: Lessons Learned in Higher Education</i> , 98 th NASPA Annual Conference, Indianapolis, IN
2016	<i>Acing the Campus Interview</i> , The Placement Exchange, 98 th NASPA Annual Conference, Indianapolis, IN
2015	<i>Annual Giving: Proven Strategies</i> , Association of Fundraising Professionals, Greater Baton Rouge Chapter, Baton Rouge, LA
2015	<i>Fundraising 101 for Board Members</i> , Boys Hope Girls Hope of Baton Rouge, Baton Rouge, LA
2014	<i>A Paradigm Shift: Student Affairs Programming and the Annual Fund</i> , External Relations and Fundraising Conference, National Association of Student Affairs Professionals, Houston, TX
2013	<i>Ten Lessons Learned from Increasing Alumni Participation</i> , Council for Advancement and Support of Education (CASE) District III Conference, Atlanta, GA
2012	<i>Increasing Alumni Giving Rates</i> , Panel presentation at the National Historically Black Colleges & Universities Week Conference, Washington, D.C.
2012	<i>Building the Pipeline from Annual Giving to Major Gifts</i> , Council for Advancement and Support of Education (CASE) District III Conference, Atlanta, GA
2012	<i>Skin Deep: A Conversation on Race & Gender</i> , Office of the Dean of Students, Spelman College
2012	<i>Increasing Alumni Giving Rates</i> , Panel presentation at the National Historically Black Colleges & Universities Week Conference, Washington, D.C.
2012	<i>Building the Pipeline from Annual Giving to Major Gifts</i> , Council for Advancement and Support of Education (CASE) District III Conference, Atlanta, GA
2012	<i>Skin Deep: A Conversation on Race & Gender</i> , Office of the Dean of Students, Spelman College
2008	Managing Effective Annual Giving Campaigns, Atlanta Fundraising Summit, Center for Nonprofit Success

TECHNOLOGICAL COMPETENCIES

- Web design and conceptualization: Louisiana State University Division of Student Affairs Office of Development Website, and Spelman College Every Woman Every Year Microsite
- Knowledge of SCT-Banner, Survey Monkey, and iModules
- Wealth Engine
- Ellucian, Advance and Banner fundraising and donor management software
- Raiser's Edge, donor management and fundraising software
- CAMPUSCALL, phonathon software by Buffalo Noel Levitz
- Broadnet, telefourm technology for engagement
- Hootsuite, social media management system for brand management
- Nolij Web Applications, document imaging and management solution for higher education institutions
- Microsoft Office Suite

CIVIC & COMMUNITY MEMBERSHIPS

Member, Louisiana Association of Nonprofits
 Philanthropic Advisor, Boys Hope Girls Hope of Baton Rouge
 Vice President, Sigma Epsilon Chapter, Delta Sigma Theta Sorority, Incorporated
 Board Member, Healthy Moves Initiatives Inc.

PROFESSIONAL AFFILIATIONS

National Association for Student Personnel Administrators (NASPA)
 Association of Fundraising Professionals (AFP)
 African American Development Officers Network
 Council for Advancement and Support of Education (CASE)

PROFESSIONAL REFERENCES

Kurt J. Keppler, Ph.D.
Vice-President for Student Affairs
Louisiana State University
146 Thomas Boyd Hall
(225)-578-8607
e-mail: kkeppler@lsu.edu

David Kurpius, Ph.D. *(Former Associate Vice Chancellor for Enrollment Management at LSU)*
University of Missouri
School of Journalism Dean and Professor
120 Neff Hall
Columbia, MO 65211-1200
Office: (573) 882-6686
email: kurpiusd@missouri.edu

Bunnie Cannon
Tiger Athletic Foundation
Executive Director of Development Support Services:
Stewardship and Planned Giving
P.O. Box 711
Baton Rouge, LA 70808
(225) 578-0302
email: bunniec@lsutaf.org

DeKimberlen Neely, Ph.D.
Associate Dean, Undergraduate Studies
Spelman College
Office of Undergraduate Studies
350 Spelman Lane SW
Atlanta, GA 30314
(404) 270-5695
e-mail: dneely@spelman.edu

Sharon Owens
Director of Alumnae Relations
Spelman College
Division of Institutional Advancement
350 Spelman Lane SW
(404) 270-5082
e-mail: sowens@spelman.edu

Darrell C. Ray, Ph.D.
Vice-President of Student Affairs
The University of Memphis
235 Administration Building
Memphis, TN
(901) 678-2114
email: dcrav5@memphis.edu

Jada Lewis
Louisiana State University
Assistant Dean for Diversity
College of Engineering
2228-J Patrick F. Taylor Hall
(225) 578-2815
email: jadal@lsu.edu

Tierney Bates, M.Ed., MBA
North Carolina Central University
Assistant Vice Chancellor
Division of Student Affairs
1801 Fayetteville Street
Durham, NC 27707
(919) 530-6342
e-mail: tbates10@nccu.edu

Greta Kelley
Associate Director, Human Resources
Spelman College
350 Spelman Lane SW
Atlanta, GA 30314
(404) 270-5098
e-mail: gkelley@spelman.edu

JOB CLASS			
JOB CODE			
CAL ID			

SOUTHERN UNIVERSITY SYSTEM

RECEIVED
 Personnel Action Form
 MAR 08 2018
 BY: *[Signature]*

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

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

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

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

Previous Employee Andrell Washington Edwards Reason Left End of Period
 Date Left May 31, 2009 Salary Paid \$62,744.00

RECEIVED
 Civil Service
 Restricted
 Job Appointment
 Probationary
 Permanent Status
 MAR - 7 2018
 Academic Affairs

Profile of Person Recommended

Length of Employment 07/01/2017 To 06/30/2018
 Effective Date 03/01/2018
 Name Ava H. Foy SS# xxx-xx-7 Sex Female Race* Black
 Position Title: Director Department: Upward Bound
 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 13 Southern University Experience 17
 Degree(s): Type/Discipline (BA-Education): Institution/Location (SU-Baton Rouge): Year:
B.A.: Business Administration _____
M.S.: Management Information System _____
 Current Employer SUNO

RECEIVED
 OFFICE OF THE
 PRESIDENT-CLM/DELL
 2018 MAR 14 AM 11:45
 SOUTHERN UNIVERSITY SYSTEM

Personnel Action

Check One _____ New Appointment _____ Continuation _____ Sabbatical _____ Leave of Absence _____
 _____ Transfer X Replacement _____ Other (Specify) _____
 Recommended Salary \$ 65,000.00 Salary Budgeted _____
 Source of Funds Federal
 Identify Budget: U.S. Dept. Ed. Location 5-21269
 Form Code: _____ Page _____ Item # _____
 Change of:
 Position Program Coordinator From Director To
 Status Full Time/ Monthly Full Time/ Monthly
 Salary Adjustment \$43,205.00 \$65,000.00

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
521549	\$ 65,000.00

*See Reverse Side

Graduate School signature (if, applicable):

Supervisor [Signature] 3/1/18 Date _____
 Vice Chancellor [Signature] 03-07-18 Date _____
 Director/Personnel [Signature] 03-07-18 Date _____
 President _____ Date _____
 Dean/Unit Head [Signature] 03-07-18 Date _____
 Chancellor [Signature] 3-05-2018 Date _____
 Vice President/Finance Business Affairs/Comptroller _____ Date _____
 Chairman/S.U. Board Of Supervisor _____ Date _____

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

8:00 a.m. - 5:00 p.m.

EMPLOYEE DIRECT SUPERVISOR:

Wesley T. Bishop

NUMBER OF EMPLOYEES SUPERVISED, (if any)

16

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):

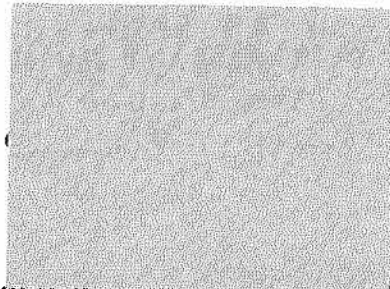
<u>TYPE</u>	<u>CODES</u>	<u>EXPIRES</u>
United States Citizen/Certificate of Naturalization	US	
Resident Alien	RA	
H-1 Visa (Distinguished Merit & Ability)	H1	
J-1 Visa (Exchange Visitor Program)	J1	
F-1 Visa (Student Emp. FT Student at S.U.)	F1	
OPT (F-1 Visa-INS Prior Approval-"Practical Work Experience")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

Ava Hart Foy



Summary of Skills

- Career Program Administrator with excellent administrative skills and knowledge of administrative principles and methods
- Strong verbal and written communication skills
- Extensive knowledge of Upward Bound program rules and regulations as laid out by state and federal governments
- Superior management, organizational, and supervisory skills
- Basic knowledge of accounting, computer and bookkeeping procedures

EDUCATION

- Southern University at New Orleans 2011
Master's Degree - Management Information Systems
- Southern University at New Orleans 2004
Bachelor's Degree - General Studies with a concentration in Business Administration
- Delgado Community College 2002
Legal Certification
- Delgado Community College 1990
Associate Degree - Secretarial Science

EXPERIENCE

Program Coordinator, September 2015 – Present/Acting Director, May 2017 - Present Upward Bound Program - Southern University at New Orleans

- Co-PI for 2017-22 Upward Bound (UB) grant proposal that resulted in a 2.15 million dollar award over a five year period. Responsible for crafting and writing the annual UB report
- Responsible for identifying hiring and training procedures and seminars for staff in a timely manner;
- Developed yearly outreach plan according to program needs and capacity; coordinated public relations and community service activities.
- Ensured that goals and objectives are implemented and specified for the program are accomplished in accordance with priorities and funding specifications.
- Monitored the tracking of students on National Clearinghouse to meet the objectives of the program.
- Responsible for the management of records and planned the coordination of field trips. Assisted the program director with all facets of the program. Aided in performing clerical duties and provided overall program leadership with the program which focused on working with low income first generation students. In addition, provided mentorship and tutoring for program students throughout the day and evening hours.

- Responsible for inputting data in Blumen System, Supervise student workers and youth in Program, Distribute forms to teachers and staff, Inventory for office and Calendars for Program for the year
- Assisted with developing policies and procedures practices, and growth of the program.
- Responsible for monitor, counsel, mentor, and recruit students. Responsible for testing for students and state ACT test, Teach computer and business classes, help with the grant writing on the Upward Bound proposal, Supervisor over the job one employment for Upward Bound students, Monitor and expedite Summer Food Program.
- Assisted in the management and implementation of yearly Upward Bound budget

Information Manager, September 2004 - 2015

Upward Bound Program - Southern University at New Orleans

- Responsible for the overall management of program information, records and other essential documents;
- Responsible for inputting data in computer and supervising student workers and youth in program. Coordinated and distributed forms and information to teachers and staff.
- Responsible for monitoring of attendance records and the distribution of student stipends.

Administrative Assistant, 2000 – 2004

Junior Division, Southern University at New Orleans

- Responsible for all clerical duties for Dean and program staff; Charged with the daily supervision of other administrative staff; Served as liaison with all TRIO programs (Upward Bound, Talent Search and Student Support Services).

University Service, Professional Qualifications and Leadership Activities

- Member, Southwest Association of Student Assistance Program (SWASAP) (2004-present)
- Member, Louisiana Association of Student Assistance Program (LASAP) (2004-present)
- Fellow, Eli Lilly Emerging Leaders Institute (SWASAP) ((2006)
- Secretary, SWASAP (2008)
- Board Representative, SWASAP (2014)
- Search Committee Member, Upward Bound Academic Advisor (2012)
- Search Committee Member, Upward Bound Academic Advisor (2014)
- Search Committee Member, Information Technology Center Technician (2010)
- Computer Skills: WORD PERFECT, MICROSOFT SUITE 2003-2007, Word 7.0, wpm 60, BANNER, SIS Systems, Blumen, Cisco Phone Systems, Excel, Access, PowerPoint and Outlook

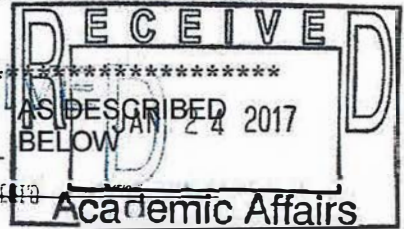
SOUTHERN UNIVERSITY - BATON ROUGE, LA 70813

SUS SUBR SULAC SUAREC SUNO SUSLA

POSITION VACANCY AUTHORIZATION

REQUEST THAT THE POSITION TITLE Project Director

BE AUTHORIZED AS A VACANCY FOR Upward Bound Program
(Department or Unit)



- | | | | |
|---|--|--|--|
| <input checked="" 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). Implement, monitor and evaluate all project activities and programs. Interview and employ all project staff. Serve as a resource in areas of academic, personal, and career counseling.

Provide a continuous public relations campaign for enhancement of the project. Establish educational program for all participants. Supervise all budgetary activity. Conduct in-service training for project staff and student orientation. Provide progress reports and evaluations to target school officials, the university, and the Department of Education.

Salary/Range: \$60,000 – \$70,000 Previous Incumbent (if replacement): Andrell Washington Edwards

Approved Disapproved *Andrell Edwards* 1/24/17
 Department Head Date
 Approved Disapproved *A. B. B...* 1/20/17
 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	

HUMAN RESOURCES OFFICE ONLY			
Existing/Approved Position			
<input type="checkbox"/> Yes	<input type="checkbox"/> No		
Employee Class:	Job Class:	Classified	
		12/14/2016	
Verified By:			Date:

Approved Disapproved *[Signature]* 01-24-17
 Vice Chancellor Date
 Approved Disapproved *[Signature]* 1/25/17
 Chancellor/Vice President Date
 Approved Disapproved _____
 President Date

An Equal Opportunity Employer

[Handwritten signature]
1-24-17

BUDGET OFFICER *[Signature]*
DATE: 1-27-17
[Signature] 1-27-2017

Southern University at New Orleans

Upward Bound Program

Qualifications and Major Job Responsibilities of Project Director.

Education: Master's required in Counseling, Psychology, Social, Work, Education

Administration or related Field. **Experience:** Five years counseling, three years administrative experience in TRIO or similar programs.

Major Job Responsibilities:

- Implement, monitor and evaluate all project activities and programs.
- Interview and employ all project staff.
- Serve as a resource in areas of academic, personal, and career counseling.
- Provide a continuous public relations campaign for enhancement of the project.
- Establish educational program for all participants.
- Supervise all budgetary activity
- Conduct in-service training for project staff and student orientation.
- Provide progress reports and evaluations to target school officials, the university, and the Department of Education.



SOUTHERN UNIVERSITY AND A&M COLLEGE SYSTEM

Office of the Executive Vice President/Executive Vice Chancellor

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

SOUTHERN UNIVERSITY
HUMAN RESOURCES
2018 MAR 16 PM 4:51

March 7, 2018

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

Re: Request for Waiver on Position Vacancy Announcement-Director of Accreditation

Dear Dr. Belton:

I respectfully submit this letter to request authorization to waive the vacancy announcement for the position of Director of Accreditation (SACSCOC and specialized program accreditations). Dr. Eurmon Hervey is the ideal candidate for this position and will be a tremendous asset to Southern University.

Dr. Hervey received his Bachelor of Science degree in mathematics from Edward Waters College. He holds master's degrees in mathematics from Clark Atlanta University; Administration, Planning, and Social Policy from Harvard Graduate School of Education; and Business Administration from the University of Florida, Gainesville. Dr. Hervey earned his Doctor of Education degree in Administration-Higher Education and Institutional Advancement from the Peabody College of Vanderbilt University.

Dr. Hervey possesses a breadth and depth of knowledge that would greatly benefit Southern University. He has diligently served as the Baton Rouge campus consultant on accreditation matters and has proven to be effective and truly committed to ensuring our reaffirmation with SACSCOC. Dr. Hervey has served as a licensing, regulatory, and accreditation officer for over 100 post-secondary institutions. He has also served on numerous review teams and dedicates the majority of his time to consulting and helping institutions that need guidance, support, and direction. Dr. Hervey will greatly benefit Southern University and A&M College as it prepares for the SACSCOC decennial review. I have attached his résumé for your review and consideration. If you have any additional questions or concerns, please contact me at 225-771-4582.

Sincerely,

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

Executive Vice President/Executive Vice Chancellor

Approved:

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

SOUTHERN UNIVERSITY - BATON ROUGE, LA 70813

SUS SUBR SULAC SUAREC SUNO SUSLA

POSITION VACANCY AUTHORIZATION

REQUEST THAT THE POSITION TITLE Director of Accreditation AS DESCRIBED BELOW
 BE AUTHORIZED AS A VACANCY FOR Office of Academic Affairs
 (Department or Unit)

- | | | | |
|--|---|---|--|
| <input type="checkbox"/> Replacement | <input type="checkbox"/> New Position | <input type="checkbox"/> Unclassified | Source of Funds |
| <input type="checkbox"/> Civil Service | <input type="checkbox"/> Temporary | <input checked="" type="checkbox"/> Faculty | <input checked="" type="checkbox"/> State |
| <input type="checkbox"/> Tenured | <input checked="" type="checkbox"/> Probationary (For Faculty this is same as tenure track) | | <input checked="" type="checkbox"/> Grant-in-Aid |
| | | | <input type="checkbox"/> System Revenue |
| | | | <input type="checkbox"/> Agency Fund State |

VACANCY DESCRIPTION AND JUSTIFICATION

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

The Director of Accreditation will coordinate the accreditation processes for SACSCOC and other specialized unit accreditations. Planning and coordination across the colleges and schools is central to the reaffirmation efforts of each accrediting agency respectively.

Salary/Range: \$70,000 Previous Incumbent (if replacement): N/A

Approved Disapproved [Signature] 3/16/18
 Department Head Date

Approved Disapproved [Signature] _____
 Dean/Director/Supervisor of Budget Unit Date

FINANCE/BUDGET OFFICE ONLY	
Funds Available	
<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
<u>[Signature]</u>	<u>3/16/18</u>
Signature	Date
Budget Number	<u>220.353-2200.2-2400</u>

HUMAN RESOURCES OFFICE ONLY	
Existing/Approved Position	
<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
Employee Class: <u>MU</u>	Job Class: <u>22840</u>
<u>Mikhaela Williams</u>	<u>3/16/18</u>
Verified By:	Date:

Approved Disapproved James H. Ammons 3/16/18
 Vice Chancellor Date

Approved Disapproved James H. Ammons 3/16/18
 Chancellor/Vice President Date

Approved Disapproved _____
 President Date

[Signature]
 An Equal Opportunity Employer
3/16/18

JOB CLASS				
JOB CODE				
CAL ID				

SOUTHERN UNIVERSITY SYSTEM

Personnel Action Form

POSITION NUMBER	2	M	8	7	9	9
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CAMPUS: SUS SUBR SULAC SUAREC SUNO SUSLA

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

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

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

Profile of Person Recommended

Length of Employment July 1, 2017 To June 30, 2018

Effective Date March 1, 2018

Name Eurmon Hervey SS# ██████ Sex M Race* Black
 (Last 4 digits only)

Position Title: Director of Accreditation Department: Office of Academic Affairs

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 23 years Southern University Experience 2 years

Degree(s):	Type/Discipline (BA-Education):	Institution/Location (SU-Baton Rouge):	Year:
	<u>BS Mathematics / MS Mathematics</u>	<u>Edward Waters College / Clark Atlanta University</u>	<u>1991 / 1994</u>
	<u>M.Ed / MBA</u>	<u>Harvard Grad. School of Ed. / Univ. of FL, Gainesville</u>	<u>1996 / 2016</u>
	<u>Doctor of Education</u>	<u>Peabody College of Vanderbilt University</u>	<u>2005</u>

Current Employer Genesis Consulting

Personnel Action

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

Recommended Salary \$75,000 Salary Budgeted \$75,000

Source of Funds Title III

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

Change of: _____
 Position _____
 Status _____
 Salary Adjustment _____

Financial Aid signature (if, applicable): _____

List total funds currently paid this employee by Southern University:

Source of Funds	Amount
220353-22002-61002-24100	\$70,000
220323-21111-61002-26000	\$5,000

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

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

<u>[Signature]</u> 3/15/18 Supervisor Date	<u>[Signature]</u> 3/16/18 Dean/Unit Head Date
<u>James H. Ammons</u> 3/16/18 Vice Chancellor Date	<u>[Signature]</u> 3/16/18 Chancellor Date
<u>[Signature]</u> Director/Personnel	<u>[Signature]</u> Vice President/Finance
<u>[Signature]</u> 3/19/18 President Date	<u>[Signature]</u> Business Affairs/Comptroller
	Chairman/S.U. Board of Supervisors Date

COMPLIANCE OPERATIONS
 2017 MAR 16 PM 3:39
 UNIT ROLLERS OFFICE

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. Hervey's effort will be 100% as the Director of Accreditation with an additional appointment as an Assistant Professor (full-time, tenure-track) in the Masters of Business Administration Program.

EMPLOYEE REGULAR WORK SCHEDULE: Normal, Nights, Weekends, As Needed

EMPLOYEE DIRECT SUPERVISOR: Dr. James Ammons

SUPERVISOR/DEPARTMENT CONTACT NUMBER Academic Affairs/771-4582

NUMBER OF EMPLOYEES SUPERVISED, (if any) _____

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

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

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

CLASS OF EMPLOYMENT (VISA STATUS):

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

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

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

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

JOB CLASS			
JOB CODE			
CAL ID			

SOUTHERN UNIVERSITY SYSTEM

Personnel Action Form

POSITION NUMBER

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

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

<input checked="" 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 Eileen Shanklin-Andrus Reason Left Personal
 Date Left March 3 2017 Salary Paid \$70,000.00

Profile of Person Recommended

Length of Employment 07/01/2017 To 06/30/2018

Effective Date 02/19/2018

Name Justin James SS# [REDACTED] Sex Male Race Black

Position Title: Director, Internal Audit Department: Internal Audit

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 13 Southern University Experience 0

Degree(s): Type/Discipline (BA-Education): B.S. Accounting Institution/Location (SU-Baton Rouge): Xavier University Year: 2003

Current Employer SUNO **FEB 21 2018**

Personnel Action

VICE CHANCELLOR FOR ADMINISTRATION AND FINANCE

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

Recommended Salary \$70,000.00 Salary Budgeted \$70,000.00

Source of Funds Sta #

Identify Budget: General Location 411001-41210-61002-46000
 Form Code: BOP-10 Page 12 Item # 690

Change of: From To

Position _____
 Status _____
 Salary Adjustment _____

Financial Aid signature (if, applicable):

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

Source of Funds	Amount

Comments: (Use back of form)

*See Reverse Side

Graduate School signature (if, applicable):

Brian Adams 3/8/18 Julian Beathorn 2-23-2018
 Supervisor Date Dean/Unit Head Date

George Martin 2-19-18 [Signature] _____
 Vice Chancellor Date Chance llor Date

Jay D. Belter _____ [Signature] _____
 Director/Personnel Date Vice President/Finance Date

[Signature] _____ [Signature] _____
 President Date Chairman/S.U. Board Date

BUDGET OFFICER: [Signature]
 DATE: 2-26-2018

RECEIVED
 OFFICE OF THE
 PRESIDENT
 2018 MAR 28 PM 12:55

RECEIVED
 SOUTHERN UNIV AT NEW ORLEANS

RECEIVED
 FEB 19 2018

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: CERTIFICATIONS:

Certified Public Accountant (CPA), Certificate No. 25497

EMPLOYEE REGULAR WORK SCHEDULE:

M-F, 8:00 am TO 5:00 pm

EMPLOYEE DIRECT SUPERVISOR:

Mr. Brian Adams

NUMBER OF EMPLOYEES SUPERVISED, (if any)

0

HR USE ONLY:

STATUS (circle one):

EXEMPT

NON-EXEMPT

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

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

CLASS OF EMPLOYMENT (VISA STATUS):

TYPE

CODES

EXPIRES

United States Citizen/Certificate of Naturalization

US

Resident Alien

RA

H-1 Visa (Distinguished Merit & Ability)

H1

J-1 Visa (Exchange Visitor Program)

J1

F-1 Visa (Student Emp. FT Student at S.U.)

F1

OPT (F-1 Visa-INS Prior Approval-"Practical Work Experience")

F0

FUNDS AVAILABLE
FEB 23 2018
ADMINISTRATION & FINANCE

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)

JUSTIN M. JAMES, CPA

PO BOX 26033, New Orleans, LA 70186 • ()

QUALIFICATIONS SUMMARY

- Thirteen years of Louisiana governmental auditing. Performed full-scope financial statement and compliance audits, procedural review engagements and produced informational reports on state agencies, which required strong leadership, professional judgment, as well as advanced communication and organizational skills.
- Experience required the application of generally accepted accounting principles and auditing standards, and governmental accounting principles and auditing standards, which were applied to various state agencies to identify internal control weaknesses, review compliance with state and federal regulations, and analyze automated accounting systems and data.

EXPERIENCE

Director of Finance

New Beginnings Schools Foundation, New Orleans, LA

July 2017 – November 2017

A Director of Finance is a highly skilled management professional responsible for maximizing the return on financial assets by establishing financial policies, procedures, controls and reporting systems.

- Analyzes data, extracts information, prepares applications for automated systems, and manipulates information in the preparation of complex financial reports and schedules.
- Ensures that accurate internal ledgers and records are maintained and are reconciled periodically with reports generated by the Blackbaud Financial Edge accounting software.
- Oversees cost and general accounting, accounts receivable/collection and payroll and risk management.
- Communicates with public and private accountants; state, federal, and independent auditors; banks; brokerage firms; and program management personnel for the purpose of providing information and technical assistance needed to resolve problems, and ensure compliance by researching existing and new legislation.
- Confers with administrators regarding problem areas, making recommendations for increasing efficiency, and for changing procedures.
- Appraises staff effectively and takes corrective action as necessary on a timely basis in accordance with company policy.

Financial Senior Auditor II

Louisiana Legislative Auditor, Baton Rouge, LA

April 2007 – May 2017

A Financial Senior Auditor II is a highly skilled professional with a high level of knowledge of generally accepted accounting principles (GAAP) and generally accepted governmental auditing standards (GAGAS).

- Prepares the overall audit strategy and detailed audit plan, or reviews and approves such prepared by assigned staff, and assures that it is discussed with and approved by the supervisor.
- Works independently on audit assignments with minimal direct supervision and responsible for keeping the supervisor fully informed on audit progress, to include problems related to the audit or with assigned staff, correspondence with the client, results of meetings with agency personnel, technical or

legal matters.

- Establishes and maintains contact with assigned clients preparing proposals and engagement agreements. As a matter of client service and good public relations, the auditor informs clients on changes in GAAP or laws and regulations, et cetera, that affects client operations, also answer or refer questions from clients on those matters.
- Maintains effective verbal and written communication skills, work effectively as a team member and leader, has an appropriately high level of organizational skills, and capable to analyze and provide solutions to problems relating to assignments with only minimal supervision.
- Supervises, reviews, and edits the audit report draft prepared by assigned staff, or prepares the draft if appropriate, and assumes full responsibility for the correctness and adequacy of the completed draft in compliance with professional standards and office policies.

Financial Senior Auditor I

Louisiana Legislative Auditor, Baton Rouge, LA

March 2006 – April 2007

A Financial Senior Auditor I is a skilled professional who is proficient in generally accepted accounting principles (GAAP) and generally accepted government auditing standards (GAGAS).

- Responsible for individually assigned work and the work of assigned staff in successful completion of audit assignments while independently supervising teams of auditors in large and complex audits concurrently.
- Supervised and assisted assigned staff in understanding and documenting the entity and its environment, including IT controls, to determine the risks of material misstatement and further audit procedures.
- Monitored the progress of audits in the field through appropriate on-site visits for multiple concurrent audits and supervised and assisted assigned staff in the modification or preparation of audit programs, working papers, and the report draft, or prepared such as appropriate.
- Reviewed and approved, or prepared the contents of entrance and exit conferences to determine that all items are appropriate and assumed full responsibility for the correctness and adequacy of the completed draft in compliance with professional standards and office policies.
- Maintains current knowledge in the policies and procedures of the Louisiana Legislative Auditor, technical changes and their application to assigned responsibilities through independent study and in-house training.

Financial Staff Auditor II

Louisiana Legislative Auditor, Baton Rouge, LA

January 2005 – March 2006

- Maintained contact with assigned clients, to include, assisting in the preparation of proposals and engagement agreements. As a matter of client service and good public relations, informed clients on changes in GAAP or laws and regulations, et cetera, that affects client operations and answered or referred questions from clients on appropriate matters.
- Obtained, analyzed, compiled, and cross-referenced evidential data as a basis for the formation of an objective opinion on the fair presentation of that data in the financial statements.
- Prepared flowcharts, schedules, or other analysis of internal control systems and procedures.

Financial Staff Auditor I

Louisiana Legislative Auditor, Baton Rouge, LA

January 2004 – January 2005

- Assisted in determining areas of risk, setting materiality, planning audit work, modifying audit programs, and evaluating evidential matter for assigned segments of an audit.
- Maintained a working knowledge of in-house and various agency computer hardware and software sufficient to perform audit-related work.
- Remained flexible to work on multiple concurrent audits in various agencies with potentially differing rules, regulations, policies, procedures, internal control, accounting and payroll systems.

EDUCATION & CERTIFICATIONS

- B.S. Accounting May 2003, Xavier University of Louisiana, New Orleans, Louisiana
- Certified Public Accountant (CPA), Certificate No. 25497

KNOWLEDGE & SKILLS

Microsoft Office, Audit Command Language (ACL), PeopleSoft, Solomon, ISIS, Checkpoint, Westlaw, Business Objects, NACUBO Accounting Standards, Blackbaud Financial Edge

ACTIVITIES

- Legislative Auditor Audit Interviewing, Instructor 2014 – 2015
- Institute of Internal Auditors, Member April 2013
- Louisiana Society of CPAs (LCPA) 2006 – 2013
- LCPA New Orleans Chapter Government & Nonprofit Committee, Chairman July 2008 – June 2009
- LCPA Young CPA Board of Directors, Member –At-Large, New Orleans July 2009 – June 2011
- LCPA New Orleans Chapter Board, Member-At-Large June 2011 – July 2012



SOUTHERN UNIVERSITY AND A&M COLLEGE SYSTEM

Office of the Executive Vice President/Executive Vice Chancellor

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

March 20, 2018

Dr. Ray Belton
President-Chancellor
Southern University System
JS Clark Administration Building
4th floor
Baton Rouge, La. 70813

RE: Recommendation for Lester Pourciau

Dear Dr. Belton:

This recommendation letter comes on behalf of Lester Pourciau, for the position of Director of Advancement in the Southern University-Baton Rouge (SUBR) College of Business.

After SACS re-accredited the SUBR College of Business, the College of Business has been evaluating when they should hire a Director of Advancement to assist with its financial growth. Mr. Pourciau's availability made the College of Business's decision easier.

Mr. Pourciau is self-motivated and will develop the position with minimal supervision. He has experience that will be immediately transferable to the position. He has served in leadership roles at several agencies and organizations and has the skillset to be an asset to the College of Business. He respects deadlines and is thorough and detailed with his work. Mr. Pourciau is extremely professional and has good interpersonal skills. I humbly request your consideration to appoint Mr. Pourciau to the Director of Advancement for the Southern University-Baton Rouge College of Business.

With Kind Regards,

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

Dr. James H. Ammons Jr
Executive Vice President and Executive Vice Chancellor
Southern University System

JOB CLASS				
JOB CODE				
CAL ID				

SOUTHERN UNIVERSITY SYSTEM

Personnel Action Form

POSITION NUMBER	2	m	8	7	9	8
-----------------	---	---	---	---	---	---

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

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

- | | | |
|--|---|--|
| <input checked="" type="checkbox"/> 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 | <input checked="" type="checkbox"/> Permanent Status |

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

Profile of Person Recommended

Length of Employment 07/01/2017 To 06/30/2018
 Effective Date 04/01/2018

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

Position Title: Director of Advancement Department: College of Business

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 43 Southern University Experience 10

Degree(s):	Type/Discipline (BA-Education):	Institution/Location (SU-Baton Rouge):	Year:
	<u>MA-Business Management</u>	<u>Troy University-Alabama</u>	<u>1989</u>
	<u>BS-Business Administration</u>	<u>Zavier University-New Orleans, LA</u>	<u>1972</u>

Current Employer SUBR

Personnel Action

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

Recommended Salary 90,000 Salary Budgeted 90,000

Source of Funds State

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

Change of:

	<u>From</u>	<u>To</u>
Position	<u>Director - Human Resources</u>	<u>Director of Advancement, College of Business</u>
Status	_____	_____
Salary Adjustment	<u>120,000</u>	<u>90,000</u>

Financial Aid signature (if, applicable):

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

Source of Funds	Amount
<u>211001-22203-24100</u>	<u>90,000</u>

Comments: (Use back of form)

*See Reverse Side

Graduate School signature (if, applicable):

<u>Donald R. Adams</u>	<u>3/20/18</u>	<u>Donald R. Adams</u>	<u>3/20/18</u>
Supervisor	Date	Dean/Unit Head	Date
<u>James H. Annunzio</u>	<u>3/20/18</u>	<u>[Signature]</u>	<u>3/20/18</u>
Vice Chancellor	Date	Chancellor	Date
<u>[Signature]</u>	<u>3/20/18</u>	<u>[Signature]</u>	<u>3/20/18</u>
Director/Personnel	Date	Vice President/Finance	Date
<u>[Signature]</u>	<u>3/20/18</u>	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:

Effective, April 1, 2018, Mr. Lester Pourciau is transferred from Director of Human Resources, SUS, to Director of Advancement for College of Business, SUBR.

EMPLOYEE REGULAR WORK SCHEDULE:	<u>8:00a – 5:00p; M-F</u>
EMPLOYEE DIRECT SUPERVISOR:	<u>Dr. Donald Andrews</u>
SUPERVISOR/DEPARTMENT CONTACT NUMBER	<u>225-771-2763</u>
NUMBER OF EMPLOYEES SUPERVISED, (if any)	<u>N/A</u>

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

SOUTHERN UNIVERSITY SYSTEM
BUDGET OFFICES

MAR 20 2018

[Signature]
FUNDS AVAILABLE

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)



SOUTHERN UNIVERSITY AND A&M COLLEGE SYSTEM

Office of the Executive Vice President/Executive Vice Chancellor

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

March 7, 2018

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

Re: Request for Expansion of Roles and Responsibilities - Vice Chancellor for Student Affairs

Dear Dr. Belton:

I submit this letter to request the expansion of the roles and responsibilities of Dr. Kimberly Ferguson-Scott, Vice Chancellor for Students Affairs. After a thorough review of the organizational structure of Southern University and A&M College (SUBR) and per our discussion, I am seeking your support to return to the Southern University System Board of Supervisors this month with recommendations to strengthen the structure of SUBR for greater recruitment, retention and timely graduation of our students. This request is to expand the roles and responsibilities of Dr. Ferguson-Scott to include recruitment, admissions and financial aid.

This recommendation is based on our assessment of Dr. Ferguson-Scott's nearly 30-year career as a student affairs professional, with a focus on the effective retention of students, and our belief that she can effectively lead the Division of Student Affairs with additional responsibilities. The corresponding salary adjustment would be from \$125,000 to \$140,000. The expansion of roles and responsibilities for Dr. Ferguson-Scott would eliminate the need to hire a Vice Chancellor for Enrollment Management, a new position in the administrative reorganization approved by the Board of Supervisors at its November 2017 meeting.

I respectfully request your approval.

Sincerely,

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

James H. Ammons, Jr., Ph.D.
Executive Vice President/Executive Vice Chancellor

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

JOB CLASS			
JOB CODE			
CAL ID			

SOUTHERN UNIVERSITY SYSTEM

Personnel Action Form

POSITION NUMBER	2	M	9	8	1	9
-----------------	---	---	---	---	---	---

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

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

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

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

Profile of Person Recommended

Length of Employment July 1, 2017 To June 30, 2018
Effective Date April 1, 2018

Name Kimberly M. Ferguson-Scott, Ph.D. S# [REDACTED] Sex F Race* B
(Last 4 digits only)

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

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

--	--	--

 New Position Expiration Date: _____

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

Years Experience 28 Southern University Experience N/A

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

Current Employer Allegheny College

Personnel Action

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

Recommended Salary \$140,000.00 Salary Budgeted _____

Source of Funds General Funds

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

Change of: _____
Position N/A 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
211001-27051-25000	\$140,000.00

*See Reverse Side

Graduate School signature (if, applicable):

<u>James H. Ammons</u> Supervisor	<u>3/7/18</u> Date	<u>James H. Ammons</u> Dean/Unit Head	<u>3/7/18</u> Date
<u>James H. Ammons</u> Vice Chancellor	<u>3/7/18</u> Date	<u>Ray A. Delta</u> Chancellor	<u>3/13/18</u> Date
<u>[Signature]</u> Director/Personnel	<u> </u> Date	<u>[Signature]</u> Vice President/ Finance Business Affairs	<u> </u> Date
<u>Ray A. Delta</u> President	<u>3/13/18</u> Date	<u> </u> Chairman/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 Non-Hispanic or Non-Latino

RACE (Please check all that apply):

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

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

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

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

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

COMMENTS:

EMPLOYEE REGULAR WORK SCHEDULE:

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

EMPLOYEE DIRECT SUPERVISOR:

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

SUPERVISOR/DEPARTMENT CONTACT NUMBER

225.771.4582

NUMBER OF EMPLOYEES SUPERVISED, (if any)

HR USE ONLY:

STATUS (circle one):

EXEMPT

NON-EXEMPT

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

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

CLASS OF EMPLOYMENT (VISA STATUS):

TYPE

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

CODE

- US
- RA
- H1
- J1
- F1
- F0

EXPIRES

SOUTHERN UNIVERSITY SYSTEM
BUDGET OFFICE

MAR 13 2018

[Signature]
FUNDS AVAILABLE

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 2m9156

CAMPUS: SUS SUBR X SULAC SUAREC SUNO SUSLA

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

Academic X 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 Marcus Coleman Reason Left Terminated
 Date Left 10/02/2017 Salary Paid \$62,000

Profile of Person Recommended

Length of Employment July 1, 2017 To June 30, 2018
 Effective Date April 1, 2018

Name Akai C. Smith S# Sex F Race* B
 (Last 4 digits only)

Position Title: Dean of Students Department: Student Affairs & Enrollment Management

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 6 Southern University Experience 6

Degree(s): Type/Discipline (BA-Education): B.S. - Psychology Institution/Location (SU-Baton Rouge): Southern University and A&M College Year: 2007
M.A. - Mental Health Counseling Southern University and A&M College 2013
Ph.D. - Educational Leadership Louisiana State University and A&M College In Progress (Aug 2018)

Current Employer Southern University and A&M College

Personnel Action

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

Recommended Salary \$60,000 Salary Budgeted \$60,000

Source of Funds System Administration

Identify Budget: 216080-27052-29000 Location
 Form Code: Page Item #

Change of: From To
 Position Interim Associate V/C for Enrollment Management/Executive Assistant Dean of Students
 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
216080-27052-29000	\$60,000.00

Comments: (Use back of form)

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

Kelley McScott 3.15.18 Supervisor Date
James H. Ammons 3/15/18 Vice Chancellor Date
Flannery McEnt 3/20/18 Director/Personnel Date
 3/20/18 President Date
 3/20/18 Dean/Unit Head Date
 3/20/18 Chancellor Date
 3/20/18 Vice President/ Finance Business Affairs Date
 3/20/18 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 / 8:00 a.m. - 5:00 p.m. and as needed

EMPLOYEE DIRECT SUPERVISOR:

Dr. Kimberly Ferguson-Scott

SUPERVISOR/DEPARTMENT CONTACT NUMBER

225.771.3922

NUMBER OF EMPLOYEES SUPERVISED, (if any)

HR USE ONLY:

STATUS (circle one):

EXEMPT

NON-EXEMPT

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

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

CLASS OF EMPLOYMENT (VISA STATUS):

TYPE

CODE

FUNDS AVAILABLE
OFFICE OF THE COMPTROLLER
SOUTHERN UNIVERSITY SYSTEM

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

MAR 20 2018


COMPTROLLER OFFICE

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)



March 15, 2018

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

RE: Position Appointments
Associate Vice-President for Enrollment Management
Dean of Students

Dear Dr. Belton,

I would like to recommend two candidates to fill the position of Associate Vice-Chancellor for Enrollment Management and the Dean of Students position. I have reengineered both position descriptions to reflect the current best practices for these roles. In addition, the position descriptions reflect responsibilities that are aligned with the Southern Association of Colleges and Schools Commission on Colleges.

I request approval to appoint Akai Smith as the Dean of Students as she was the recommended candidate that was put forward by the Search Committee. Having worked with Akai over the last month and interviewed her for the current Dean of Students job description, I believe that she comes with the knowledge and experience to:

1. Develop year-long orientation, transition and leadership development programs to support student persistence, retention and graduation
2. Provide leadership to the offices focused on student orientation and transition
3. Build relationships with Academic Affairs and faculty to ensure appropriate academic support for our students
4. Lead the development of an educational and peer based student conduct system
5. Develop and lead parent and family programs
6. Address prevention and response efforts related to student crises and conduct
7. Lead our care and crisis management teams

Akai has demonstrated that she is a student-centered administrator with a passion for student growth, learning, and success. Even more, she has a collaborative attitude and exhibits good leadership skills. Akai is in the final phase of her doctoral program, and has managed to work full-time while also exhibiting a passion for student advocacy and the total well-being of a diverse and growing student population. While she comes to the Dean of Students role with an already established skill set, I believe I can mentor and groom her to be an outstanding Dean of Students and member of the leadership team in Student Affairs and Enrollment Services.

The Associate Vice-Chancellor for Enrollment Management is a critical position to the institution. I request to waive the search and appoint Dr. DeShanna Brown as Associate Vice-Chancellor for Enrollment Services. Dr. Brown and I worked together on enrollment, student affairs, parent and family relations, development and external relations while at Spelman College.

Dr. Brown is currently at Louisiana State University as Director of Development for the Vice-President of Student Affairs & Enrollment Management. I strongly believe that much of the work done in development and external relations is transferable to that of enrollment management as they both require strong leadership, ability to develop effective operations, developing prospects, solidifying commitments, an ensuring financial support. I also believe that Dr. DeShanna Brown has what it takes to establish a framework for meeting institutional recruitment and retention goals. She has worked with the Vice-President and Assistant Vice-President for Enrollment Management to coordinate the LSU Alumni Association State Chapters recruitment of students and Summer-Send Off events to engage and educate incoming students and parents on academic resources and campus life. Dr. Brown has also worked with a core group of campus leaders to develop the LSU Family Council to assist with recruitment and retention of students, philanthropy and fundraising initiatives.

Given that the position requires leadership and management of staff, it is important to note that Dr. Brown has lead and managed over 7 -100 staff and volunteers in annual giving, student affairs, enrollment initiatives, and undergraduate studies at Louisiana State University, Spelman College, Georgia State University and Kennesaw State University. She has been responsible for working with high school counselors to recruit, admit and students in the Undergraduate and Joint Enrollment Honors Program at Kennesaw State University, a comprehensive public university with a total undergraduate and graduate enrollment of 32,500. She has also developed and implemented strategies to enhance program effectiveness, student retention, and academic success, all of which I believe can be implemented at Southern University.

As previously mentioned, I believe that Dr. DeShanna Brown has what it takes to develop and implement a progressive and consistent plan for enrollment growth at Southern University as she understands the business and financial side of enrollment services, she is well connected in Louisiana and surrounding states, and has experience with developing and using analytics and metrics-based enrollment systems, processes and technologies that have an impact on the successful recruitment and retention of student's at land-grant and mid-size public universities, and the number one HBCU, Spelman College. Dr. Brown has managed media and marketing campaigns in partnership with Communication/ Public Relations Offices, in addition to developing a robust social media campaign to engage students, alumnae, parents and families. Her other skillsets include the recruitment, selection, orientation and training of over 40 student callers for telephone outreach programs and executing strategic direct mail fundraising initiatives for the University, ensuring cost control measures were in place to maximize the return on the university investment.

Dr. Brown will be a strategic hire as she has a passion for working at Historically Black Colleges and Universities and understands enrollment services, financial aid, student affairs and development and external relations. She has overhauled the development

department during her time at Louisiana State University by implementing a centralized development. Dr. Brown will be instrumental in overhauling the enrollment management area at Southern, including a scholarship management plan to impact recruitment and address the increasing gap between tuition/fees and ability of families to pay. She has always made it a goal to increase access and decrease the student loan burden on college graduates during her career.

I end by saying that Dr. DeShanna Brown loves the HBCU community and desires to return to an HBCU institution. She would like to remain in Louisiana and is committed to working at Southern University with me as Associate Vice-Chancellor of Enrollment Management if you approve the appointment.

For your convenience I have attached the job descriptions and curriculum vitae of both candidates. Thank you for your consideration. I look forward to your decision as I believe that we are on the way to assembling a dynamic Student Affairs and Enrollment Management Team.

Sincerely,

James H. Ammons,
Executive Vice-President &
Executive Vice-Chancellor



Dean of Students

Southern University and Agricultural & Mechanical College is a world class research institution and America's oldest and only historically Black University system. For 138 years Southern has educated, nurtured and empowered citizens of the world focused on global change, leadership and service. Southern University and A& M seeks a Dean of Students who is able to establish a framework for meeting student engagement, persistence, retention and graduation goals.

Reporting to the Vice President for Student Affairs, the Dean of Students leads the University's prevention and response efforts related to student crises and conduct, leading our care and crisis management teams; provides leadership to the offices focused on student transitions; and takes a lead role in academic support and in building partnerships with faculty and Academic Affairs. The Dean provides strategic leadership and visionary direction to the following offices and staff members: Student Rights & Advocacy, New Student Orientation, Parent & family Programs, and Title IX initiatives.

An essential part of the Dean's role is to work proactively to build relationships with students, with the campus, and with off-campus partners to create a healthy and safe community where all students feel a sense of belonging and can thrive and flourish in the Southern community. The Dean needs to be a visible presence on campus, supporting both individual students as well as programs and services to meet students' needs. They will provide vision regarding the overall experience of students, and carry out other duties vital to achieving the Student Affairs mission as directed by the Vice President for Student Affairs.

Duties and responsibilities include:

1. Serve as a member of the leadership team for the Division of Student Affairs. Provide leadership in strategic planning, implementation, coordination, and review of Student Affairs programs.
2. Carry out a lead role in planning and executing strategic initiatives related to student well-being, conduct, and crisis, student transitions, and academic support and success. The Dean will set priorities for related offices and manage specific projects. Supervise and manage the following departments within the Division of Student Affairs: Student Rights & Advocacy, New Student Orientation, Parent & family Programs, and partnering with Title IX to develop gender based violence prevention initiatives. Supervise the Coordinator of Student Orientation and Leadership Development, who oversees Orientation and Transition Programs, and Parent & Family Programs.
3. Assist in setting priorities for resource allocation, facility needs, and service utilization; provide oversight of the formulation and management of budgets.
4. Serve as the primary on-call administrator for the University for student incidents or crisis, while developing and supporting a broader on-call rotation for lower level emergencies and issues. Develop and maintain strong relationships with the Southern

University Police Department, the Baton Rouge Police Department, and other partners in the City of Baton Rouge to promote the safety of our students and effectively respond to crises.

5. Maintain high visibility within the campus community, particularly with students.
6. Continually measure and assess progress quarterly toward well-conceived and regularly updated strategic goals.
7. Establish and maintain strong relationships within Student Affairs as well as with senior officers of the university, faculty, other university departments (especially Academic Affairs, Southern University Police), and a range of associated stakeholders.
8. Represent units under supervision to internal and external constituencies, build relationships in the community, contributing to the positive image of the university and creating connections to local resources and partnerships.
9. Create reports and presentations as needed.
10. Other duties as assigned

Minimum Qualifications

A Master's Degree or equivalent in student affairs, higher education administration, or related field is required. A doctoral degree is preferred. At least 5 or more years of increasingly professional responsibility in student affairs with administration and supervision of staff responsibilities. The candidate must serve in a 24/7 on call capacity related to student emergency response, as required. Significant experience in responding to and managing student crises. Experience with behavioral intervention teams. In addition, they should possess the following:

1. A history of enthusiastically embracing the value and mission of a historically black land grant institution.
2. An understanding of the Student Affairs and Enrollment Services business processes.
3. Ability to think about concepts of diversity, inclusion and intercultural relations.
4. A collegial, friendly, flexible and collaborative approach to student development, leadership and campus culture.
5. A commitment to shared governance and sensitivity, fairness, compassion, empathy, objectivity, and transparency in decision-making.
6. Demonstrate success in working with academic administration, faculty committees and governance groups, and student leadership organizations and a strong background in program and policy development and implementation.
7. A demonstrated ability to build and manage budgets and use financial resources wisely.
8. Excellent communication, strategic planning, assessment, and budgeting skills. Strong interpersonal skills, and a commitment to collaboration with a variety of partners on and off campus.
9. A demonstrated passion for students focusing on their well-being, development and learning, and a personal track record of continuous learning to stay current on new ideas and technologies relevant to the position.
10. Demonstrated understanding of diverse student populations and best practices to support and serve the breadth of students at Southern University.
11. A desire to work in a complex environment that values both data-driven decision making and innovation.
12. Knowledge of issues, trends, and best practices related to higher education, and familiarity with legal and compliance issues in higher education.

AKAI C. SMITH

EDUCATION

- 2018 Doctor of Philosophy, Higher Education, Louisiana State University, Baton Rouge, LA
Dissertation: *The Road to the Presidency: A Case Study of HBCU Organizational Culture and Its Impact on the Career Progression of Women of Color*
- 2013 Master of Arts, Mental Health Counseling, Southern University, Baton Rouge, LA
- 2008 Bachelor of Science, Psychology, Southern University, Baton Rouge, LA
-

PROFESSIONAL PROFILE

- **Student Development-** progressively responsible experiences in academic and career advising/planning, civic engagement, student orientation and transition, and First/Sophomore Year Experience, program development, implementation, and assessment.
- **Social Justice Education & Community Development-** experience with social justice education and programming and community outreach activities with a servant leadership focus
- **Fraternity/Sorority Development-** experience providing support and fostering community engagement to empower fraternity and sorority organizations through involvement, leadership, and co-curricular learning opportunities to enhance the student experience.
- **Budget Development & Fundraising-** experience working with alumni, corporations, fraternal organizations and community members to actively pursue and secure alternative revenue sources to expand operating budget.

KEY STRENGTHS

- | | | |
|--------------------------|--------------------------|-----------------------|
| • Assessment | • Operations Management | • Social Justice |
| • Budget Management | • Pluralism & Inclusion | • Staff Development |
| • Community Partnerships | • Program Development | • Student Affairs |
| • Fundraising | • Resourceful & Outgoing | • Student Development |
-

STUDENT AFFAIRS & ENROLLMENT MANAGEMENT EXPERIENCE

Interim Associate Vice-Chancellor for Enrollment Management, Baton Rouge, LA 2018-present
Southern University, Division of Student Affairs and Enrollment Management

- Assist the Vice-Chancellor with providing direction and leadership for the offices of Admissions and Financial Aid.
- Collaborate with other departments/divisions to carry out the philosophy of a student-centered institution within an integrated enrollment services environment.
- Utilize enrollment and other relevant data for decision-making and planning.
- Develop metrics and assessment methods to evaluate operations that drive continuous process improvement to optimize services to students and increase enrollment
- Establishes and maintains positive working relationships with external community agencies, organizations, service area school districts to promote outreach and facilitate student enrollment
- Carries out projects as assigned by the vice chancellor to further enrollment management initiatives.

Executive Assistant to the Vice-Chancellor for Student Affairs & Enrollment Management, Baton Rouge, LA 2012- present
Southern University, Student Affairs and Enrollment Management

- Assist the Vice-Chancellor with fiscal operations, including developing managing and tracking an operating budget of approximately \$25 million for Admission, Financial Aid, Dean of Students, New Student Orientation, Student Life, Recreation and Game Room, Counseling, and Student Health Services. Track budget expenditures and projections to ensure a judicious use of university funds.
- Serve as an advisor and advocate to students and student organizations providing support and fostering community engagement to students through involvement, leadership, and co-curricular learning opportunities.
- Work collaboratively with division leadership to engage in fundraising & development, grant-writing, and sponsor activities with alumni, fraternities and sororities, and community agencies to actively pursue alternative revenue sources.
- Institute quality enhancement measures specific to each department to ensure operational excellence.
- Oversee development of marketing strategies to increase student engagement with programs and services.
- Assist with the development of assessment plans and strategic goals to enhance Division operations.
- Assist with developing annual training programs for staff and students, to ensure best practices are implemented.
- Respond to emergency and crisis situations as needed.
- Facilitate response to judicial, crises, and emergency situations, including Dean of Students, Health Center, Campus Police, Legal Affairs, etc.

STUDENT AFFAIRS & ENROLLMENT MANAGEMENT EXPERIENCE

Confidential Advocate, Baton Rouge, LA*Southern University, Student Affairs and Enrollment Management*

2016- present

- Support the Title IX Office and the Vice-Chancellor of Student Affairs and Enrollment Management in providing confidential advocacy services for students engaged in gender based violence.
- Provide direct response services to complainants and respondents of gender-based violence including assisting with immediate needs of housing, academic accommodations, etc.
- Educate complainants and respondents about their rights on and off-campus through the Title IX and student conduct office.
- Develop prevention-based education and outreach that supports an environment of respect.
- Participate in the design and implementation of short and long-term strategic planning for violence prevention efforts.
- Coordinate and participate in campus training around diverse gender-based violence issues.
- Develop and implement evaluation processes to determine effectiveness of prevention programs.

COUNSELING EXPERIENCE

Counselor, Gonzales, LA*St. James Behaviors Health Hospital*

2013- 2015

- Provides clinical individual and group interventions.
- Assess social and emotional factors in order to help the patient cope with problems in daily living.
- Develop the plan of care with the multidisciplinary clinical team, physician, and patient to assist with managing personal, financial, and environmental difficulties that may interfere with the health and wellness continuum.
- Develop community and family resources to assist the client with long-term plans for successful mental health.
- Document individualized multidisciplinary progress notes with accuracy, timeliness and according to policies within mandated time frame.
- Attends and participates in weekly treatment team meetings and makes adjustments to treatment plans as needed.
- Participate in in-service programs to remain current with best practices in mental health and therapy trends.
- Serve as training liaison for PRN Counselor.

Counselor Intern, Baton Rouge, LA*Center for Psychological Healthcare*

2012- 2013

- Conduct interview and assessment of referred clients in coordination with the social workers, psychiatrists, psychologists, and other certified personnel.
- Collect and analyze data on individual clients through records, tests, interviews, and WISC-IV, WAIS-IV, and MMPI-2 resources.
- Facilitate group, individual, and family therapy sessions for both residents and outpatient clients.
- Consult with clinical psychiatrists and psychologists in revising and enforcing treatment plans based on the client programs.
- Partner with community specialist in overseeing residents for the integration of social skill development.

COMMUNITY OUTREACH & ENGAGEMENT

2013- present	Advisor, National PanHellenic Council, Southern University
2014- present	Advisor, Collegiate 100 Black Women, Southern University
2014- present	Advisor, Student Government Association, Southern University
2015-2017	Team Member, SACSCOC Reaffirmation Team, Southern University

HONORS & AWARDS

2014	Certificate of Recognition, Lead PRN Counselor
2013	Certificate of Recognition, Demonstration of Exceptional Leadership and Service as Lead Intern

PROFESSIONAL PRESENTATIONS

- November 2017 Guest Speaker: Education First – Principles of Advanced Degree Opportunities and the Importance of Education. Westdale Academic Magnet School. Baton Rouge, LA
- August 2017 Presenter: Student Leadership Policy & Protocol Expectations- Planning and Execution Training Workshop. Executive Cabinet of the Student Government Association. New Orleans, LA
- March 2017 Presenter: Management Styles – University Student Leaders and Queen Etiquette Seminar Workshop. Office of Student Life. Baton Rouge, LA
- August 2016 Presenter: Student Leadership Policy & Protocol – Planning and Execution Training Workshop. Student Government Association. Baton Rouge, LA
- April 2016 Guest Speaker: My Next Move - Principals of Planning, Self-Worth, and Leaving a Legacy. Recruitment and Awards Banquet for Mentorship Academy. Baton Rouge, LA
- June 2015 Presenter: Building Foundations for Transparency in Student Leadership. Student in Leadership Training Retreat. Student Government Association. Alexandria, LA
- April 2015 Presenter: Hidden Hearts – Mental Health Awareness Workshop. Southern University and A&M College. Baton Rouge, LA
- October 2014 Panelist: Know your Worth – Women’s Empowerment Speaker Series. Southern University and A&M College. Baton Rouge, LA
- June 2014 Presenter: We Wear the Masks: Student in Leadership Training Retreat. Student Government Association. Biloxi, MS
- May 2014 Co-Presenter: Opening Session – Ujima; Kwanza Principles as they Relate to Student Leadership. National Association of Student Affairs Professionals (NASAP) Student Leadership Institute. Savannah, GA

PROFESSIONAL AFFILIATIONS

Southern Association of Colleges and Schools, Commission on Colleges (SACSCOC)
 National Association for Student Affairs Professionals (NASAP)
 National Association of Student Personnel Administration (NASPA)
 Association of Fraternity/Sorority Advisors (AFA)
 National Board of Certified Counselors (NBCC)
 Louisiana Counseling Association (LCA)
 Louisiana Mental Health Counseling Association (LMHCA)
 Alpha Kappa Alpha Sorority, Inc.
 Black Graduate Students Association, Louisiana State University
 Southern University National Alumni Federation

PROFESSIONAL CERTIFICATIONS

- 2012- present Certification of Completion, in Crisis Prevention Interventionist
- 2012- present Cardiopulmonary Resuscitation (CPR) Certification
- 2017 Certificate of Completion, Campus Confidential Advisor for Title IX, Louisiana Board of Regents

JOB CLASS				
JOB CODE				
CAL ID				

SOUTHERN UNIVERSITY SYSTEM

Personnel Action Form

POSITION NUMBER	2	F	9	9	0	5
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CAMPUS: SUS _____ SUBR X SULAC _____ SUAREC _____ SUNO _____ SUSLA _____

EMPLOYMENT CATEGORY: 9-MONTH X 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 Humberto Munoz Barona
Date Left March 16, 2018

Reason Left Sick Leave
Salary Paid \$69,624.00

RECEIVED

Profile of Person Recommended

Length of Employment March 20, 2018 To May 11, 2018
Effective Date March 20, 2018

Name Humberto Munoz Barona SS# xxx-xx-xx Sex M Race* Hispanic
(Last 4 digits only)

Position Title: Professor Department: Mathematics

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 22 Southern University Experience 8
Degree(s): B.S./Mathematics Universidad del Valle Colombia 1984
M.S./Mathematics Universidad del Valle Colombia 1988
Ph.D./Mathematics University of Louisiana at Lafayette 2001

Current Employer Southern University

Personnel Action

Check One New Appointment Continuation Sabbatical Leave of Absence
 Transfer Replacement Other (Specify) Transfer of Unit/Title Change

Recommended Salary \$69,624.00/10 mos. Salary Budgeted \$69,624.00/10 mos.

Source of Funds _____

Identify Budget: Mathematics Department Location _____
Form Code: 211001224786100721000 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:

Source of Funds	Amount
<u>Mathematics Department</u>	<u>\$69,624.00</u>
<u>211001-22478-41003-21000</u>	

*See Reverse Side

Comments: (Use back of form)

*See Reverse Side

Graduate School signature (if, applicable):

Kathleen MacCunningham 2/28/18
Supervisor Date

James H. Ammons 3/1/18
Vice Chancellor Date

Wendy McCent 3/1/18
Director/Personnel Date

Ray D. Belton 3/13/18
President Date

Patricia Cassione 2/28/18
Dean/Unit Head Date

Ray D. Belton 3/13/18
Chancellor Date

Wendy McCent 3/1/18
Vice President/Finance Date

Business Affairs/Comptroller

Chairman/S.U. Board of Supervisors Date

RECEIVED
FEB 28 2018
Office of the Executive Vice President for Academic Affairs and Provost

RECEIVED
2018 MAR -1 PM 1:30
SOUTHERN UNIVERSITY HUMAN RESOURCES

RECEIVED
2018 MAR -8 PM 1:57
OFFICE OF THE PRESIDENT

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. Munoz Barona will be taking medical leave March 20, 2018 thru May 11, 2018 for the Spring 2018 semester.

REC'D VP FIN&BUS AFFAI
18 MAR 0 10:13

SOUTHERN UNIVERSITY
HUMAN RESOURCES
2018 MAR -1 PM 3:30

EMPLOYEE REGULAR WORK SCHEDULE: Mr. E. 8-5 pm

EMPLOYEE DIRECT SUPERVISOR: Dr. Katrina Cunningham

SUPERVISOR/DEPARTMENT CONTACT NUMBER (225) 771-5180

NUMBER OF EMPLOYEES SUPERVISED, (if any) None

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	

SOUTHERN UNIVERSITY SYSTEM
BUDGET OFFICE
MAR 06 2018
[Signature]
FUNDS AVAILABLE

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 9 0 2

CAMPUS: SUS SUBR X SULAC SUAREC SUNO SUSLA

EMPLOYMENT CATEGORY: 9-MONTH X 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 (<u> </u> % 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) <u> </u> | <input type="checkbox"/> Retiree Return To Work | <input type="checkbox"/> Permanent Status |

Previous Employee Walfredo R. Javier
Date Left January 8, 2018

Reason Left Sick Leave
Salary Paid \$65,482.00

RECEIVED
FEB 28 2018

Profile of Person Recommended

Length of Employment January 8, 2018 To May 11, 2018
Effective Date January 8, 2018

Office of the Executive Vice President
for Academic Affairs and Provost

Name Walfredo R. Javier SS# xxx-xx-xxxx Sex M Race* Asian
(Last 4 digits only)

Position Title: Assistant Professor Department: Mathematics

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

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

Years Experience 52 Southern University Experience 19
Degree(s): B.S./Engineering University of Phillipines 1963
M.S./Mathematics University of Phillipines 1981
Ph.D./Mathematics Statistics Bowling Green State University 1982

Current Employer Southern University

Personnel Action

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

Recommended Salary \$65,482.00 / 10 mos Salary Budgeted \$65,482.00 / 10 mos

Source of Funds

Identify Budget: Mathematics Location
Form Code: 211001224786100721000 Page Item #

Change of:
Position
Status
Salary Adjustment

Financial Aid signature (if, applicable):

List total funds currently paid this employee by Southern University:

Source of Funds	Amount
<u>Mathematics</u>	<u>\$65,482.00</u>
<u>211001-22478-61003-21000</u>	

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

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

<u>Katrina W. Cunningham</u> 2/28/18 Supervisor Date	<u>Yatruide Carrion</u> 2/28/18 Dean/Unit Head Date
<u>James H. Ammons</u> 3/1/18 Vice Chancellor Date	<u>Kay A. Belton</u> 3/13/18 Chancellor Date
<u>Clayton McCarty</u> Director/Personnel Date	<u> </u> Vice President/Finance Date
<u>Kay A. Belton</u> 3/13/18 President Date	<u> </u> Business Affairs/Comptroller Date
	<u> </u> Chairman/S.U. Board Date
	<u> </u> 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 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.

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.

X 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. Javier will be taking medical leave for the Spring 2018 semester.

REC'D UP FIN&BUS AFFAIRS
18 MAR 08 PM 3:13

EMPLOYEE REGULAR WORK SCHEDULE: M-F; 8-5pm
EMPLOYEE DIRECT SUPERVISOR: Dr. Katrina Cunningham
SUPERVISOR/DEPARTMENT CONTACT NUMBER: (225) 771-518 0
NUMBER OF EMPLOYEES SUPERVISED, (if any): None
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 SYSTEM
BUDGET OFFICE
SOUTHERN UNIVERSITY
HUMAN RESOURCES
CODE RA H1 J1 F1 F0
EXPIRES MAR 06 2018
FUND AVAILABLE
20 MAR - 1 PM 3:31

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

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- Position Vacancy Announcement (position advertised before processing PAF, if applicable)
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- 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

RECEIVED
OFFICE OF THE
PRESIDENT/CHANCELLOR
2018 MAR -7 PM 1:42
SOUTHERN UNIVERSITY
SYSTEM

OFFICE OF THE CHANCELLOR

(225) 771-2552

FAX (225) 771-2474

March 5, 2018

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

Re: Request by Professor Nadia Nedzel for a paid sabbatical leave during the 2018-2019 academic Year

Dr. Belton:

Professor Nadia Nedzel has requested a paid sabbatical leave for the 2018-2019 academic year to complete her work to publish a book she has been working on the last two years. Professor Nedzel has been on the faculty of the Southern University Law Center for twelve years. Her curriculum Vitae is attached to this letter.

Professor Nedzel had been successful in publishing academic works and has also been awarded a grant from the Charles Koch Foundation to support her research to complete the book she is currently working on. Based upon Southern University System policies, Professor Nedzel's request, if approved by the Board of Supervisor's would allow to receive one-half of her 9 month faculty salary while on leave during the 2018-2019 academic year.

Based on my experience with Professor Nedzel, she has been an effective teacher who has enhanced her teaching skills through timely and relevant research. Therefore, I respectfully request that the petition by Professor Nedzel for a paid sabbatical for the 2018-2019 at one-half her 9 month faculty salary be presented to the Board for consideration. This is the first request by Professor Nedzel for a paid sabbatical. She was previously granted an unpaid one-semester sabbatical.

Yours Sincerely,


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



SOUTHERN UNIVERSITY LAW CENTER

2 Roosevelt Steptoe Drive
Baton Rouge, Louisiana 70813-9294

FACULTY: (225) 771-7910

FAX: (225) 771-5913

January 1, 2018

Chancellor John Pierre
Southern U. Law Center

Re: Sabbatical Request

Dear Chancellor Pierre:

In keeping with my request of last October, I am formally requesting a sabbatical for the full academic year 2018-2019 at half-pay as per the provisions of the Faculty Handbook. I will spend the year finishing my book, which is currently entitled "The Rule of Law, Liberty, and Economic Development." The book will be the first in-depth, comparative, multi-disciplinary study of the rule of law, and is described in much more detail in the attached Prospectus.

As you are aware, I have worked on this project for several years and done as much of the research as I can in the U.S. –resulting in five published law review articles on the topic and 250 pages towards the book. In order to work on the rest, I need to research abroad. London's Institute for Economic Analysis has invited me to be a Visiting Research Fellow for Fall, 2018, where I will confer with internationally-ranked economists. At the same time, I will do substantial legal research at London's Institute of Advanced Legal Study, which has an extensive collection of the European and Civil constitutional law works I lack here. The law school at the University of Lyon, France, has invited me to give a short course (3 weeks) on comparative constitutional law, and I have a standing invitation as a visiting researcher at Cambridge University's Lauterpacht Center for International Law. For the spring, 2019, Duke University has invited me to be a Visiting Research Fellow at the Institute for Economic History. I have been working on securing funding to support my travel expenses, and the Charles Koch Foundation has promised me \$21,000 towards my fall, 2018 expenses, with the possibility of additional funding in the spring of 2019.

Thank you in advance for your consideration; please let me know if you need any further information.

Sincerely,

Nadia E. Nedzel

Reilly Family Professor of Law

NADIA E. NEDZEL

Email: nnedzel@sulc.edu; nnedzel@gmail.com

EMPLOYMENT

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

Reilly Family Professor of Law September, 2012- present

Full Professor October, 2016

Associate Professor of Law August 2010- September 2016

Assistant Professor August, 2004-August 2010

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

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

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

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

Subjects taught: Logical Reasoning, Reading Comprehension, Writing

Comprehensive Legal Reasoning & Writing, Honors College, Southern University, Baton Rouge, La.

Designed and implemented a reasoning, writing, and LSAT course for pre-law students as part of an on-going project for minority advancement in law.

Subjects taught: critical thinking & reading, logical reasoning, reading comprehension, writing skills

PRIOR EMPLOYMENT

Tulane Law School

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

Administered 4 LL.M. programs (comparative, admiralty, environmental, and general law) involving 60 students from 33 different countries each year, Organized and taught mandatory intensive summer introduction to U.S. law course to all non-U.S. LL.M. candidates, produced textbook "Legal Reasoning, Research, and Writing"(4th ed. Wolters Kluwer 2016) that has been used widely in LL.M. programs both in the U.S. and abroad since 2004.

Director, 9 Exchange Programs, 2001- 2004

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

Forrester Teaching Fellow 1998-1999

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

Preis, Kraft & Roy, LL.C.

Attorney at Law 2003-2004

Admiralty Insurance defense, International trade, International Corporate Compliance

United States Fifth Circuit Court of Appeals

Staff Attorney 1997-1998

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

PUBLICATIONS

Books

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

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

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

Articles & Book Chapters on the Rule of Law

1. *The International Rule of Law and Economic Development*, *Washington University's Global Legal Studies Law Review* (forthcoming Spring 2018)
2. *Economic Development and the International Rule of Law*, *Vienna Journal on International Constitutional Law* (under contract, Spring 2018)
3. *Rule of Law, État de Droit, Rechtsstaat: Significant Differences in Legal Culture*, *Juris Diversitas* 2015

4. ***Rule of Law v. Legal State: Where are we coming from, where are we going to?*** Book Chapter, in **Comparison: The Rule of Law in the 21st Century and the Legal State** (James Silkenat, ed. Springer pub. 2014). Russian version 2013.
5. ***Common Law v. Civilian Tradition: Rule of Law, Economic Development, and Cultural Change***, 2 *Law of the USA* (2014 Ukrainian Law Review, publication delayed indefinitely due to war)
6. ***The Rule of Law: Its History and Meaning in Common Law, Civil Law, and Latin American Judicial Systems***, 10 *RICHMOND J. GLOBAL L. & B.* (2010).
7. ***The International Rule of Law and Economic Development***, __ *Wash. U. Global Legal Studies L. Rev.* __ (2018) (forthcoming).
8. ***The Relationship between Economic Development and the Rule of Law***, __ *Vienna J. Int'l. Const. Law* ____ (2018) (forthcoming).

Other Articles

9. *Business Law*, *SAGE ENCYCLOPEDIA OF BUSINESS ETHICS AND SOCIETY* (2007; 2nd ed. forthcoming 2017).
10. *Eminent Domain*, *SAGE ENCYCLOPEDIA OF BUSINESS ETHICS AND SOCIETY* (2007; 2nd ed. forthcoming 2017).
11. *European Directive on Privacy in the Electronic Communications Sector*, *SAGE ENCYCLOPEDIA OF BUSINESS ETHICS AND SOCIETY* (2007; 2nd ed. forthcoming 2017).
12. *Restraint of Trade*, *Sage Encyclopedia of Business Ethics and Society* (2007; 2nd ed. forthcoming 2017).
13. *Subsidies*, *Sage Encyclopedia of Business Ethics and Society* (2007; 2nd ed. forthcoming 20167).
14. *Reviving Protection for Private Property: A Practical Approach to Blight Takings*, 2008 *MICH. ST. L. REV.* 995.
15. *Interview with Judge Carl E. Stewart of the U.S. Fifth Circuit Court of Appeals*, 232 *AROUND THE BAR* (Baton Rouge Louisiana Bar Association, February 2009).
16. *Antidumping and Cotton Subsidies: A Market-based Defense of Unfair Trade*

- Remedies*, 28 NW. J. INT'L L. & BUS. 215 (2008).
17. *Eminent Domain: A Legal and Economic Critique*, 7 Maryland L. J. Race, Religion, Gender, & Class 140 (with Walter Block)(2007)
 18. Nadia Nedzel & Walter Block, *The Demise of Eminent Domain*, NYSBA GOVERNMENT, LAW AND POLICY JOURNAL (July, 2007).
 19. *A Comparative Study of Good Faith, Fair Dealing, and Precontractual Liability*, 12 TULANE EUROPEAN & CIVIL LAW FORUM 97 (1997).
 20. *Immigration Law: A Bird's Eye View*, in IMMIGRATION: DEBATING THE ISSUES (1997).
 21. Comment, *Please Release Me: A Comparative Study of Louisiana Suretyship Law*, 40 LOY. L. REV. 955 (1995)(*sub nom* Nadia N. San Miguel).
 22. Note, *Taylor v. Giddens: Louisiana Supreme Court Tailors Medical Malpractice Prescription Statute*, 39 LOY. L. REV. 699 (1993)(*sub nom* Nadia N. San Miguel).

WORKS IN PROGRESS

THE RULE OF LAW, LIBERTY, AND ECONOMIC DEVELOPMENT

THIS comparative, multi-disciplinary study will examine the interaction between the rule of law, economic development, and culture, incorporating history, philosophy, economics, anthropology, sociology, political theory, and law.

THE LIBERAL UNDERSTANDING OF THE RULE OF LAW (Palgrave Pub. forthcoming 2019) with Nicholas Capaldi

Brexit, the Rule of Law, and Hayek's Spontaneous Order

The Brexit vote surprised many around the world, but is understandable if one examines the unique relationship between citizen, law, and government under the common law system. Hayek stated that social institutions, like law and government, arise spontaneously rather than from intentional deliberation based on social and political theory. This article discusses how that statement applies to the development of the common law Rule of Law as opposed to the civilian Rule through law (Rechtsstaat). Drafts of this paper have been presented at the Austrian Economics Society in Vienna and has been presented at Loyola College of Business (New Orleans) and SULC. In its first two weeks on SSRN, it achieved top 10 downloads in 10 separate categories, and will be submitted to journals for publication in Spring, 2017.

Hayek's Philosophy of Law

Hayek's philosophy of law deserves renewed attention because it is the most comprehensive philosophy of law to date; it has largely been neglected; it offers a sustained critique of the most influential legal philosophers of our time (e.g. Rawls & Dworkin); it articulates one of the two dominant modern narratives, and it exposes the extent to which the disagreement among 20th century legal philosophers has primarily been a political debate about which norms *should* prevail, rather than a discussion about the nature of law. This article will explore Hayek's philosophy of law and show how Hayek believed that the Rule of Law, as it was conceived at common law, is a way to avoid the politicization of law. Written with philosopher Nicholas Capaldi, this article is largely written.

RECENT HONORS

Professor, *Fondation pour le droit continental/civil law initiative, teaching comparative family law (Paris, July 11-16, 2016)*

Member, Louisiana Equivalency Determination Panel (by Appointment from the Louisiana Supreme Court) (2015- present)

Member, Louisiana Advisory to the U.S. Civil Rights Commission (2010-2012), nominated for membership in 2012 and again in 2016

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

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

Visiting Lecturer (Santiago, Chile) (February 2008): Taught Law professors how to incorporate jurisprudence and Socratic Dialogue in teaching civil law subjects using Obligations as an example; taught a Continuing Legal Education seminar on legal writing at Universidad de los Andes.

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

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

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

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

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

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

Southern University Junior Scholar of the Year 2008-2009

PREVIOUS HONORS

Forrester Teaching Fellow 1998-1999, Tulane Law School

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

Member Loyola Law Review 1992-1995

Moot Court Staff 1992-1995

LL.M. with Honors

J.D. Magna Cum Laude

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

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

Bonomo Scholarship

American Jurisprudence Awards: Torts II, Products Liability

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

EDUCATION

LEGAL

Northwestern University School of Law, Chicago, Ill.

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

GPA: 3.642

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

Editorial Advisor, Northwestern University Journal of International Law and
Business

Loyola University School of Law, New Orleans, La.

Juris Doctor Magna Cum Laude 1995

UNDERGRADUATE

Northwestern University, Evanston, Ill.

Bachelor of Arts

Triple major: English, French, Comparative Literature (Spanish, Russian)

LANGUAGES: **English** (native)
 French (near fluent)
 Spanish (conversational)
 Russian (some reading & speaking knowledge)

PROFESSIONAL MEMBERSHIPS

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

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

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

Member, Societé Henri Capitant 2015-present

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

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

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

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

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

Member, Louisiana Advisory to the U.S. Civil Rights Commission (2010-2012, (nominated 2012-2014), (2016-2018 pending)

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

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

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

Louisiana State Bar Association #25468, since 1998

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

Louis A. Martinet Legal Society, 1999-2000

Federal Bar Association, 2003-2004

COMMITTEE MEMBERSHIP & Service

1. Member, **Academic Affairs Committee (2017- present)**
2. **SULC Delegate to Exchange Agreement meetings with Brazilian Universities (March 2017)**
3. **SULC Representative to the American Association of Law Schools 2015- present**

4. **Academic Affairs Committee (ex officio) 2015-2016**
5. **AALS Reporter, ABA/AALS Sabbatical Review & Site visit (U. Buffalo Law) 2016**
6. **Faculty Appointment, Retention, Promotion, & Tenure, Vice Chair 2014-2016**
7. **Curriculum Committee Chair 2014-2016**
8. **Faculty Development 2012-2015 (Chair); 2015 member**
9. **Performance After Graduation 2014- 2016**
10. **Introduction to the LSAT for SU Pre-Law Clubs (Oct. 9, 2015)**
11. Director, Legal Education Ad-Hoc ABA/AALS SEQ Committee 2014-2015
12. Admissions & Scholarship 2012-2014
13. Performance After Graduation 2012-2016
14. Strategic Planning 2012-2016
15. Ad-Hoc Legal Analysis Saturday Workshop spring, 2013
16. **Vice-Chair, Committee on Faculty Appointment, Retention, Promotion and Tenure: 2013-2016**, member 2010-present
17. Curriculum Committee 2005-2016t
18. Legal Analysis and Writing Subcommittee: 2010-2012
19. Ad-hoc Fresh Start Committee 2009-2010
20. Ad-hoc AALS Committee 2009-2010
21. Ad-hoc Self-Study committee 2008-2009
22. Founder and Chair, *SULC Institute for Civil and International Law and the Developing World* (2007-present)
23. **Curriculum Developer and Director, Fresh Start Intensive 2-week Law School Preparedness Program (August 1-12, 2011)(9 out of 10 participating students improved their GPAs, 3 achieved 3.0 or better)**

FACULTY ADVISORIES

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

PRESENTATIONS AND COLLOQUIA on the Rule of Law & related topics

(full list of presentations on request)

1. **Presentation: The International Rule of Law and Economic Development (forthcoming) February 23, 2018 (Loyola University)**
2. **SCALS Presentation: The International Rule of Law and Economic Development (forthcoming) January, 2018 (University of Memphis Law School)**
3. Participant, Bruno Leoni (1913-1967) and the Regulatory State at Antonin Scalia Law School (Oct. 11-12, 2017)(
4. Presentation: The International Rule of Law and Economic Development,

- First Annual Colloquium on Global Capitalism and Law at Northwestern University (May 17-18, 2017)
5. Presentation: Brexit, Hayek's Spontaneous Order, and the Rule of Law, SULC January 30, 2017.
 6. Lecture, *Hayek, Spontaneous Order, and the Rule of Law*, (Vienna, Austria June 6, 2016)(Loyola New Orleans November 11, 2016)
 7. Participant, Terrorism and Liberty, Chicago, IL (March 10-12, 2016)
 8. Participant, Grotius and Liberty, Tucson, Arizona (January 28-30, 2016)
 9. Attendee, LEC Workshop on Rule of Law and Economics, Turnberry Isle, Florida (December 11-14, 2015).
 10. **Director, *Rule of Law: Anglo-American vs. Continental Conceptions in Theory and Practice*, Liberty Fund Colloquium, New Orleans, December 4-7, 2014**
 11. Presenter, *Rule of Law: How it relates to Liberty, and How it differs from the Civilian Legal State* at Juris Diversitas (Aix en Provence, July 2014)
 12. **Presenter, *Rule of Law v. Legal State: Where are we coming from, where are we going to* at Symposium on the Rule of Law and the Legal State, sponsored jointly by ABA/Russian Federation. (St. Petersburg, Russia Oct. 21, 2013).**
 13. Presenter, *Rule of Law v. Legal State: Where are we coming from, where are we going to?*, at Central States Law School Association Annual Meeting, Fayetteville, Arkansas October 4, 2013

REFERENCES

Theodore Roosevelt Malloch

Professor of Business Ethics and Executive Development, Said School of Business, Oxford University

Chairman & CEO, The Roosevelt Group/Global Fiduciary Governance, LLC

(formerly) Research Professor and Principal Investigator, The Spiritual Capital Initiative Senior Fellow, Center for the Study of Representative Institutions

Yale School of Management, Yale University, New Haven, Connecticut

Adjunct Professor, Department of Economics and Drucker School of Management

Claremont Graduate University

Phone: (203) 812-9528

trmalloch@gmail.com

Russell Jones

Jesse N. Stone, JR. , Endowed Professor of Law

Southern University Law Center

2 Roosevelt Steptoe Road

Baton Rouge, La. 70813

Phone: (225) 771-4900
rjones@sulc.edu

David W. Gruning
William L. Crowe, Sr. Professor of Law
Loyola University School of Law
6363 St. Charles Ave.
N.O., La. 70118
Phone: (504) 861-5653
gruning@loyno.edu

The Rule of Law, Liberty, and Economic Development

Nadia E Nedzel

Reilly Family Professor of Law
Southern University Law Center
Baton Rouge, La. 70813
Email: nnedzel@sulc.edu; cell: (225) 329-8470

Prospectus

The Book

1. Brief Description

It is the rule of law that protects liberty, not law. In other words, it is our society's attitude toward the relationship between government and the individual that protects our freedom. This book will be the first to do a detailed, in-depth, multidisciplinary study of the rule of law. No theory about law, economics, or political science can replace this cultural attitude as protection against tyranny or as encouragement of economic development. Law has been and will again be used as a weapon against the individual. This book will study the Rule of Law and its connection with both liberty and economic development, but will do so in context by drawing from history, economics, philosophy, political theory, and legal anthropology as well as law.

2. Outline and Preliminary Table of Contents

Chapter 1: Introduction – Overview & Definitions

The first chapter defines the term *Rule of Law* and introduces the various themes of the book: The Common Law state is a product of spontaneous order and does not exist to achieve a specific goal or *telos*. The function of law in such a system is to allow individuals to do what they want to do in a manner consistent with allowing other individuals to do the same thing. The conceptual clarification is reflected in the works of Dicey, Fuller, Hayek, Leoni, and Oakeshott.

The book will begin by defining the term *rule of law* first simply and then expansively, drawing from the works of Dicey, Hayek, Fuller, and Oakeshott. The phrase *rule of law* represents a specific kind of relationship between government and the individual that developed with the common law of England. Under the rule of law, law is superior and the government is

subservient, its scope limited, and the law's primary purpose is to protect liberty, not change society. It is this freedom **from** interference that sparks individual entrepreneurship and hence fosters economic development.

The Rule **of** law must be distinguished from a similar term developed on the European continent known as *rechtsstaat*, *l'état de droit*, or Rule **through** law. The *rule through law*, which developed out of the civil law tradition, posits that though government must control itself through law, its purpose is to provide for a more equal society and foster human dignity by providing various rights such as housing, education, health care, etc. The works of Hart, Rawls, and Dworkin (among others) are consistent with the continental tradition, though this theme can be traced back to the Roman digest of Justinian.

Chapter 2: Common Law and the Rule of Law from Time Immemorial

It is understood among legal historians that modern legal systems develop in ways that are consistent with their historical roots, though they often borrow and incorporate concepts from other legal traditions along the way. Consequently, my primary thesis is that *rule of law* developed out of Anglo-Saxon legal tradition, practice, and cultural values. The *rule through law* similarly developed out of continental/civilian legal tradition, practice, and cultural values. To substantiate this thesis, the book will include the stories of how the two different conceptions developed.

The key element of the Anglo-American conception of the rule of law is its focus on practical solutions and limited government. The rule of law prioritizes 1. Law over government and politics; 2. The individual over the community (Oakeshott's civil association, Hayek's nomocratic society); and 3. Technological innovation and market growth over economic equality. These characteristics of limited government are instantiated throughout the history of the British common law tradition from 'time immemorial' when Tacitus described the elections of Anglo-Saxon kings. During the middle ages and then the Renaissance, while absolute monarchy was developing on the continent, the English parliament increasingly limited the King's power, its courts expanded protection of the individual through contract and property law, and private individuals developed wide-spread investment habits through entities such as the British Bank and Lloyds of London. The underlying reason for these developments was a culture focused first on individual self-reliance and subsequently on the Calvinist values – particularly Calvinism and its celebration of a calling. (Hobbes, Coke, Locke, J.S. Mill and the American Founders).

The second chapter traces the spontaneous development of the rule of law in England from the Germanic tribes (Angles and Saxons) through the Norman Invasion and up until the Reformation. The traditional purpose of law in England was to protect peace under an elected king. Henry II's attempts to solidify Norman power over the Angles and Saxons led to a centralized, dominant court system and a rejection of the Romanized *ius commun* of the continent. As early as the 12th Century, English inheritance and property law and habits were centered on the individual, including English peasants, who were much more mobile and comparatively wealthier than their continental counterparts. The common law that developed out of their customs became established law as shown in recorded judicial decisions and administrative records.

Chapter 3: British Contract Law, the Reformation, and the growth of England as a commercial power.

Chapter 3 focuses on the growth of Britain as a commercial and intellectual power while its legal system provided increased protection for individual liberty. Limited government was established in increments through judicial decisions as well as monumental parliamentary documents such as the Magna Carta and the Statute Against Monopolies, which periodically specified limitations on the King's power. The increased protection was the result of societal changes and a history of conflict between the King and his barons, fought in the courts, Parliament, and public opinion, which the barons and jurists consistently won and which led to increased liberty and support for commerce. Because they could anticipate non-interference and even (on occasion) support from government, private commercial enterprises such as Lloyds of London and the British bank grew into powerhouses with broad investment bases, and the nation became one of industry, as described by Adam Smith.

Chapter 4: Civil Law and Rule Through law—Ancient Greece to the Reformation, the Enlightenment, and Natural Law

In contrast with the Common Law tradition, which limits governmental power over individuals, the Continental or civilian tradition prioritizes government and politics over law, and prioritizes the community over the individual, historically regarding the technological project and economic freedom as encouraging individual greed, and government as an instrument needed to correct that sin. Greek philosophy gave the civilian

tradition a focus on deductive reasoning and the belief that government's purpose was to improve humanity by integrating it into a larger social whole. These concepts were continued through Justinian's Code (the emperor is above the law), through medieval natural law, to Rousseau's general will, down to Kelsen, Schmitt, and others whose thinking still informs EU governmental policy today.

Evidence of the differences between the two views of the rule of law are seen in their very different approaches to personal liberty, individual entrepreneurship and the market economy. The 'Lockean' tradition celebrates the strength of economic liberty and stretches from Hobbes, Locke, Hume, Smith, Madison, Tocqueville, Mill, Dicey, Fuller, Hayek, Oakeshott, and Pejovich. In contrast, the 'Rousseauian' tradition cautions about the excesses of capitalism, beginning with Rousseau, the Enlightenment, the French Revolution, Socialism, Marx, positivism, Piketty, and the Progressives.

Just as the nature of the common law has remained consistent over centuries, characteristics of the civil law are similarly deeply entrenched. Chapter 4 sets forth the development of the civil law tradition, from Aristotle through Justinian's Digest, Feudalism, Humanism, and the rise of Absolute Monarchy. The conflict between the Holy Roman Empire and European kings led to the fall of feudalism and the rise of Protestantism, Natural Law and the sovereign state, substituting first Absolute Monarchy and then Democracy for the Church. Nevertheless, the concept of a ruling entity as an enterprise association whose aim is to improve society remains, still maintaining an intellectual and legal culture focused on teleology and deductive logic.

Chapter 5: The American Founding and the U.S. Commercial Republic

After presenting the history of the two traditions, the book will discuss the US version of the Rule of Law and the peculiar tensions therein that began with the Founding and have continued to today. Many of the debates between the Federalists and Antifederalists remain current – the size and scope of federal powers, incursions on individual liberty, economic freedom, etc., and are in fact a continuing discussion of these two dominant Western themes about the *rule of law*. It can be argued that in the U.S., both conceptions – the *rule of law* and the *rule through law* – have become intertwined. The U.S. was founded on Enlightenment principles, as incorporated into our Constitution, and yet it also preserved its common law tradition. We now have a 'split' personality – some of us arguing for

freedom from government control of business, and others arguing for equality and social democracy. The Rousseauian tradition is demonstrated through the works of theorists such as Hart, Rawls, and Dworkin. The Lockean-Rousseauian discussion in the United States continues, as demonstrated in the contemporary discussion of the scope and power of regulatory agencies, as demonstrated in Philip Hamberger's work "Is Administrative Law Unlawful?"

The American Founders combined the Common Law they inherited from their British forefathers with Enlightenment ideals and their own experience with government-building to create a written constitution designed to counter some of the previously-identified shortcomings of democracies (see e.g. Madison's 10th Federalist). As illustrated in the Federalist and Antifederalist conversation, they consciously attempted to limit the scope of governmental power through various checks and balances while providing support for a commercial republic.

The tragic flaw of the U.S., slavery, led to an on-going conflict in the U.S. over the purpose of government and the rule of law; nevertheless, its wide support for individual liberty and economic endeavors led to massive growth after the Civil war. This chapter will discuss the wheels set in motion by Alexander Hamilton's fiscal policies, his (and Jefferson's) interpretation of the Constitution, and the irony that while Hamilton's creation of a national bank may have allowed the growth of crony capitalism, it also led to massive investment by individuals in the stock market, a mechanism that provided the funding necessary for such growth.

Chapter 6: Rousseau, the Enlightenment, The French Revolution & Codification

While the U.S. Founders fought because they wanted the same rights as other British citizens, the Founders of the French Republic fought to establish rights the French public had never had. Rousseau rejected the Scottish Enlightenment's value of commerce and the individual, positing that the individual should subsume himself to the General Will, hence the value put on *Egalité* and *Fraternité*. Bentham posited that law can be simplified and organized in a clear deductive order into legal codes. Though his offers to codify U.S. law were not influential in his native England or its former colonies, his arguments were highly influential on the continent and led to Napoleon's *Projet* and wide-spread codification everywhere except in the Anglo-Saxon world. This chapter will include a detailed summary of the major differences between the U.S. Constitution and the various French Constitutions, the reasons for those differences and the economic

consequences of them as well as a discussion of the significant differences between common law and civil law due to codified as opposed to uncoded law.

Chapter 7: Rechtsstaat to National Socialism

This chapter will explain how the French Enlightenment Project evolved into 19th-century positivism (Comte), how positivism transformed the Rechtsstaat into the administrative state, and how the controversy between Kelsen and Schmitt evolved into National Socialism, ultimately exploring the difference between the contemporary German Constitution and the rule of law in the UK and the US.

Chapter 8: The Rule of Law in the 20th and 21st Century

The distinction between the rule of law and the rule through law takes on added significance in 20th Century jurisprudence. The crucial debate is not between natural law and positivism, but between the Anglo-American and Continental conceptions of law. Kelsen, Hart, Rawls, Dworkin, and Loughlin all subscribe to the rule through law. Fuller, Oakeshott, Leoni, and Hayek all subscribe to the Anglo-American conception of law and the rule of law. This chapter will discuss the 20th century legal and political theorists' conversations about the Rule of Law and the Rule through Law.

Chapter 9: The Rule of Law and Economics:

The contrast between the rule of law and the rule through law is also reflected in the difference between the Lockean tradition in political economy (Smith, Mill, Friedman, Leoni, Hayek, Schumpeter, Julien Simon, de Soto) and the Rousseauian tradition (U.S. Progressives, Rawls, Dworkin & Piketty). In considering these theoreticians, Chapter 10 will also consider the effects that the two traditions have had on economic development. – and the continuing question about the rule of law, its role in encouraging economic growth, and balancing the desire to prevent the kinds of investment fraud that leads to stock market bubbles and crashes against an overgrowth of bureaucracy that stifles growth.

Chapter 10: Current Confrontations and Confusion

Unger's CLS movement and the European Deconstruction movement reject the Rule of Law because it promotes values with which they disagree; nevertheless, scholars and public policy makers in the Rule of Law tradition (Fuller-Oakeshott) and in the Rule through Law tradition (Dworkin-Gowder)

continue to debate the two viewpoints. Once current such debate concerns Administrative law, as set forth in Philip Hamburger's work "Is Administrative Law Unlawful?" Unfortunately, public policy makers in organizations such as the World Justice Project posit that the two (Rule of Law and Rule through law) are one and the same, resulting in imprecise analysis and ineffective policies.

Chapter 11: Conclusion

The final, concluding chapter will be devoted to the challenges faced by developing countries and a discussion of what lessons can be learned as to how to best build a resilient society and a limited government that will protect liberty and develop conditions for economic development to flourish. Many countries have imported Western concepts, both on their own and with financing from international organizations, with varying degrees of success. Three separate rounds of expensive 'rule of law' failures were financed by non-governmental agencies and multinational entities such as the World Bank, U.S. Aid, and others in the Twentieth Century. Nevertheless, some countries (e.g., Chile) have successfully adopted concepts from both traditions by developing their own versions using common law concepts, but adapting them to their own cultures and traditions with their own money, and by building a consensus from the ground up rather than by borrowing money from the World Bank or other NGO and following their direction.

3. Outstanding Features List

This multidisciplinary book will bring a number of scholarly insights together from fields as diverse as economics, history, anthropology, political theory, philosophy, and sociology in addition to law. The rule of law and its place in society cannot be fully understood without considering Hayek and Oakshott's views on philosophy or Hayak's analysis of economics. No other work has done a thorough comparative history of the two legal traditions or has built on the tension between the two exhibited in the United States. This work will be the first in-depth study of the concept of the rule of law and will provide insight into how the seed of the concept can be planted and nurtured in other societies.

This book will

1. Be the first in-depth scholarly study of the Rule of Law
2. It will show how the Rule of Law differs from the Rule through Law by telling the ‘stories’ of the two traditions
3. It will explain why those differences are significant with respect to protection for liberty and economic development
4. It will examine this from a multi-disciplinary perspective, including law, philosophy, economics, legal anthropology and political theory.
5. It will appeal to a wide range of scholars

4. Apparatus

- a. The book will not include graphics. Though it could be nice to include a few photographs, they are absolutely not necessary.
- b. The book is not a text, though it could be used in classrooms.

4. Competition

A number of books include “Rule of Law” in the title, but they all fail to define it or to distinguish it from rule through law or even acknowledge the two different histories; countless books and articles confuse rule of law with law or legality; and innumerable books defend various views such as natural law but adopt partisan positions in political economy (e.g., law and economics) and hence are not comparable to the proposed work. A few of the more prominent recent works are described below.

4. Brian Z. Tamanaha, *On the Rule of Law: History, Politics, Theory and Law as a Means to an End: Threat to the Rule of Law (Law in Context)* (Cambridge U. Press 2004, 2006)

While both works include a modest history and ultimately conclude that law must be non-instrumental, they do not look at the development of law in context with societal, political, philosophic, or economic changes, fail to distinguish rule of law from rule through law, and fail to mention (let alone discuss) Oakeshott’s insights. Furthermore, while he discusses some of Hayek’s thoughts on law, that discussion lacks depth because it fails to tie Hayek’s thoughts on law to his thoughts about philosophy (spontaneous order) or economics.

2. Martin Loughlin, *Foundations of Public Law* (Oxford U. Press 2010)

While this wide-ranging work encompasses something of a historical and contextual analysis and recognizes a difference between the two legal traditions, it argues for the superiority of the Continental tradition and sees the Anglo-American version as a temporary divergence from the mainstream. It is something of the antithesis of the proposed work.

3. Pietro Costa, Danilo Zolo, eds., *The Rule of Law: History, Theory, and Criticism* (Springer Pub. 2007)

This anthology defends the Continental European tradition, co-mingling it with and dismissing the Anglo-American tradition with little if any understanding of the differences. It does not describe the development of the rule through law in context.

4. Curtis J. Milhaupt and Katharina Pistor, *Law and Capitalism: What Corporate Crises Reveal About Legal Systems and Economic Development Around the World* (U. of Chicago Press 2008). This work argues that the ‘traditional’ view of the connection between the rule of law and economic development does not explain the recent growth of the Asian Tigers by examining the resolution of several scandals involving large corporations, referring to them as ‘Corporate Crises.’ They conclude that there is no single “rule of law” that leads to real-world economic success, and that instead focus should be put on 1. The organization (centralization or decentralization) of a legal system, 2. The function that law plays in support of market activity, and 3. The political economy behind law production and enforcement. The book shows a very thin understanding of the traditional concept of the rule of law, little if any discussion of history, economics, legal anthropology, or comparative law, and while it cites Hayek in passing, it does not relate any specifics of his concepts to the topic discussed.

Market Considerations

The major market for the book is scholars in a number of disciplines, including law (comparative, public policy, international), economics, history, and political theory. Though not a textbook, it could also be used in classes in both professional law and business schools as well as in upper level social science courses.

The book is intended for sophisticated readers with wide-ranging interests, and as such it will avoid jargon from any one discipline (including law) and provide definitions for any necessary terms or terms used in a specific manner. In order to maintain the reader’s interest, I want it to be as

readable as possible and I want it to be of manageable length while maintaining scholarly integrity. The market for the book will probably be best reached through professional associations and relevant journals as well as bookstores.

Status of the Work

One of the concerns that publishers generally have is whether the writer is likely to finish the proposed work in a timely fashion. I have previously published three articles and a book chapter on this topic (both in the U.S. and abroad), and the research involved in those articles will be reworked, expanded, and incorporated into the Book. Currently, Chapters 1-4 and 10 of this proposed work are essentially complete, though I want to revise them to make them more concise, readable, and accessible. I have substantial notes on all or most of the rest, for a total of approximately 250 pages. I anticipate that the final book length will be between 400-500 pages, and do not want it to be any longer than that. I have previously published two books (an internationally successful Legal Reasoning textbook and a Louisiana-law specific textbook), as well as a number of law review articles, including four on the Rule of Law. I anticipate it being finished in early fall, 2019. Because this book is not in an area in which I teach, I will not class test it. However, I will be writing it during a sabbatical leave and expect to ask scholars in different areas to comment on portions of it.

Why I am Qualified to Write this Book

While my CV will provide more particulars, as a multi-lingual attorney trained in both common and civil law with a broad undergraduate background, I am particularly qualified to write this book. I have researched extensively and broadly and written about this topic for several years, and have published 3 law review articles and a book chapter on it both in the United States and abroad. Furthermore, I have lectured on the topic both in the United States and abroad for entities ranging from the Constitutional Court of the Russian Federation to the Austrian Economic Society and a number of law school presentations in between. I am a full professor of law at Southern, where I teach a variety of commercial and international law topics, but because of my background in languages, common law, and civil law, I previously ran Tulane's LL.M. program for several years. My first book, which is a textbook on legal reasoning for international law students

(published by Aspen/Wolters-Kluwer) was the first and remains the most widely-used LL.M. textbook and has been translated into Chinese. It is so successful because I focused on writing for a broad audience of young lawyers from many different countries whose first language might not English. Consequently, the book needed to be clear, direct, and concise. I want to carry a similar approach to this book so that it will be accessible to a broad range of scholars.

JOB CLASS 3	8	0	0	0
JOB CODE	F			
CAL ID	M			

SOUTHERN UNIVERSITY SYSTEM

Personnel Action Form

POSITION NUMBER	3	9	9	7	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 | <input type="checkbox"/> Non-Academic | <input type="checkbox"/> Civil Service |
| <input type="checkbox"/> Temporary | <input type="checkbox"/> Part-time (_____ % of Full Time) | <input type="checkbox"/> Restricted |
| <input type="checkbox"/> Tenured | <input type="checkbox"/> Undergraduate Student | <input type="checkbox"/> Job Appointment |
| <input type="checkbox"/> Tenured Track | <input type="checkbox"/> Graduate Assistant | <input type="checkbox"/> Probationary |
| <input type="checkbox"/> Other (Specify) | <input type="checkbox"/> Retiree Return To Work | <input type="checkbox"/> Permanent Status |

Previous Employee Nadia Nedzel Reason Left N/A
 Date Left N/A

Profile of Person Recommended

Length of Employment 08/01/2018 To 05/31/2019
 Effective Date 08/01/2018

Name Nadia e. Nedzel SS# S00015659 Sex F Race* W
(Last 4 digits only)

Position Title: Associate 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 PAF, if applicable.)

Years Experience 18 Southern University Experience 10 Years
 Degree(s): Type/Discipline (BA-Education): LL.M. Institution/Location (SU-Baton Rouge): Northwestern University School of Law Year: 1977
J.D. Loyola University School of Law 1995

Current Employer Southern University Law Center

Personnel Action

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

Recommended Salary \$99,004.00 Salary Budgeted \$99,004.00

Source of Funds General Appropriation

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

Change of: From _____ To _____
 Position _____
 Status _____
 Salary Adjustment _____

Financial Aid signature (if, applicable):

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

Source of Funds	Amount
311001-32020-61003-31000	\$99,004.00

Comments: (Use back of form)

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

Supervisor John K. Pierre Date _____
 Vice Chancellor Kreclank Whit Date 3/9/18
 Director/Personnel Sharon M. McCanta Date _____
 President Kay J. Belton Date 3/13/18

Dean/Unit Head Gerry K. Hall Date 3-12-18
 V/C Fin/Business Affairs _____ Date _____
 Chancellor John K. Pierre Date _____
 Vice President/Finance Sharon M. McCanta Date _____
 Business Affairs/Comptroller _____

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



SOUTHERN UNIVERSITY LAW CENTER

261 A. A. LENOIR HALL

POST OFFICE BOX 9294

BATON ROUGE, LOUISIANA 70813-9294

OFFICE OF THE CHANCELLOR

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March 9, 2018

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

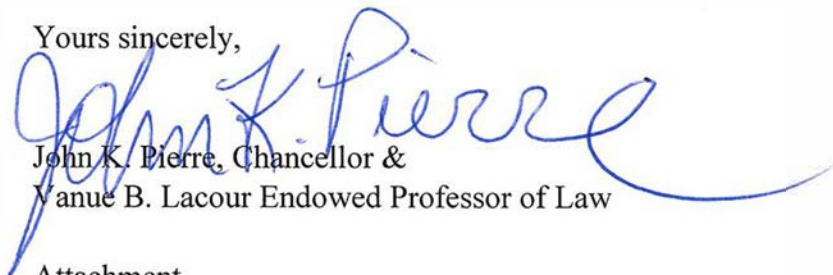
RE: Request for Professor Angela Bell for a paid sabbatical leave during the Fall 2018
Semester

Dear Dr. Belton:

Please add the attached information to the letter for Professor Angela Bell that was
delivered to your office on yesterday.

Thanks for your attention to this matter.

Yours sincerely,



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

Attachment

SOUTHERN UNIVERSITY LAW CENTER
Post Office Box 9294
Baton Rouge, Louisiana 70813-9294

FACULTY
PHONE (225) 771-4910
FAX (225) 771-5913

Book Title: Oppressed by the State & Repressed by the Law: The Ongoing Resistance Struggle for African Americans in Louisiana (Tentative)

Author: Angela A. Allen-Bell
Associate Professor of Legal Writing & Analysis
B. K. Agnihotri Endowed Professor

Abstract: African Americans in the state of Louisiana have not been pacifists when it comes to oppression. There has been a consistent struggle for equality in the state of Louisiana that has been punctuated by a number of bold resistance campaigns that have gone ignored or underreported. The achievement of equality in the State has not been stalled by human complacency. Rather, the continuation of oppression has largely been achieved by law. This book will examine epic events and key leaders in Louisiana's resistance struggle and showcase how, in each of these instances, law worked in favor of oppression and against equality.

Table of Contents:

1. 1811 Slave Revolt

2. Louisiana Colored Conventions

3. Louisiana Black Panther Party

4. Jamil Abdullah Al-Amin (AKA H. Rap Brown)

5. 1972 BR Protests

6. Louisiana's Exonerees
(Starting with "corrections" history)



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OFFICE OF THE CHANCELLOR

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FAX (225) 771-2474

March 7, 2018

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

RE: Request for Professor Angela Bell for a paid sabbatical leave during the Fall 2018 Semester


Dear Dr. Belton:

Professor Angela Bell has requested a paid sabbatical leave for the Fall 2018 semester to complete her work to publish a book she has been working on. Professor Bell has been on the faculty of the Southern University Law Center for ten years. Attached to this letter is her Curriculum Vitae.

Professor Bell has been successful in publishing academic works. Based upon Southern University System policies, Professor Bell's request, if approved by the Board of Supervisors would allow her to receive 100% of her semester salary while on leave during the 2018 Fall semester.

Based on my experience with Professor Bell, she is an effective teacher who has enhanced her teaching skills through timely and relevant research. Therefore, I respectfully request that the petition by Professor Bell for a paid sabbatical for the 2018 Fall Semester be presented to the Board for consideration. This is the first request by Professor Bell for a paid sabbatical.

Yours sincerely,


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

Attachment

ANGELA A. ALLEN-BELL

EDUCATION

Southern University Law Center
Juris Doctorate, May 1998

Baton Rouge, Louisiana

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

Natchitoches, Louisiana

EMPLOYMENT SUMMARY

TEACHING EXPERIENCE

Southern University Law Center, Baton Rouge, La.
Subjects Taught: Legal Writing & Analysis I (2008-Present),
Legal Writing & Oral Advocacy II (2008-Present), Constitutional
Law I (summer 2012), Professional Responsibility (spring 2012),
Legal Writing Lab (2003-2008), Bar Prep Fellow (summers 2007,
2008, 2010), Legal Research (fall 2015), Law & Minorities (spring
2016, 2017).

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

Baton Rouge College, Baton Rouge, La.
Subjects Taught: Legal Research and Writing, Sales, Criminal Law,
Contracts, Bankruptcy and Business Law.

Adjunct Instructor, 05/99-12/02

LEGAL EXPERIENCE

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

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

OTHER PROFESSIONAL EXPERIENCE

Gulf Land & Seismic, Inc., Denham Springs, La.
Aided in the creation of various documents for inclusion in local media
publications. Provided consulting services relative to development,
advertising and implementation of oil and gas exploration project.

Consultant, 11/06-06/07

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

Program Director, 12/94-08/95

Texas Department of Labor, Arlington, Tx.
Designed and coordinated employment and training program. Provided
job search and retention skills and basic computer skills instruction.

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

Notified relevant state agencies of client cooperation with program.
Case maintenance.

PUBLICATIONS

ARTICLES

- Angela A. Allen-Bell, *A Primer on the "Bell Case Synthesis Method" & A Lesson On Adult Child's Play*, 2 Univ. of Bologna L. Rev. 1, 68 (2017).
- Angela A. Allen-Bell, Student Author, Comment, *The Birth of The Crime: Driving While Black (DWB)*, 25 S.U.L. Rev. 195 (1997) reprinted in 44 S.U.L. Rev. 39 (2016).
- Angela A. Allen-Bell, *The Incongruous Intersection of the Black Panther Party and the Ku Klux Klan*, 39 Seattle U. L. Rev. 1157 (2016).
- Angela A. Allen-Bell, *How The Narrative About Louisiana's Non-Unanimous Criminal Jury System Became A Person Of Interest In The Case Against Justice In The Deep South*, 67 Mercer L. Rev. 585 (2016) (Lead Article).
- Angela A. Allen-Bell, *A Prescription for Healing a National Wound: Two Doses of Executive Direct Action Equals a Portion of Justice and a Serving of Redress for America & The Black Panther Party*, 5 Univ. Miami Race & Soc. Justice L.Rev. 1 (2015) (Lead Article).
- Angela A. Allen-Bell, *Activism Unshackled & Justice Unchained: A Call to Make a Human Right Out of One of the Most Calamitous Human Wrongs to Have Taken Place on American Soil*, 7 J. of Law & Social Deviance 125 (2014).
- Angela A. Allen-Bell, *Perception Profiling & Prolonged Solitary Confinement Viewed Through The Lens of The Angola 3 Case: When Prison Officials Become Judges, Judges Become Visually Challenged and Justice Becomes Legally Blind*, 39 Hastings Const. L.Q. 763 (2012) (Lead Article).
- Angela A. Allen-Bell, *Bridge Over Troubled Waters and Passageway on a Journey to Justice: National Lessons Learned About Justice From Louisiana's Response to Hurricane Katrina*, 46 Cal. W. L. Rev. 2 (2010) (Lead Article).
- Angela A. Allen-Bell, *Professionalism: Heaven, Hell or Purgatory*, Around the Bar, Nov. 2008, at 17.
- Angela A. Allen-Bell, Student Author, Comment, *The Birth of The Crime: Driving While Black (DWB)*, 25 S.U.L. Rev. 195 (Fall 1997).

STATEMENTS

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

ESSAYS/ SHORT SUBMISSIONS

- Angela A. Allen-Bell, *Why Stop at Confederate Monuments? Remove the Codification of Supremacy and Oppression by Abandoning the Use of Non-Unanimous Juries in Criminal Cases* (ABA Section of Litigation, Diversity & Inclusion), Fall 2017.
- Angela A. Allen-Bell, *Statement About Today's SCOTUS Decision on the Dale Lambert Case*, Think504, Oct. 3, 2017.
- Angela A. Allen-Bell, *Non-Unanimous Juries Are Relics of White Supremacy*, Wash. Post, Sept. 23, 2017, at A17.
- Angela A. Allen-Bell, *Louisiana's Non-Unanimous Jury System: A Legal Injustice for Many Criminal Defendants*, Around the Bar, Sept. 2017, at 16.
- Angela A. Allen-Bell, *Plantations Were Prisons: Mobilizing for the Millions for Prisoners Human Rights March* (Written Interview), Angola 3 News & Facing South (8/17/17).
- Angela A. Allen-Bell, *Healing Our Wounds: Restorative Justice is Needed for Albert Woodfox, The Black Panther Party & The Nation* (Written Interview), Angola 3 News & The Institute for Southern Studies (6/29/15).
- Angela A. Allen-Bell, *Terrorism, COINTELPRO, and the Black Panther Party* (Written

Interview), Angola 3 News & OpEdNews (Sept. 7, 2014).
Angela A. Allen-Bell, *Nelson Mandela: A World-Class Sportsman and the Most Valuable Player (MVP) of the Civil and Human Rights League*, in A TRIBUTE TO NELSON MANDELA (12/13).
Angela A. Allen-Bell, *Solitary Confinement on Trial* (Written Interview), Angola 3 News & San Francisco Bay View Newspaper (6/18/12).

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

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

PRESENTATIONS

Panelist, Greater New Orleans Martinet Chapter CLE (Non-Unanimous Juries in Criminal Cases: An Examination of the Racists Roots and Shameful Fruit), December 2017.
Panelist, GEO Reentry Services, Baton Rouge, Louisiana (Embracing Freedom), November 2017.
Presenter, Compassion in Action, Baton Rouge, Louisiana (Restorative Justice for Civil Rights Era Activists), August 2017.
Panelist, National Lawyers Guild Southern Regional Convention (Louisiana's Non-Unanimous Jury Law), March 2017.
Panelist, Tulane Law School, ACLU chapter forum (Louisiana's Non-Unanimous Jury Law), April 2017.
Presenter, West Baton Rouge Parish Museum (Why Restorative Justice is the Tool we Must Use if We are to Fulfill M.L.K.'s Legacy & Complete His Agenda), January 2017.
Panelist, New Orleans Bar Association's Procrastinator's CLE (Louisiana's Non-Unanimous Jury Law), November 2016.
Panelist, Southern University Law Center & Louisiana ACLU (Louisiana's Non-Unanimous Jury Law), October 2016.
Panelist, SEALS Annual Conference (New Scholars Workshop/Criminal Law, Criminal Procedure & Immigration), August 2016.
Presenter, Freedom & Liberation Conference (Christians Participating in Criminal Justice Reform? That's Radical!), June 2016.
Panelist, Southern University Law Center Criminal Law Society (Mass Incarceration: Recycling Slavery), March 2016.
Panelist, Seattle University School of Law Law Review Symposium (Poverty Law: Academic Activism), February 2016.
Panelist, Mercer Law Review Symposium (Justice in the Deep South: Learning from History, Charting our Future), October 2015.
Presenter, 2015 Fall Judges Conference (Post-Katrina: Justice Moving Forward?), October 2015.
Presenter, West Baton Rouge Museum (Slavery By Another Name), September 2015.
Presenter, Minority Law & Research Institute (Restorative Justice), June 2015.
Presenter, SULC Faculty Colloquium (Restorative Redress & The Black Panther Party), March 2015.
Panelist, Louisiana State Bar Association 2015 Diversity Conclave (The Criminal Justice System), March 2015.
Presenter, Unitarian Church, Hammond, La. (Race, Criminal Justice Reform & Solitary Confinement), Feb. 2015.
Presenter, Mock Law School Class During Recruitment Visit (Introduction to Law), March 2014.
Presenter, Council on Legal Education Opportunity (CLEO) (Legal Analysis), February 2014.
Panelist, SESW People of Color Legal Scholarship Conference (Pedagogy + Practical Application--Teaching and Training Students to be Social Engineers), Feb. 2014.
Presenter, Louisiana Justice Commission (Solitary Confinement), November 2013.
Presenter, SULC Incoming 1L Class Academic Enrichment Workshop (Writing the Law School Exam), August 2013.
Panelist, SEALS Annual Conference (Vulnerability & The Criminal Justice System), July 2013.
Presenter, Minority Law & Research Institute (Post Conviction Relief), June 2013.
Presenter, SULC Discover Law Day (Introduction to Law), March 2013.
Presenter, Belaire High School (Advocacy & Legislation), September 2012.
Presenter, Minority Law & Research Institute (The Federal Process & The Angola 3 Case), June 2012.
Presenter, Amnesty International-Louisiana State Meeting (Prolonged Solitary Confinement), April 2012.

Presenter, Baton Rouge Bar Association, CLE Lecturer (Cultural Competency), Feb. 2012.
 Presenter, SULC IL Town Hall Meeting (Having a Sense of Purpose), Jan. 2012.
 Panelist, SULC Civil Rights Commemoration (Strategies to Obtain Civil/Equal/Human Rights), Nov. 2011.
 Presenter, Junior Faculty Forum, Tulane University Law School, Nov. 2011.
 Presenter, The Duffrocq School, Constitution Day Speaker, Sept. 2011.
 Presenter, Southern University, Department of Criminal Justice (Rights of Crime Victims), Sept. 2011.
 Presentation, Southern University, Department of Criminal Justice (Introduction to Law), Feb. 2011.
 Presentation, Law Week Speaker (Living the Dash and Doing so on a Balanced Budget), March 2010.
 Presentation, Southern University, Department of Education (Rights of School Students), April 2009.
 Presentation, Louisiana District Attorney's Association, CLE Lecturer (Professionalism), September 2008.
 Presentation, Covington Bar Association, CLE Lecturer (Persuasive Appellate Briefs), September 2007.
 Presentation, Louisiana Appellate Project, CLE Lecturer (Courting Appellate Judges With Your Briefs), June 2007.
 Panelist, Louisiana State Bar Association, professionalism speaker (SULC Orientation), 2000-3.
 Panelist, SULC (Challenging the Myth of Racial & Gender Equality), Feb. 2001.
 Presenter, Baton Rouge Bar Association, CLE Lecturer (Supervisory Review of the Denial of a Motion for Summary Judgment), Dec. 2000.

MEDIA APPEARANCES & COLLABORATIONS

08/18/17: Radio Interview (Understanding Hate in 2017)
 Another View-whro 89.5 WHRV-FM
 Norfolk, Virginia

09/08/16: Radio Interview (Opening of SULC Lecture Series)
 Perspective Talk Radio-WTQT 106.1
 Baton Rouge, Louisiana

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

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

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

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

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

06/12/15: Television Interview (Angola 3 Case Update)
 News Nation with Tamron Hall
 MSNBC

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

06/12/15: Radio Interview (Angola 3 Case Update)
 National Public Radio
 All Things Considered, Audie Cornish

06/10/15: Radio Interview (Angola 3 Case Update)
 WBOK (Chuck Perkins Show)
 New Orleans, Louisiana

- 06/09/15: Television Interview (Angola 3 Case Update)
Sky News (London Broadcast)
- 06/09/15: Interviewed for Written Story About The Angola 3 Case
Kevin McGill, Associated Press
- 05/05/15: Television Interview (Restorative Justice, The Black Panther Party & The Angola 3 Case)
Channel FPTV 17, The Patricia Morris Show
Hammond, Louisiana
- 05/01/15: Television Interview (Restorative Justice)
WSTY TV, The Ed Ponds Show
Hammond, Louisiana
- 10/16/14: Television Interview (Solitary Confinement & The Angola 3 Case)
Freedom Is A Constant Struggle
San Francisco, California
- 03/05/14: Radio Interview (The Second Congressional Hearing on Solitary Confinement)
Wanda's Picks
Oakland, California
- 10/08/13: Radio Interview (Solitary Confinement & The Angola 3 Case)
Perspective Talk Radio
Baton Rouge, Louisiana
- 10/05/13: Radio Interview (Solitary Confinement & The Angola 3 Case)
Real Talk Radio-KJCB 770 AM
Lafayette, Louisiana
- 03/23/13: Radio Interview (Criminal Justice Reform)
Real Talk Radio-KJCB 770 AM
Lafayette, Louisiana
- 03/21/13: Radio Interview (Prolonged Solitary Confinement & The Angola 3 Case)
The Carl Nelson Show
Washington, D.C.
- 10/15/12: Jim Engster Show (Prosecutorial Misconduct & Accountability)
Baton Rouge, Louisiana
- 06/27/12: Radio Interview (Prolonged Solitary Confinement)
Wanda's Picks
Oakland, California
- 05/30/12: KBOOM Community Radio (Prolonged Solitary Confinement)
Portland, Oregon
- 05/24/12: Guy Broady Show (Prolonged Solitary Confinement)
Baton Rouge, Louisiana
- 05/07/12: Africa Today-KPFA Radio (Prolonged Solitary Confinement)
Berkeley, California
- 04/17/12: Jim Engster Show (Prolonged Solitary Confinement)
Baton Rouge, Louisiana

04/17/12: Amnesty International-Angola 3 Coalition Press Conference
Baton Rouge, Louisiana

RESEARCH & TEACHING INTERESTS

Social Justice, Restorative Justice, Civil Rights, Poverty Law, Professional Responsibility, Criminal Procedure, Human Rights, Advocacy, Prison Law, Constitutional Law and the interplay between race and justice.

AWARDS & RECOGNITIONS

LAW CENTER

Awarded the B. K. Agnihotri Endowed Professorship: March 2016.

Promoted from Assistant Professor to Associate Professor of Legal Writing & Analysis: April 2015.

Selected as the "Rising Star Researcher": April 2014.

Voted "Favorite Professor": 2009.

OTHER

Mentioned in: Edith Roberts, *Monday Round-up*, SCOTUSblog (Sept. 25, 2017), <http://www.scotusblog.com/2017/09/monday-round-up-365/>.

Quoted in: Ken Daley, *Should Juries Be Unanimous? Treme Murder Case Raises Question for U.S. Supreme Court*, The Times-Picayune, September 13, 2017.

Quoted in: William Snowden, *Time to Toss Non-Unanimous Jury Verdicts, a Vestige of Jim Crow*, The Lens, February 9, 2017.

Quoted in: Rachel Aviv, *How Albert Woodfox Survived Solitary Confinement*, The New Yorker, January 16, 2017.

Quoted in: Karen Kidd, *Southern University Endowed Professors Share Secrets to Legal Academia Work*, Louisiana Record, July 10, 2016.

Quoted in: Julia Craven, *Surveillance of Black Lives Matter Movement Recalls COINTELPRO*, Huffington Post, Aug. 20, 2015.

Quoted in: Albert Woodfox Spent More Than 40 Years in Solitude: What's the Physical and Mental Impact?, The Times-Picayune, June 2015

Selected for membership in the Fellows of the American Bar Foundation, an invitation only organization for only 1% of lawyers in a region (2016-present).

Selected for membership in the National Black Lawyers-Top 100, an invitation only organization (Selected in 2015 and renewed annually).

Scholarship included in American Law Reports (A.L.R.) as a reference source under solitary confinement.

Scholarship included in American Jurisprudence as a reference source under cruel and unusual punishment.

SERVICE

LAW CENTER

Recruitment Committee (2008-Present)

Speakers Series Committee (2011-Present)

OTHER

Louisiana Capital Assistance Center Board of Directors (2016-present)

Juvenile Justice Forum Founder & Coordinator (2004-2008, 2009 & 2011)

The Diversity Initiatives Committee of the Legal Writing Institute-Member (2011-present)

House of Purpose and Empowerment-Board Member (2011-2013)
Volunteer Fire Department-Board of Commissioners No. 5- Eastside Fire Department (2010-2012)
Marshall Brennan Project-Executive Planning Committee (2009-2010)

PROFESSIONAL MEMBERSHIPS

American Bar Fellows (2016-present)
National Black Lawyers-Top 100 (2015-present)
National Lawyers Guild
American Bar Association (2008-present)
Baton Rouge Bar Association (2007-present)
Louisiana State Bar Association (1998-present)

REFERENCES

Judge John Michael Guidry
First Circuit Court of Appeal
1600 North Third Street
Baton Rouge, Louisiana 70802
JGuidry@la-fcca.org
225/382-3080

Professor Teri McMurtry-Chubb
Mercer University School of Law
1021 Georgia Avenue
Macon, Georgia 31207
chubb_tm@law.mercer.edu
(478) 301-2432

Professor Virginia Listach
Law Clinic Director
Southern University Law Center
P.O. Box 9294
Baton Rouge, Louisiana 70813
VListach@sulc.edu
225/771-3333

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

Professor Russell Jones
Southern University Law Center
P.O. Box 9294
Baton Rouge, Louisiana 70813
RJones@sulc.edu
225/771-4900

JOB CLASS 3	8	0	0	0
JOB CODE	F			
CAL ID	M			

SOUTHERN UNIVERSITY SYSTEM

Personnel Action Form

POSITION NUMBER	3	F	9	9	8	9
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RECEIVED
 OFFICE OF THE PRESIDENT
 SOUTHERN UNIVERSITY
 HUMAN RESOURCES
 2018 MAR 12 AM 11:32

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

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

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

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

Profile of Person Recommended

Length of Employment 08/01/2018 To 12/31/2018

Effective Date 08/01/2018

Name Angela Allen-Bell XXX-XX-1502 Sex F Race* B
 (Last 4 digits only)

Position Title: Associate Professor of Legal Writing 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 PAF, if applicable.)

Years Experience 35 Southern University Experience 32

Degree(s): Type/Discipline (BA-Education): J.D. Institution/Location (SU-Baton Rouge): Southern University Law Center Year: 1998

Current Employer Southern University Law Center

Personnel Action

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

Recommended Salary \$ 85,160.40 Salary Budgeted \$ 85,160.40

Source of Funds General Appropriation

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

Change of: _____
 Position _____
 Status _____
 Salary Adjustment _____

Financial Aid signature (if, applicable):

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

Source of Funds	Amount
311001-32020-61003-31000	\$85,160.40

Comments: (Use back of form)

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

Phnk. Pierre 3/8/18
 Supervisor Date
W. White 3/9/18
 Vice Chancellor Date
James McClinton / JH
 Director/Personnel
Ray A. Belton 3/13/18
 President Date

Garry R. Hall 3/9/18
 Dean/Unit Head Date
Phnk. Pierre 3/8/18
 V/C for Fin/ Bus. Affairs Date
James McClinton / JH
 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 American, and who maintains cultural identification through tribal affiliation or community recognition.

COMMENTS:

Professor Angela Bell has been on the faculty of the Southern University Law Center for 10 years. Professor Bell has requested a paid sabbatical leave for the Fall 2018 Semester to complete her work to publish a book.

EMPLOYEE REGULAR WORK SCHEDULE: Daily
EMPLOYEE DIRECT SUPERVISOR: Chancellor John Pierre
NUMBER OF EMPLOYEES SUPERVISED, (if any) 0

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

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

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

CLASS OF EMPLOYMENT (VISA STATUS):

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

SOUTHERN UNIVERSITY LAW CENTER
ENCUMBERED / FUNDS AVAILABLE

DOC I.D # _____
DATE 3/9/18
BY JM George
J1
F1
F0

REC'D UP FIN&BUS AFFAI
18 MAR 12 AM 10:38

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

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

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

CONTINGENT UPON AVAILABILITY OF FUNDS

JOB CLASS				
JOB CODE				
CAL ID				

SOUTHERN UNIVERSITY SYSTEM

Personnel Action Form

POSITION NUMBER

2 F 9 7 3 4

CAMPUS: SUS SUBR SULAC SUAREC SUNO SUSLA

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

RECEIVED
FEB 16 2018
Office of the Vice President for Academic Affairs

Academic Non-Academic Civil Service
 Temporary Part-time (% of Full Time) Restricted
 Tenured Undergraduate Student Job Appointment
 Tenured Track Graduate Assistant Probationary
 Other (Sabbatical Leave) 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 August 15, 2018 To Jan 9, 2019
 Effective Date August 15, 2018 *rwf*

Name Wesley Gray SS# [REDACTED] Sex Male Race* B
 (Last 4 digits only)

Position Title: Professor Chemistry Department: Environmental Toxicology

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

New Position Expiration Date: 2019
 (Position vacancy authorization form must be processed and approved to fill existing and new positions. Position must be advertised before processing PAF, if applicable.)

Years Experience 21 Southern University Experience 19
 Degree(s): Type/Discipline (BA-Education): BS/ Biology Institution/Location (SU-Baton Rouge): Wright State University - Dayton, OH Year: 1986
PhD/ Biochemistry The University of Maryland - Baltimore, MD 1993

Current Employer Southern University - Baton Rouge

Personnel Action

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

Recommended Salary \$57,068 \$72,538 Salary Budgeted \$57,068 \$72,538

Source of Funds Environmental Toxicology (State Funds)
 Identify Budget: 211001-22476 229073-22476 211001-22485 Location Environmental Toxicology
 Form Code: 01 Page 1 Item # 1

Change of: From To
 Position _____
 Status _____
 Salary Adjustment _____

Financial Aid signature (if, applicable):

List total funds currently paid this employee by Southern University:

*See Reverse Side

Comments: (Use back of form)

Source of Funds	Amount
<u>211001-22485-61003-21000</u>	

*See Reverse Side

Graduate School signature (if, applicable):

Rachel Zinec 01/31/2018
 Supervisor/Date
James H. Ammons 2/21/18
 Vice Chancellor/Date
Flannery McCent 2/28/17
 Director/Personnel/Date
Ray A. Belton 3/13/18
 President/Date

[Signature] 1/31/18
 Dean/Unit Head/Date
Ray A. Belton 3/13/18
 Chancellor/Date
[Signature] 3/8/18
 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: This PAF is for sabbatical leave to conduct research in natural product research and establish international connection program with The University of the West Indies. Duration is from August 2018 to January 2019.

EMPLOYEE REGULAR WORK SCHEDULE: _____

EMPLOYEE DIRECT SUPERVISOR: _____

SUPERVISOR/DEPARTMENT CONTACT NUMBER (_____)

NUMBER OF EMPLOYEES SUPERVISED, (if any) _____

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

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

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

CLASS OF EMPLOYMENT (VISA STATUS):

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

SOUTHERN UNIVERSITY SYSTEM
BUDGET OFFICE

MAR 06 2018

Yolmes
FUNDS AVAILABLE

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)

REC'D UP FIN&BUS AFFAI
18 MAR 8 PM 3:52

Board of Supervisors

SOUTHERN UNIVERSITY BOARD OF SUPERVISORS

(Following the Personnel Affairs Committee)

Friday, March 23, 2018

The Solomon Episcopal Conference Center

54296 LA Highway 445

Loranger, Louisiana 70446

AGENDA

1. Call to Order
2. Roll Call
3. Adoption of the Agenda
4. Public Comments
5. Special Presentation
 - Above and Beyond Award
 - Recognition of Attorney Ron Austin for his \$25,000.00 pledge to the Law Center
6. Action Item(s)
 - A. Approval of Minutes of February 23, 2018 Regular Meeting of the SU Board of Supervisors
 - B. Approval of Committee Reports and Recommendations
 - C. Resolutions
7. Informational Item(s)
 - A. Reframing the Narrative: Insight on SU Marketing and Communications
 - B. Legislative Update
 - C. System President's Report
 - D. Campus Reports
8. Other Business
9. Adjournment

Southern University and A&M College System
BOARD OF SUPERVISORS MEETING
2nd Floor, J.S. Clark Administration Building
Board of Supervisors Meeting Room
Baton Rouge, Louisiana
9 a.m.
Friday, February 23, 2018

Minutes

The meeting of the Southern University Board of Supervisors was called to order by Board Chair Mrs. Ann A. Smith. The invocation was given by Reverend Dr. Andra Johnson, Vice Chancellor for Research and Technology Development at the SU Agricultural Research and Extension Center at SUBR and pastor of the Mount Carmel Baptist Church of Baton Rouge, Louisiana.

PRESENT

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

ABSENT

Atty. Pat Magee, Rev. Samuel Tolbert, and Dr. Rani Whitfield

UNIVERSITY PERSONNEL ATTENDING

System President Ray Belton, Chief of Staff Katara Williams, Executive Vice President/Executive Vice Chancellor James Ammons, Vice President for Finance and Business Affairs Flandus McClinton, Chancellors Dr. Lisa Mims Devezin (SUNO), Dr. Bobby Phillips (SUAREC), Dr. Rodney Ellis (SUSLA), and Atty. John Pierre (SULC).

BOARD COUNSEL

Attys. Winston DeCuir, Jr., and Tracie Woods

Mrs. Smith made the following announcements. List of committees and the Schedule of Meetings of the Board that also listed additional important dates.

The new Chief of Police for the city of Baton Rouge Mr. Murphy Paul was in attendance at the meeting and spoke to Board members about his vision for the Police Department and his desire to work collaboratively with the University.

ACADEMIC AFFAIRS COMMITTEE

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

Minutes

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

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

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

AGENDA ITEM 3: ADOPTION OF THE AGENDA

Upon the motion by Rev. Gant and seconded by Dr. Tarver the agenda was recommended for adoption.

Motion passed

AGENDA ITEM 4: PUBLIC COMMENTS

None

AGENDA ITEM 5: SPECIAL PRESENTATION

Chancellor John Pierre of the SU Law recognized the donation by retired Professor Winston Riddick in honor of the late Jesse N. Stone, Jr. He stated that Professor Riddick has been a supporter of the University and has played an integral part of the SU Law Center for the last 50 years. He has been involved in many important events at Southern University. Professor Riddick spoke about Dr. Stone and his role in the history of Southern University and their friendship.

To honor Dr. Stone, Professor Riddick and his wife is contributing funds to establish a program at the law center for law students to have internships in government and law firms so that they can apply what they are learning in the classroom. The program will carry on the legacy of Dr. Stone. Chancellor Pierre also recognized 3rd year law students Ms. Melancon and Ms. Woods argued at the Louisiana Supreme Court and were successful in winning a supreme court decision affecting the rights of individuals who are in prison subject to a statute that was employed to change their sentences retroactively.

Dr. Tarver made comments thanking Professor Riddick and his wife for the gift in honor of Dr. Stone.

Atty. Clayton made comments also thanking Professor Riddick for the support of students and the University and stated that he would also match Professor Riddick's \$20,000 donation.

Dr. Leroy Davis also made comments about experiences shared with Dr. Stone who was a very close friend.

Chancellor Pierre also recognized Dr. Rachel Emanuel and Ms. Carla Ball on publishing a new book on the history of the Southern University Law Center. Signed copies of the book were distributed to members of the Board.

Dr. Emanuel spoke about the process of developing the book along with Ms. Carla Ball and the SULC committee.

AGENDA ITEM 6: INFORMATIONAL ITEMS

A. Dual Enrollment: An Overview of the Southern University System

Committee Chair Curman Gaines stated that he attended a meeting at the Board of Regents in December of 2017 where a report on the dual enrollment program at the University was shared. He stated that the data showed very low participation when compared to other Universities in the state. Dr. Gaines stated that Executive Vice Chancellor/Executive President Dr. Ammons to present an overview of the dual enrollment program at the University. He began by defining dual enrollment. He explained that student eligibility requirements have been revised to be instituted Fall 2018 with the exception of the increased GPA which will be effective Fall 2019.

Dr. Ammons reviewed dual enrollment across the SU System assessing the operations and impact on the state using LA Board of Regents data. He offered recommendations and next steps.

Dr. Ammons stated that we have an opportunity to become a major player in dual enrollment and to improve our position as it relates to dual enrollment.

Dual enrollment must become an integral part of the strategic plan. Effective policies and efficient processes must be developed implemented and maintained at each a consistent data collection process to provide a baseline for dual enrollment data. Increase the number of schools participating in dual enrollment. Implement a PR campaign, monitor the progress of dual enrollment students at each campus. Ensure support services are available Quality customer services and put more dual enrollment on line.

Each campus must present a strategic implementation plan for increasing the number of dual enrollment students due by March 21, 2018.

Campus operations of dual enrollment will be assessed annually through annual reports that will be submitted to the Executive Vice President/Executive Vice Chancellor along with the Office of Policy, Planning, and Institutional Effectiveness.

Dr. Davis stated that the SUBR campus could learn from SUNO and SUSLA campuses as it relates to the increased numbers of students participating.

In response to the statistics regarding dual enrollment participation at the SUBR campus, Atty. Clayton stated that it is embarrassing and he is hopeful that Dr. Belton's new team of administrators will be able to improve the program.

Atty. Rutledge asked about the number of dual enrollment agreements that the campus currently has in place. EVP Ammons stated that he would have the data to present to the Board. He also stated that he would like continual reports and updates on how dual enrollment is being improved. He also stated that he would definitely like to see a larger outreach to students in the EBR parish school system.

Mr. Barthelemy stated that the key to increase dual enrollment participation is to develop relationships with the public and private school systems.

Mr. Raymond Fondel asked whether the dual enrollment students can take the courses to other Universities. Dr. Ammons stated that the course could be transferrable to any other institution.

Board Chair Mrs. Ann Smith thanked Dr. Gaines for bringing the information to the University so that the concern can be addressed.

Atty Clayton stated that we institute some kind of relationship with guidance counselors in the high school. Because students are being misdirected. Invite them to the campus to share information about the University

B. Retention Update

The retention update was given by Dr. Alex Appeaning and represents the institutional response to the request from Board Member Richard Hilliard. Mr. Hilliard wanted to know the students who were retained and maintained the same major he also wanted to know the number and percentage of students that were retained but changed majors.

Dr. Appeaning stated that data from the Office of Planning and Assessment was used to prepare the report for SUBR. Studies will be replicated at the SUNO and SUSLA campuses.

Dr. Appeaning presented four major findings:

1. Overall retention for SUBR increased by 1.2% when comparing the Fall 2016 to Fall 2015
2. At SUBR Retention in the same major increased by 3.1% Fall 2016 to Fall 2015
3. At SUBR, the percent that changed major decreased by 1.8% when comp Fall 2016 to Fall 2015

4. Overall no shows decreased by 1.2%

Atty. Clayton applauded the report and commended Dr. Belton for the work that is being presented by the administrative staff.

Atty. Rutledge stated that he agreed with Atty. Clayton and commended Dr. Appeaning for the work presented.

Atty. Rutledge stated that he received an email with an attachment that contained the admission requirements but did not have information about conditional admissions policy and how is that information being communicated to students. He pointed out that students that do not quite make the established ACT score of 20 are often the students that enroll at Southern.

Dr. Belton stated that the conditional admissions policy is not advertised just as the ability to admit students as an exception is not published. The conditional admissions policy is highlighted on the website.

Dr. Tarver asked if there was a way to identify the students who fall into the category of conditional admissions. Dr. Belton stated that the students can be identified. Dr. Tarver suggested a direct communication to the students to let the student know that the University is interested in admitting them.

Mr. Barthelemy stated that some of the concerns would be addressed in the dual enrollment process. Because the student must show proof that they are addressing their deficiencies.

Mr. Fondel stated that the University must communicate better with the students. He also asked whether there is a plan to decrease the number of no-shows. Dr. Appeaning stated that some Colleges are performing better than others but there is room for improvement in others. He said the data will be shared with the chief academic officer Dr. Ammons and also with the Deans of the various colleges.

Dr. Davis asked that during the March Board meeting, Board members receive an update on the Freshman Academy and how it will be implemented.

Dr. Ammons wants to take a wholistic approach and stated that he wants to track every student.

Atty Clayton asked that a group of Board members along with the SGA President to re-work the website so that it is more interactive. Board member Hilliard stated that the “apply” button is difficult to find and should be placed more prominently on the web page.

Mr. Duncan expressed similar sentiments about the fact that the University is on the right track.

Mrs. Smith asked that Dr. Belton allow Dr. Appeaning prepare an update on the SACS Policy on policies that set the template for future Board policies and also to provide a review of Section 4 of the 2018 SACS principles.

AGENDA ITEM 7: OTHER BUSINESS

Mr. Alfred Harrell, CEO of the Southern University System Foundation presented information to Board members about the Foundation's 1880 Society. The fund was established in 2012 by donors who wanted to establish a culture of philanthropy at the University. The fund has generated \$1.8 million dollars in revenue, which is used for faculty development, student scholarships, and capital improvements. There are two membership levels: subscribing members who donate \$1,000 annually and also founding members which contribute a one-time \$5,000 donation.

Mr. Harrell introduced new leadership for the Foundation Board. Mr. Fred Banks was elected as president and chairman, Judge Luke Lavergne was elected treasurer, and Mrs. Allison Young, Vice Chair and Vice President

Rev. Gant asked the method used to select members of the Foundation Board? He stated that it is done through the nominating committee process.

How are persons selected to serve on the Foundation's Board. Mr. Harrell stated that it is done through the nominating committee process.

AGENDA ITEM 8: ADJOURNMENT

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

Motion passed.

ATHLETICS COMMITTEE

(Following the Athletics Committee)

Friday, February 23, 2018

2nd Floor, J.S. Clark Administration Building

Board of Supervisors Meeting Room

Baton Rouge, Louisiana

Minutes

Athletics Committee Chair Atty. Tony Clayton called the committee meeting to order.

Present: Atty. Tony Clayton, Mr. Raymond Fondel, Rev. Donald R. Henry, Atty. Rev. Joe R. Gant, Jr., Mr. Armond Duncan and Mrs. Ann A. Smith

AGENDA ITEM 3: ADOPTION OF THE AGENDA

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

Motion passed

AGENDA ITEM 4: PUBLIC COMMENTS

None

AGENDA ITEM 5: ACTION ITEMS

A. Approval of Employment Contract Extension for Director of Athletics

Atty Clayton stated that Athletic Director Roman Banks has navigated the University through NCAA issues and he has improved the Academic Progress Rate (APR) of the athletes. Dr. Belton also offered support to Mr. Banks stating that all 15 athletic programs are eligible for post-season play, which is the first in the program's history. Mr. Banks also earned a \$900,000 grant to support the program and has increased corporate sponsorships and his leadership continues to improve the athletic program.

Upon the motion by Mr. Fondel and seconded by Mrs. Smith the contract extension for director of athletics was recommended for approval.

B. Approval of Resolution to Explore the Establishment of a Football Program at Southern University

Board member Fondel stated that he has been having conversations about the implementation of a football program at the Shreveport campus for more than a year and said that the program could be used to increase enrollment.

SUSLA Chancellor Ellis stated that individuals in the community have been inquiring about a junior college football program at SUSLA. Neighboring states have vibrant junior college football programs so SUSLA would like to explore the possibility.

Because of prior funding that became available for students at SUSLA the band program was established. If the school establishes a football program, SUSLA would have a comprehensive athletic program. Additionally, he stated that the establishment of a football program could be a recruiting tool and would also potentially support SUBR by becoming a feeder for the band and for the football program. Dr. Ellis explained that the resolution is simply requesting permission to explore establishing a football program examining the feasibility, the support from the community, cost, etc. The process could take 3-5 years.

Upon the motion by Atty. Clayton and seconded by Mr. Fondel the agenda was amended to include item 5 B as an action item.

Motion passed.

Upon the motion by Atty. Clayton and seconded by Mr. Fondel the resolution was recommended for approval. Atty Clayton stated that the information should be presented to the Board upon completion.

Motion passed.

AGENDA ITEM 6: OTHER BUSINESS

NONE

AGENDA ITEM 7: ADJOURNMENT

Upon the motion by Atty. Clayton and seconded by Mr. Fondel the Athletics Committee adjourned

Motion passed.

FACILITIES AND PROPERTY COMMITTEE

(Following the Athletics Committee)

Friday, February 23, 2018
2nd Floor, J.S. Clark Administration Building
Board of Supervisors Meeting Room
Baton Rouge, Louisiana

Minutes

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

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

Absent: Dr. Rani Whitfield

AGENDA ITEM 3: ADOPTION OF THE AGENDA

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

Motion passed.

AGENDA ITEM 4: PUBLIC COMMENTS

NONE

AGENDA ITEM 5: INFORMATIONAL ITEM

A. Priority Projects by Campus, SUS

Mr. Eli Guillory, System director of facilities, stated that the University has \$113 million in projects that are currently in process. A copy of the projects and status was included in the meeting packet.

Atty. Clayton stated that he discussed placing the words "Nursing School" on the J.K. Haynes Building in a previous Board meeting. Mr. Guillory stated that the project is in progress.

Atty. Rutledge asked about Laboratory School improvements. Mr. Guillory stated that the improvements have been made based upon the budget allowed. Namely the re-roofing, interior repairs to the gymnasium and locker room.

Mr. Barthelemy asked about the progress on the erosion project. Mr. Guillory stated that bids will be going out in few weeks.

Board Member Small asked about the paving and lighting at SUNO. Mr. Guillory stated that bids have been received and the project is proceeding.

Board member Hilliard stated that students have contacted him about safety and lighting on the campus. Is there a way for students to get feedback to the facilities director? Dr. Belton stated that his office has engaged with students to discuss infrastructure. Board member Hilliard stated that there should be a mechanism for students to communicate problem areas on the campus.

AGENDA ITEM 6: OTHER BUSINESS

NONE

AGENDA ITEM 7: ADJOURNMENT

Upon the motion by Rev. Henry seconded by Mr. Fondel the Facilities and Property Committee adjourned

Motion passed.

FINANCE COMMITTEE

(Following the Facilities Committee)

Friday, February 23, 2018
2nd Floor, J.S. Clark Administration Building
Board of Supervisors Meeting Room
Baton Rouge, Louisiana

Minutes

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

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

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

Motion passed

AGENDA ITEM 4: PUBLIC COMMENTS

NONE

AGENDA ITEM 5: INFORMATIONAL ITEMS

A. Interim Financial Report as of January 2018 (SUS)

System Vice President for Finance stated that he has met with each of the chief financial officers and revenue is in line with budget estimates. As of January 31, the University had not finalized registration for the Spring semester. The Ag Center may be short about 243,000 because of the tobacco funds. is making provisions for areas that may not meet the budgetary projections. At the SUSLA campus there may be a 1.3 million deficit. changes are being implemented so that the budget will be met. The SUSLA campus has already set up a plan to freeze vacancies and reduce spending and based on the changes the campus is confident that SUSLA will meet the budget.

Atty. Rutledge inquired about debts in the financial statements. McClinton explained that the report presented reflects general funds. Debt service is reflected in Auxiliary Statements.

AGENDA ITEM 6: OTHER BUSINESS

NONE

AGENDA ITEM 7: ADJOURNMENT

Upon the motion by Dr. Tarver and seconded by Mr. Hilliard the Finance Committee adjourned.

STUDENT AFFAIRS COMMITTEE

(Following the Finance Committee)

Friday, February 23, 2018

2nd Floor, J.S. Clark Administration Building

Board of Supervisors Meeting Room

Baton Rouge, Louisiana

Minutes

The Student Affairs Committee was called to order by Committee Chair Mr. Raymond Fondel.

Present: Mr. Raymond Fondel, Dr. Curman Gaines, Mr. Armond Duncan, Mr. Mike Small and Mrs. Ann Smith

Absent: Rev. Samuel C. Tolbert, Jr.

Upon the motion by Mr. Mike Small and seconded Dr. Gaines the agenda was recommended for adoption.

Motion passed

AGENDA ITEM 4: PUBLIC COMMENTS

NONE

AGENDA ITEM 5: ACTION ITEMS

A. Request to Approve Candidate for Vice Chancellor for Student Affairs (SUBR)

Dr. Belton stated that Dr. Kimberly Ferguson is the candidate that emerged from 46 applicants. She has over 28 years of experience in student affairs in a number of higher education institutions. He recognized Dr. Cheryl Taylor and Dr. Camacia Smith Ross who co-chaired the search committee.

Dr. Kimberly Ferguson expressed her thanks to the Board and stated that she would provide a more in-depth presentation of strategies that will be implemented and her goals for retention. She stated that she is honored to serve as vice chancellor for student affairs and looks forward to developing an abundance of opportunities to advance the strategic priorities of the institution.

Mrs. Smith commended Dr. Ferguson and thanked her for accepting the position and for meeting with students, faculty and staff.

Atty. Tony Clayton welcomed Dr. Scott to the University and expressed the support of the Board as she leads the division of student affairs.

Upon the motion by Dr. Gaines and seconded by Mrs. Smith the appointment of Dr. Kimberly Ferguson Scott as Vice Chancellor for Student Affairs was recommended for approval.

Motion Passed

AGENDA ITEM 6: OTHER BUSINESS

NONE

AGENDA ITEM 7: ADJOURNMENT

Upon the motion by Mr. Small and seconded by Dr. Gaines the Student Affairs Committee adjourned.

PERSONNEL AFFAIRS COMMITTEE

(Following the Student Affairs Committee)

Friday, February 23, 2018

2nd Floor, J.S. Clark Administration Building

Board of Supervisors Meeting Room

Baton Rouge, Louisiana

Minutes

The Personnel Affairs Committee was called to order by Committee Chair Vice Chair Rev. Joe R. Gant, Jr.

Present: Rev. Joe R. Gant, Jr., Atty. Tony Clayton, Dr. Curman Gaines, Rev. Donald R. Henry, Dr. Leon R. Tarver II, and Mrs. Ann A. Smith

Absent: Atty. Patrick Magee

AGENDA ITEM 3: ADOPTION OF THE AGENDA

Upon the motion by Rev. Henry and seconded by Mrs. Smith the agenda was recommended for adoption.

Motion passed unanimously.

AGENDA ITEM 4: PUBLIC COMMENTS

Dr. Thomas Miller, SUBR Faculty Senate spoke about item 5A. He stated that there has been no side by side comparison of salaries of faculty, staff, and administrators with regional averages. He suggested that if the Board was interested in student learning outcomes they should invest in faculty.

Dr. Nigel Gwee spoke about action item 5A and the fact that the faculty salaries are not comparable to that of administrators.

Mr. Jamal Taylor spoke about action item 5A and the shifting of administrators on the campus. He stated that the University should be more efficient in search processes. He gave examples of short application periods when appointments are made.

AGENDA ITEM 5: ACTION ITEMS

A. Approval of Personnel Actions on positions greater than \$60,000

Name	Position/Campus	Salary
1. Kimberly Ferguson-Scott	Vice Chancellor of Student Affairs/SUBR New Appointment	\$125,000.00
2. Elizabeth Outler	Assistant Director of Technical Services/SULC New Appointment	\$ 69,628.00
3. De'Shon A. York	Assoc. Specialist-Nutrition, Health & Wellness/SUAREC New Appointment	\$ 75,000.00
4. Sherrie L. Rhodes	Director of External Affairs/SULC New Appointment	\$ 84,975.00
5. Dr. Irma Cobb	Associate Dean & Professor of Spanish/SUBR Promotion	\$ 92,612.00
6. Huey Kenneth Lawson	Director of Title III and Assistant Professor/SUBR New Appointment	\$ 94,000.00
7. Dr. Moustapha Diack	Associate Vice President for Online Learning Services and Faculty Professional Development/SUS Title Change Only/No Change in Salary	N/A
8. Roman Banks	Director of Athletics, SUBR Contract Extension/Salary Adjustment	\$ 212,000.00
9. Dana Carpenter	Assistant to the Sr. Associate Vice Chancellor for Academic Affairs/SUBR New Appointment/ New Position /No Change in Salary	\$ 93,683.00
10. Camacia Smith-Ross	Executive Director of Pre-College and Outreach Programs/SUBR New Position/No Change in Salary	\$ 90,000.00

Upon the motion by Dr. Gaines and seconded by Rev. Henry the Student Affairs Committee adjourned.

Motion passed.

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

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

Upon the motion by Dr. Tarver and seconded by Rev. Henry the leave of absence for Dr. Lisa Delpit was recommended for approval.

Motion passed.

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

Atty. Woods stated that the policy for non-faculty employee grievances was presented to the Board during the February meeting. Comments from Board members recognized inconsistency in the policy and had concerns that employees were not permitted to have representation by a lawyer. The inconsistencies have been corrected and changes have been

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

Committee Vice Chair questioned Mr. Randall about the fact that the hearing would be held in open session. Mr. Randall stated that he wanted the hearing held in open session.

Attorney Jill Craft stated that she had requested a copy of a report on August 24, 2017 that was made public by the University and the LHSAA 10 minutes after he was terminated from the SU Laboratory School. Atty. Craft stated that she still has not received the report that vilifies her client Mr. Randall. She said when she arrived for the hearing and she stated that she was given a memorandum from the LHSAA outlining several infractions and the document references Marcus Spears and not Marcus Randall. Atty. Craft asked that the Board take a second look to re-evaluate his termination because he does not know what the allegations are that caused the termination. Atty. Craft asked for a report that was prepared by a separate outside counsel and contains FERPA protected information, which is the reason

Atty. Craft stated that there is a lawsuit pending since November 2017 requesting the report.

Atty. Clayton stated that he has not heard any evidence of wrongdoing by Mr. Randall. And he does not want to participate ruining his career on hearsay and speculation. He

Board Member Leroy Davis asked what does the

Atty. Clayton made a motion to reinstate Mr. Randall to all positions that he held prior to termination.

Mr. Randall has been prohibited from coaching for one year.

Atty. Clayton said that no evidence has been presented to support the termination. The

Atty. Rutledge stated that the Board should be cautious before reinstating Mr. Randall. He stated that he has not received any material from any official source about the infractions that may or may not have been committed by Mr. Randall. He explained that the Board does not have the authority to employ a coach who is not authorized to coach by a separate regulatory body i.e. the LHSAA and if the Board does reinstate Mr. Randall the University would be placed at a disadvantage in terms of the sanctions that have been received. Additionally, he asked about the persons who currently occupy the positions at the SU Laboratory School. The Board cannot restore a person to a position that he is not authorized to hold.

Board Member Barthelemy asked the name of the person who is referenced in the LHSAA document. Attorney Craft stated that Marcus Spears is referenced in the document and not her client Mr. Randall.

Dr. Belton asked the University attorneys to clarify the personnel action applicable to Mr. Randall. Atty. DeCuir stated that Mr. Randall was terminated as an at will employee without cause.

Board Member Leon Tarver asked what jobs did Mr. Randall hold prior to termination. He stated that the Personnel Action Form (PAF) outlines the terms of employment. Dr. Tarver stated that the most essential document that clarifies the positions from which Mr. Randall was terminated is not present. After reviewing the PAF Dr. Tarver stated that all of the positions Dean of Students, Teacher and Coach.

Dr. Tarver stated that the termination letter only references his position as coach which is somewhat confusing. He continued that because of the pending litigation the matter should be tabled.

Upon the motion by Dr. Tarver and seconded by Mrs. Smith the matter of Marcus Randall was recommended to be postponed.

Atty Decuir explained that a *yes* vote is a motion to table the matter so that the board meeting could continue and a *no* vote would resume the debate and entertain motions on the main subject.

Atty. Clayton asked how long the matter would be tabled.

Roll Call Vote.

Yeas: Gant, Gaines, Tarver, Smith,

Nays: Clayton

Atty. Clayton stated that tabling the matter is tantamount to not having a hearing. The employee is owed a decision and no evidence was presented to support the termination.

Absentions: Henry

Motion passed.

**AGENDA ITEM 6: OTHER BUSINESS
NONE**

AGENDA ITEM 7: ADJOURNMENT

Upon the motion by Dr. Gaines and seconded by Dr. Tarver the Personnel Affairs Committee adjourned.

SOUTHERN UNIVERSITY BOARD OF SUPERVISORS

(Following the Personnel Affairs Committee)

Friday, February 23, 2018

2nd Floor, J.S. Clark Administration Building

Board of Supervisors Meeting Room

Baton Rouge, Louisiana

Minutes

The meeting of the Southern University Board of Supervisors was called to order by Board Chair Ann Smith.

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

ABSENT: Mr. Armond Duncan, Rev. Joe R. Gant, Jr.,

UNIVERSITY PERSONNEL ATTENDING

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

BOARD COUNSEL

Atty. Winston DeCuir Jr. and Tracie Woods

AGENDA ITEM 3: ADOPTION OF THE AGENDA

Upon the motion by Dr. Tarver and seconded by Mr. Small the agenda was recommended for adoption.

Motion passed

AGENDA ITEM 4: PUBLIC COMMENTS

NONE

AGENDA ITEM 5: SPECIAL PRESENTATION: ABOVE AND BEYOND AWARD

Mr. Naville John Oubre, University Photographer was recommended for the award. Jasmine Hunter made remarks about Mr. Oubre and his wealth of experience and importance in documenting the University's history. He was presented a plaque and certificate from Board Chair Mrs. Ann Smith, Dr. Ray Belton and Vice Chair Rev. Donald Henry. Mr. Oubre stated that he appreciated the honor and acknowledged the late Frank Hayden, John Paul Hubbard, and Van Chambers art professors that gave him a foundation in art which he later extrapolated to photography.

AGENDA ITEM 6: ACTION ITEMS

A. Minutes of the February 23, 2018 Regular Meeting of the Board of Supervisors

Upon the motion by Rev. Gant and seconded by Dr. Davis the minutes of the February 23, 2018 meeting were recommended for approval.

RESOLVED by the Board of Supervisors for Southern University, that the minutes of the February 23, 2018 meeting be and they are hereby approved.

B. Approval of Committee Reports and Recommendations

Upon the motion by Rev. Gant and seconded by Dr. Davis the actions taken by the Athletics Committee, Personnel Affairs Committee, and Student Affairs Committee were recommended for approval.

RESOLVED by the Board of Supervisors for Southern University, that the actions taken by the Athletics Committee, Personnel Affairs Committee, and Student Affairs be and they are hereby approved.

1. Academic Affairs

The Academic Affairs Committee had no action items. The informational items will be filed for auditing purposes.

2. Facilities and Property Committee

The Facilities Committee had no action items. The informational item *Status of Priority Projects by Campus, SUS* will be filed for auditing purposes.

3. Finance Committee

The Finance Committee had no action items. The informational items will be filed for auditing purposes.

4. Personnel Affairs

a. Approval of Personnel Actions on positions greater than \$60,000

- 1. RESOLVED** by the Board of Supervisors for Southern University, that the new appointment of Dr. Kimberly Scott Ferguson as Vice Chancellor of Student Affairs, SUBR, at a salary of \$125,000 be and it hereby is approved.

2. **RESOLVED** by the Board of Supervisors for Southern University, that the new appointment of Elizabeth Outler as Assistant Director of Technical Services/SULC at a salary of \$69,628 be and it hereby is approved.
3. **RESOLVED** by the Board of Supervisors for Southern University, that the new appointment of De'Shon York as Associate specialist, Nutrition, Health and Wellness, SUAREC at a salary of \$75,000 be and it hereby is approved.
4. **RESOLVED** by the Board of Supervisors for Southern University, that the new appointment of Sherrie Rhodes as Director of External Affairs, SULC, at a salary of \$84,975 be and it hereby is approved.
5. **RESOLVED** by the Board of Supervisors for Southern University, that the new appointment of Dr. Irma Cobb as Associate Dean and Professor of Spanish, SUBR at a salary of \$92,612 be and it hereby is approved.
6. **RESOLVED** by the Board of Supervisors for Southern University, that the new appointment of Huey Lawson as Director of Title III and Assistant Professor/SUBR at a salary of \$94,000 be and it hereby is approved.
7. **RESOLVED** by the Board of Supervisors for Southern University, that the title change for Dr. Moustapha Diack as the Associate Vice President of Online Learning Services and Faculty Professional Development/SUS be and it hereby is approved.
8. **RESOLVED** by the Board of Supervisors for Southern University, that the new appointment of Edward P. Reynolds, as Chief of Police, SUSLA, at a salary of \$63,500 be and it hereby is approved.
9. **RESOLVED** by the Board of Supervisors for Southern University, that the contract extension/salary adjustment for Roman Banks as Director of Athletics, SUBR, at a salary of \$212,000 be and it hereby is approved.
10. **RESOLVED** by the Board of Supervisors for Southern University, that the new appointment of Dr. Dana Carpenter, as Assistant to the Sr. Associate Vice Chancellor for Academic Affairs/SUBR, at a salary of \$93,683, be and it hereby is approved.
11. **RESOLVED** by the Board of Supervisors for Southern University, that the new appointment of Dr. Camacia Smith-Ross, as Executive Director of Pre-College and Outreach Programs/SUBR, at a salary of \$90,000, be and it hereby is approved.

C. Request Approval to Establish the Williams Center for Undergraduate Achievement Student Scholarship Endowment, SUSLA

Chancellor Rodney Ellis stated that the program is SUSLA's version of the Male Initiative. SUSLA has \$50,000 in state funds available and would like to request \$50,000 from the Louisiana Board of Regents.

Upon the motion by Rev. Gant and seconded by Mr. Hilliard the request to establish the Williams Center for Undergraduate Achievement Student Scholarship Endowment, SUSLA was recommended for approval.

Motion Passed.

RESOLVED by the Board of Supervisors for Southern University that the request to establish the Williams Center for Undergraduate Achievement Student Scholarship Endowment, SUSLA be and it is hereby approved.

D. Resolutions

The Johnny Jackson Jr. Family. Mr. Jackson is a native of New Orleans, LA. He is a former New Orleans City Councilman, State Representative and Ninth Ward Community Leader. He is a 1965 graduate of Southern University at New Orleans. He passed away Wednesday, January 24, 2018.

The Gillis Bourgeois Family. Mr. Gillis was the horticultural attendant in Facilities Management at Southern University at New Orleans (SUNO). He passed away Saturday, January 27, 2018

The Larry Charles Family. A native of Houma, LA and resident of Hartford, Connecticut. He is a business administration and economics graduate of Southern University at New Orleans SUNO. He was the first student member of the Board of Supervisors for the Southern University System. He passed away Saturday, January 27, 2018

The Mazell Bradley-Campbell Family. Mrs. Campbell a native of Oakdale, LA and former educator in Allen Parish who was active in the LA Retired Teachers Association. She is an SUBR graduate and the aunt of Mr. Wilbert Jones, assistant director of purchasing at SUBR. She passed away Tuesday, January 16, 2018.

The Henry Green Family. A native of Baton Rouge. He is the former director of traffic and parking at SUBR who retired from University Police in 2000. He passed away Tuesday, January 30, 2018

The Ruth Derouselle-Cormier Family. Mrs. Cormier is a native of Breaux Bridge, LA and was a resident of Leesville, LA. She is the mother of Antoinella Upshaw, Assistant Professor in the School of Nursing and the mother-in-law of Atty. Cedric Upshaw, ADA and Title IX Coordinator for the SU System. She passed away Friday, January 26, 2018.

The Diana Kelly Family – Dr. Kelly was an assistant professor in the College of Education at SUBR who was on medical leave. Prior to her illness, she served as chair for the Department of Curriculum and Instruction. She passed away Monday, February 19, 2018.

AGENDA ITEM 7: INFORMATIONAL ITEMS

A. Legislative

Dr. Robyn Merrick stated that the special session began February 19 and the regular session would begin March 12. She stated that there are 17 items on the Governor's call list and higher education is a priority for Governor Edwards. She also introduced members of the legislative team which includes Southern Strategies representatives Rodney Braxton and Rodney Cunningham, Atty. Cedric Upshaw and representatives from each SU campus. She announced that Wednesday, March 28 is SU Day at the Capitol. Rodney Cunningham of Southern Strategies discussed current legislation that may affect higher education. A full list of bills will be presented to the Board once the bills are filed.

B. System President's Report

Dr. Belton expressed appreciation to the Board for supporting the recommendations of the leadership team. Dr. Belton highlighted the Communications and IT team of Dr. Robyn Merrick and Dr. Gabriel Fagbeyiro who led the initiative in revising the websites for the SUBR campus and the SUS system. The websites have been redesign so that they employ best practices and are more user friendly. It appeals to a more tech savvy population. Dr. Merrick said the websites are evolving and welcomed feedback from members of the Board.

Dr. Belton asked that the Chair Ann Smith consider having Dr. Michael Stubblefield to make a presentation during the retreat to give the Board an update on workforce development initiatives at the University. Dr. Stubblefield gave a brief update about the Gallup Survey compiled for the University as it relates to the programs at the University that are aligned with the workforce develop needs of the nation and the state. Dr. Belton also thanked Career Services Director Tamara Montgomery for her leadership with Career Week.

C. Campus Reports

SUNO - Dr. Mims Devezin announced the 2018 Collector's edition of the HBCU calendar that featured SUNO. Received notification that the college of Business has been reaffirmed for AACSB accreditation. SUNO is Robert Noise Teacher Preparation grant through NSF. The disaster relief bill has been signed by President Trump for loan forgiveness for the SUNO campus. The campus report was included in the packet.

SUSLA - Dr. Ellis stated the students in the LPN program received 100% passage on the National Council Licensure Examination (NCLEX) test along with other announcements that were included in the campus report printed in the meeting packet.

SUAREC - Dr. Phills stated that the report was included in the meeting packet and features the father of agriculture George Washington Carver. He announced the 75th Annual Livestock and Poultry Show that will be held March 1-3 and invited members to attend.

SULC - Atty. Pierre announced that the pre-law was underway with over 140 students participating. In April, the SULC will host its Alumni and Friends round-up that will be held along with associated activities. Copies of the law center ad that appeared in USA Today for Black History month was distributed to members of the Board. The ad features 5 of the 6 original graduates of the SULC.

SUBR - Dr. Ammons stated that the report was included in the meeting packet. He announced the \$295,000 grant award earned by Dr. Diola Bagayoko from the US Department of Energy. Dr. Ammons also acknowledged Tamara Montgomery's leadership during career week. The SU Business and Industry Cluster met with the college deans to identify ways to better prepare students to compete in the global market.

Mrs. Smith made announcements as follows:

- The board retreat and meeting will be held Thursday March 22 and 23 in Loranger, LA.
- Acknowledged and congratulated Tamara Montgomery on the career fair and career week activities.
- Thanked Mr. Duncan for participation in the CIA program.
- Acknowledged the work of Dr. Belton and the administrative team.
- Acknowledged Dr. Kimberly Scott and stated that she looks forward to working with her.
- Thanked Mr. Barthelemy and Mr. Fondel for visiting SU System campuses.

AGENDA ITEM 8: OTHER BUSINESS

Board Member Armond Duncan thanked Dr. Merrick for assisting the SGA to escort students from the SU Laboratory School in grades 6-8 to see the Black Panther movie. He also thanked Tamara Montgomery for the career week activities. Also discussed his involvement in the CIA professional development program.

AGENDA ITEM 9: ADJOURNMENT

Upon the motion by Mr. Fondel and seconded by Dr. Davis the meeting adjourned.

Motion passed.



SOUTHERN UNIVERSITY LAW CENTER

261 A. A. LENOIR HALL

POST OFFICE BOX 9294

BATON ROUGE, LOUISIANA 70813-9294

March 12, 2018

OFFICE OF THE CHANCELLOR

(225) 771-2552

FAX (225) 771-2474

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

**RE: Recognition of \$25,000 Contribution to the Southern University Law Center
by Ron Austin**

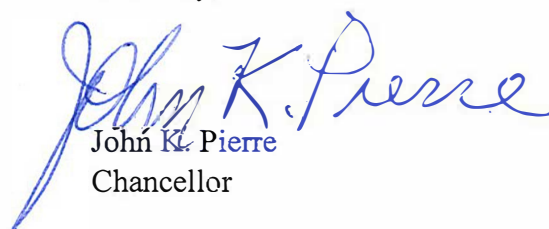
Dear Dr. Belton

During the 2017-2018 academic year, the Southern University Law Center (SULC) has been celebrating its 70th anniversary. Attorney Ron Austin, a 1995 alumnus of the Laws Center has recently made a donation of \$25,000. Attorney Austin has been a valuable alumni supporter of the Law Center and is making the contribution to support SULC initiatives.

I am requesting at the March 23, 2018 Southern University Board of Supervisors' meeting that the Law Center is allowed to recognize the generous gift of Attorney Austin.

Should you have any questions, please let me know.

Sincerely,


John K. Pierre
Chancellor



SUBR Chancellor's Report to the Southern University Board of Supervisors

Significant Achievements / Accomplishments

SUBR's "Rally for Community," features Sybrina Fulton, Mother of Trayvon Martin



The Southern University Office of Student Life, in partnership with InspireNOLA Charter Schools, hosted a "Rally for Community" on Wednesday, February 28 at 7 p.m. in the University Event Center. The featured speaker was Sybrina Fulton, mother of Trayvon Martin, the 17-year-old Florida high school student who was shot and killed by a neighborhood watch volunteer in 2012. The widely publicized incident and subsequent trial, which ended in a not-guilty verdict, sparked the beginning of the Black Lives Matter movement.

The event focused on the current state of the criminal justice system. Panelists for the event included: Louisiana Rep. Ted James; East Baton Rouge Metro Councilman LaMont Cole, and East Baton Rouge Parish School Board members Kenyetta Nelson-Smith and Dawn Chanet Collins.

During her discussion, Ms. Fulton advised the students present to respond to calls for jury duty, vote, and get involved in local nonprofit organizations. She also emphasized the importance of awareness when dealing with law enforcement. She told the students that when they are pulled over by police officers, they should focus on getting home safely and not exercising their rights as citizens.

Local mothers who have lost their sons displayed their support for Ms. Fulton as they collectively convened on the side of the stage. Local activist Arthur "Silky Slim" Reed, who works with the Trayvon Martin Foundation, said he brought the mothers there at the request of Ms. Fulton.

This event was free and open to the public and it was a part of Southern University's Black History Month activities.

Dr. Kimberly Ferguson-Scott Selected as SUBR Vice Chancellor for Student Affairs

The Southern University Board of Supervisors recently approved the hiring of Dr. Kimberly Ferguson-Scott. Effective March 1, 2018, she began serving as the new Vice Chancellor for Student Affairs.

Dr. Ferguson-Scott earned her Ph.D. from Ohio University in Athens, Ohio. Prior to joining the Jaguar Nation, Dr. Ferguson-Scott was the Vice President and Dean of Students at Allegheny College in Meadville, Pennsylvania. She

possesses an impressive resume and brings 28 years of higher education experience. Dr. Ferguson-Scott, also served in similar positions at Spelman College and The Ohio State University.

President-Chancellor Ray Belton is excited about Dr. Ferguson-Scott's decision to join the Southern University family. He stated, "I am confident that Dr. Ferguson-Scott's experiences will strengthen not only the Division of Student Affairs, but the entire university, as she has a wealth of knowledge and experience with retaining students."

SUBR Students to Compete in 29th Annual Honda Campus All-Star Challenge National Championship

After participating in a National Qualifying Tournament, Southern University at Baton Rouge will compete against fellow Historically Black Colleges and Universities at the 29th annual Honda Campus All Star Challenge National Championship Tournament. Teams from 48 HBCUs will go head-to-head in the national championship of America's premier academic quiz for top HBCU students on the American Honda Motor Co. Inc. campus in Torrance, California. Southern



SUBR Chancellor's Report to the SU Board of Supervisors March 2018

University at Baton Rouge has the opportunity to win the HCASC top prize - a \$75,000 institutional grant from Honda.



Southern will be represented by Joyner Deamer, a junior from Carbondale, Illinois, majoring in civil engineering; Kelvin P. Wells Jr., a junior from Baton Rouge majoring in political science and international relations; Christopher L. Braggs, a sophomore from Shreveport majoring in finance; and William A. Waddell, a freshman from Oakley, California, majoring in biology. Faculty member Dr. Deadra James Mackie will coach the team.

"I am extremely proud of our students and their coach for achieving such greatness," said Ray L. Belton, Southern University president-chancellor. "I know they will continue to represent Southern well as they return to this prestigious competition."

Honda Campus All-Star Challenge is a year-round program that includes campus engagement, intramural play, qualifying tournaments and culminates with the National Championship. The fast paced competition highlights students' academic prowess and ability to answer questions about history, science, literature, religion, the arts and pop culture. As a result, students expand their scope of knowledge, learn teamwork and sportsmanship, and develop a bond with their fellow competitors. HCASC's active alumni group also supports students with networking and mentorship opportunities post graduation.

Southern University Laboratory Students Surprised with Free Tickets to see Black Panther

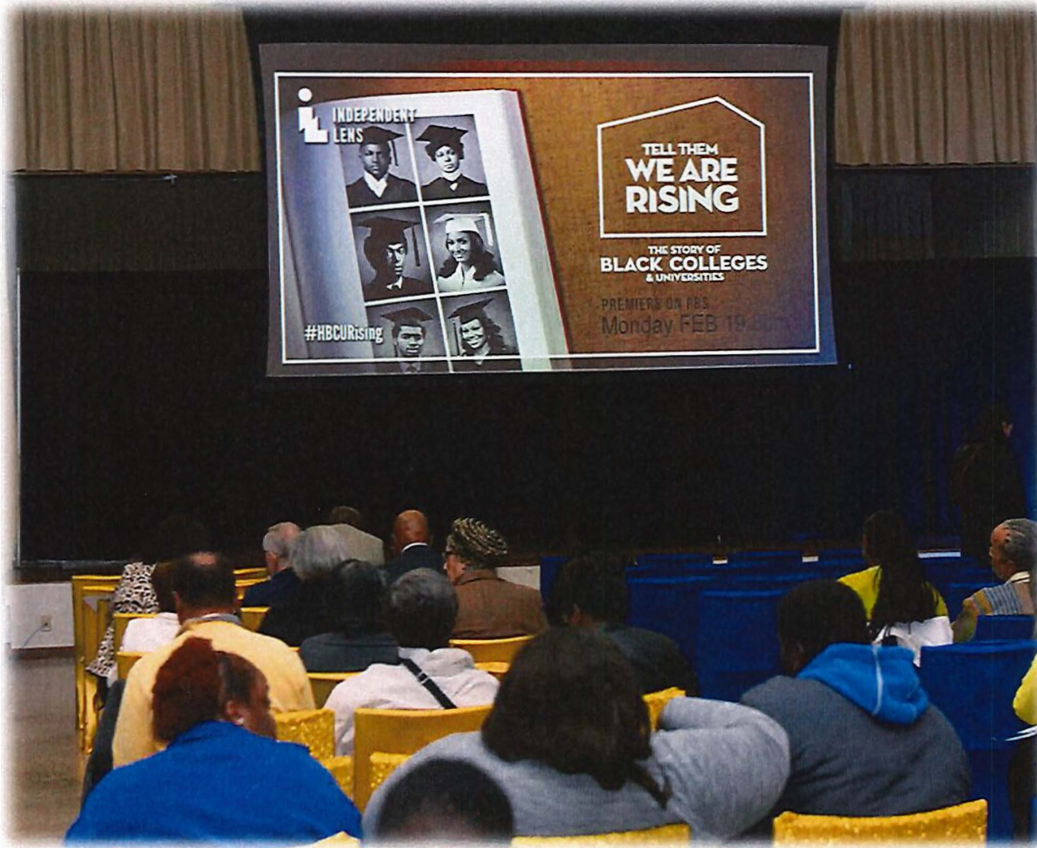


“Black Panther” is the movie of the season. The Southern University Student Government Association surprised the 6th - 12th-graders at the Southern University Laboratory School with free tickets to see the blockbuster film.

The students were called to the assembly and local attorney and comic book aficionado, Charles Ayles, gave a historical perspective of the Marvel comic and movie. He discussed facts about the comic and how the premise correlates to current day issues. After he completed his discussion, SGA President Armond Duncan, along with cabinet members, gave the students the good news.

The student were elated! They were completely surprised and overwhelmed when they learned of this exciting opportunity afforded to them by SUBR's SGA. Overall the students enjoyed the movie and greatly appreciated the film's recognition and appreciation of black history, culture, and achievement.

"Tell Them We Are Rising" Documentary Features Southern University



"Tell Them We Are Rising," the acclaimed documentary directed by Stanley Nelson, recently premiered on PBS. The film showcases the history of America's Historically Black Colleges and Universities. Southern University, which is featured prominently throughout the film, held a joint town hall and advance screening of the documentary along with Grambling State University. The in-person and virtual event was sponsored by Louisiana Public Broadcasting. Between the two campuses, more than 500 people were in attendance and speakers included Dr. Ray Belton, Southern University System president; Dr. Rick Gallot, Grambling State University president; State Senator Regina Ashford Barrow and Dr. Joseph Rallo, Louisiana Board of Regents commissioner.

SU Scholars' Abstracts Accepted for Conference Presentation



Seventeen abstracts from the Southern University International Center for Information Technology and Development (SU-ICITD) researchers were recently accepted for presentation at the 92nd Louisiana Academy of Sciences (LAS) conference.

The research team was led by the supervision of professors Dr. Victor Mbarika, Nicholas Omoregbe and the lead research associate and doctoral student, Foluso Ayeni. The lead authors and presenters, which include Fulbright Scholars, Post-Doctoral scholars, Graduate and Undergraduate students at Southern University are: Dr. Fakhrul Yussoff, Dr Sharon Omoregbe, Foluso Ayeni, Dr. Jarret Landor, Ruth Endam, Rufaro Chirewa, Regina Mungwe, Felicitas Aquegho, Carol Mende, Godswill Katchoua, Dr. Wuchu Cornelius, Assistant Professor Femi Ekanoye, Clovis Tillery and Britney Lea.

The Louisiana Academy of Sciences was instituted to unite the scientists of Louisiana for the purpose of encouraging research and education in all branches of science; to encourage and conduct scientific discussions; to publish and disseminate scientific material; to conduct all enterprises deemed to promote the causes of science; to foster the applications of science to the problems of humanity and finally to encourage and assist teachers in Louisiana's elementary and secondary schools with the caliber of instruction necessary to generate and maintain an interest in all areas of science.

By participating in these presentations, the researchers, especially the graduate and undergraduate students, were given the opportunity to hone their presentation skills, make connections with other scientists in their field, and become informed about study and research opportunities within the state.

The Department of Computer Science Celebrates 50th Anniversary



The department of Computer Science recently celebrated its 50th year anniversary with a three-day event. On Wednesday, February 21st, the department hosted area high schools for Computer Science High School Day with the help of distinguished alumni who shared their experiences and discussed current topics in computer science with the students. On Thursday, February 22nd, the department celebrated the 40th year of the Dr. Leroy Roquemore Symposium Banquet. Many alumni, faculty, and present students gathered to honor the late Dr. Roquemore who is revered as one of the “founding fathers” of the Computer Science Department. The celebration concluded on February 23rd with a Town Hall meeting.

Southern University's Computer Science department has experienced much growth over the years. It was developed in 1968 under the leadership of Dr. James J. Prestage, who created the Computer Center, with Dr. Roquemore acting as Chairman and Dr. Roland Carey serving as Director. These founding fathers helped advance not only the Computer Science branch, but also the university as a whole. Today the department has added new undergraduate programs in Data Analytic and Sciences, Cyber-security, Information Systems and Mobile Applications.

Mr. Naville John Oubre III Recognized for his Outstanding Service to Southern University



Naville J. Oubre III, longtime Southern University System and Southern University at Baton Rouge photographer, received the Above and Beyond Employee Award given by the Board of Supervisors. Mr. Oubre has been with the university for 29 years. For twenty-four years, he taught art and served as yearbook advisor for Southern University Laboratory School. At the university level, he has served as an adjunct professor for the Department of Mass Communications and, currently, the university photographer.



CHANCELLOR'S REPORT

Marc Morial Speaks During Black History Month

The Center for African and African American Studies (CAAAS) at Southern University at New Orleans (SUNO) hosted the Charles Frye Memorial Lecture Feb. 19 as part of the University's African American History Month Celebration. The guest lecturer was Marc Morial, president and CEO of the National Urban League and former mayor of New Orleans.

Morial talked about his fond memories of growing up in Pontchartrain Park and utilizing the SUNO's Leonard S. Washington Memorial Library when he was a sixth grader. "This neighborhood became a neighborhood of great hope and dreams," Morial said. "This was a village that truly looked out for you."

He also credited the New Orleans Recreation Department (now know as the New Orleans Recreation Development Commission) for shaping his youth. "The NORD program gave you the chance to travel all around the city and go to



Marc Morial, president and CEO of the National Urban League and the former mayor of New Orleans.



other neighborhoods," Morial added. "It was an incredible learning experience."

Several Pontchartrain Park seniors attended the event, which also featured musical selections from the St. Mary's Academy School Choir.

CAAAS other African American History Month events included the Afro-Carnival Ball on Feb. 3 and Bruce "Sunpie" Barnes: "Exploring the History of the Skull & Bones Gang" on Feb. 5.

Charles A. Frye was a former professor of African Philosophy and Humanities at SUNO, and former director of CAAAS.

Chancellor's Corner



► **KUMBUKA! The Year of Remembrance: 300 Years & Counting** was the theme for Southern University at New Orleans Center for African and African American Studies (CAAAS) and the Criminal Justice Department. Chancellor Lisa Mims-Devezin welcomed guest and the keynote speaker, Marc Morial, president and CEO of the National Urban League. The program was Feb. 19 in the Conference Center as part of the Charles Frye Memorial Lecture series.

► **Central St. Matthew United Church of Christ** selected Feb. 25 to recognize African-American educators. Chancellor Lisa Mims-Devezin was the keynote speaker and shared an inspiring message on the importance of education.

► **Dr. Lisa Mims-Devezin**, an alumna of McDonough 35 High School, was inducted into the school's Hall of Fame in February.

SUNO Comptroller to serve as HBCU/Diversity Coordinator for SACUBO

SUNO Comptroller Shawn Charles has been nominated to serve as the HBCU/Diversity Coordinator for the Southern Association of College & University Business Officers (SACUBO).

Founded in 1928, SACUBO is a volunteer-led organization that contributes to superior higher education financial and administrative services by providing relevant professional development, thought leadership and issue advocacy.



Seniors Prepare for 2018 Commencement

More than 300 graduating seniors participated in the Grad Fair Feb. 27-28 in the University Center. They were able to purchase their caps and gowns, take their graduation portraits, order personalized graduation announcements, pick up information about Graduate School and the learn about the benefits of the SUNO Alumni Association.

The 2018 Commencement is scheduled at 4 p.m. Saturday, May 12 in the Lakefront Arena.

Law Center Day



SUNO Students Participate in Recent Law Center Day

The Southern University Law Center hosted its 25th Annual Pre-Law Day program Feb. 23, with 14 SUNO students in attendance.

The free program allowed the students to embrace the legal and social culture of the Law Center through various activities, such as:

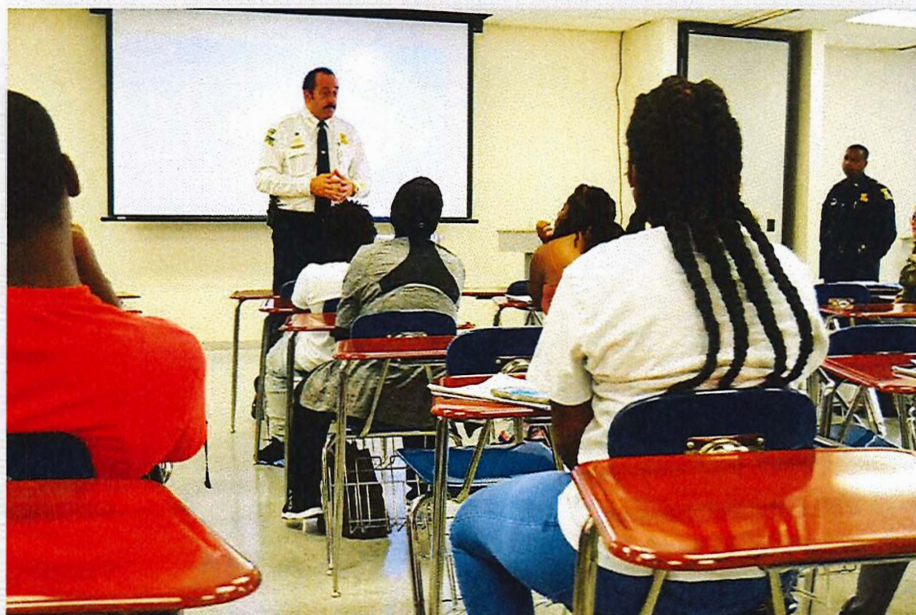
- Question and Answer sessions with the Law Center chancellor and administration
- Introduction to the Socratic Method Teaching Style
- Panel discussion with students, faculty and alumni
- Current topic debate competition

The following SUNO students participated: Reynard Cennett, Helena Francis, Rakié Harris, Brittany Jefferson, Erica Jefferson, Edward Johnson, Kesha Johnson, Hakim Kashif, Eikim King, Anna McKinnon, Kris Michel, Akeem Terrel, Warren Thompson and Charlesesetta Victorian. Advisors Joe Marion and Deneen Lewis also attended.

Coach Reid Named Coach of the

Track Coach Younne Reid has been named Southern Region Coach of Year for the NAIA 2018 Indoor Track & Field Season

In his first year as Head Track Coach, Reid led the Knights to a third-place ranking in the U.S. Track & Field and Cross Country Coaches Association (USTFCCCA) this season. His squad had 11 athletes reach top-10 NAIA Descending Order List Marks on the year, including the top-ranked 4x400 relay team.



Active Shooter Presentation
Sunco Campus Police Chief Bruce Adams (left) and Lt. Albert Ernest conducted Active Shooter Training in the Leonard S. Washington Memorial Library Feb. 28.

College of Arts & Sciences

Dr. Evelyn Harrell, Dean

► ADDICTIVE BEHAVIORS COUNSELING AND PREVENTION PROGRAM

Dr. Travis Johnson attended the Duluth Model Training for Domestic Abuse in Fort Worth, TX Feb. 20-22. The training centered on facilitating treatment group by creating a process for change for men who batter.

Dr. Harrell attended a workshop on Spirituality and Social Work Feb. 22, presented by Dr. Torin Sanders. Dr. Harrell also attended a workshop sponsored by the New Orleans Addiction Professional Association on "Approaching Addictive Family Behavior as a Recovery System," which was presented by Mr. Anthony Aubry.

► ARTS & HUMANITIES

Dr. Robert Azzarello's book, *Three Hundred Years of Decadence: New Orleans Literature and the Transatlantic World*, won the 2019 Jules and Francis Landry Award. The award is presented annually to the LSU Press book published during the year which, in the judgement of the press, constitutes the most outstanding achievement in the field of Southern Studies. The honor includes a monetary award of \$1,500. The book is due out by the end of 2018.

Arts & Sciences Continued

Dr. Michael Torregano conducted a marching Band workshop at Warren Easton High School Feb. 8. On Feb. 10, he served as Marching Band Adjudicator for the Krewe of Tucks carnival parade. Dr. Torregano also lectured on the history of New Orleans jazz and demonstrated various jazz piano styles during Piano Hour at the Old Mint Feb. 14, and had a clinic on Symphonic Band in Opelousas, LA Feb. 24.

► FORENSIC SCIENCE

The Forensic Science Program hosted The Blood Center Blood Drive Jan. 29. A total of 12 units were collected, which could result in as many as 36 lives being saved.

On Feb. 2, three Forensic Science majors participated in the 2018 International Organization of Black Security Executives (IOBSE) Seminar, which hosted interviews for career positions in the security sector.

Dr. Pam Marshall attended the American Academy of Forensic Science meeting in Seattle, WA Feb. 19-22. Dr. Marshall gave a presentation titled, "How Underrepresented Minority Students are Helping Shape the Future of Forensic Science" to the Young Forensic Scientists Forum (YFSF) Feb. 20, 2018.

► MATHEMATICS

A number of math faculty, including Drs. Rachid Belmasrou, Zheng Chen, Cynthia Singleton and Joe Omojola, participated in the Gulf States Math Alliance Conference at Tulane University Feb. 23-25, 2018.



► PHYSICS

Dr. Mostafa Elaasar co-organized a *Soft Skills for STEM* seminar/Webinar in the Leonard S. Washington Memorial Library Feb. 19. Mr. Darius Swinton (pictured left) gave a seminar entitled "Integrity: The Dictator of Your Conscience." This seminar was organized by Dr. Michelle Lee of the Los Alamos National Laboratory as part of the Research on the Science and Engineering of Signatures (ROSES) activities funded through the U.S. Department of Energy's Minority Serving Institution Partnership Program (MSIPP) program in the National Nuclear Security Administration (NNSA). Drs. Alvin Bopp, Illya Tietzel, Nebiat Sisay and Rachid Belmasrou, and SUNO students attended.

Drs. Evelyn Harrell, Mostafa Elaasar, Illya Tietzel, Nebiat Sisay, Rachid Belmasrou and Joe Omojola, accompanied by SUNO students, attended the Second Annual S3TEM Lessons Learned Workshop Feb. 23-25 at the New Orleans Marriott. The S3TEM Lessons Learned Workshop provides a venue for MSIPP consortium students to learn, share experiences and enhance their personal and professional skill development. This workshop was organized by Dr. Michelle Lee from the Los Alamos National Laboratory, and was part of the Research on the Science and Engineering of Signatures (ROSES) activities, which are funded by the U. S. Department of Energy, National Nuclear Security Administration (NNSA).

Arts & Sciences Continued

►BIOLOGY

Dr. Bashir Atteia published an article entitled "Hyperhomocysteinemia and Alcoholism: A double hit," in *Toxicology and Forensic Medicine Open Journal*. December 2017. 2 (2), 84-87.

"Human carotid artery plaques: Role of autophagy in the plaque stability," a poster by Dr. Bashir M. Rezk with co-authors Hernan A. Bazani, and Hamid A. Boulares, was presented at the LSU Health Science Center. This poster was presented at the LBRN 2018 meeting in late January at the LSU Health Science Center in Shreveport.

Biology faculty submitted two proposals for summer research funding: Dr. Christian Clement submitted a grant entitled "*Bioinformatics Formulating ICP4 and ICP0 in Neuronal HSV DNA and Novel Vaccines*" to the Louisiana Biomedical Research Network for the 2018 LBRN SRP/LA-INBRE/NIH under LSU Baton Rouge LA. Under this research, Dr. Clement will evaluate lentiviral transduced human primary brain cell cultures in the presence of Herpesvirus 1, Acyclovir and Novel Vaccines treatment of severe eye/blinding disease (herpetic stromal keratitis, HSK) and brain inflammation caused by herpesvirus infection. This virus, which is easily transmitted by physical contact, is widespread in human populations. The focus of this invaluable research is to investigate the susceptibility of the virus to the drug in the presence of the human APOE4 gene, which also will provide Scientists with very useful information on Alzheimer's disease, AD and design of more effective vaccines.

Dr. Bashir Atteia submitted 2018 LBRN Faculty Summer Research grant, "Roles of autophagy, apoptosis and oxidative stress in the pathogenesis and stability of Human carotid artery plaques," for \$9,500 of summer support.

►HEALTH INFORMATION MANAGERMENTS SYSTEMS

On Feb. 2, the program's accrediting agency, CAHIIM, notified Ms. Pharissa Robinson of the program's continued good standing based on its review of the program's annual report. On Feb. 4-7, Ms. Robinson attended compliance training at the New Orleans Veteran's Affairs Hospital. On Feb. 24, she was invited to be a guest speaker for the American Association of Blacks in Higher Education.

On February 13, 2018, Ms. Laura Douresseaux was elected president of the state professional association for Health Information Management Feb. 13. She also attended AHIMA's HIMS Awareness Seminar.

Mr. John Barrilleaux was elected secretary of the state professional association for Health Information Management Feb. 13. On Feb. 2, Ms. Laura Douresseaux and Mr. John Barrilleaux submitted comments as subject matter experts on an AHIMA Inpatient Rehabilitation peer review publication.



Sababu & Okolo Rashid and Dr. Clyde Robertson, standing.

►CENTER FOR AFRICAN AND AFRICAN AMERICAN STUDIES (CAAAS)

On Feb. 24, Dr. Clyde Robertson addressed approximately 200 people at the Annual Savior's Day Celebration. Moreover, CAAAS co-sponsored, *The Legacy of TIMBUKTU-Wonders of the Written Word Exhibition*, which was housed in the Leonard S. Washington Memorial Library, Feb. 15-24.

On Feb. 26, CAAAS launched the *Discovering Eritrea-Art & Material Culture Exhibition*, in the St. Mary's Academy High School Library. The exhibit will remain throughout the 2018 Spring semester.

Arts & Sciences Continued



Eritrean Women Preparing Coffee



Dr. Sara Hollis, from left, members of the Eritrean Community, Ms. Linda Hill, Ms. Darlene Holmes and Dr. Clyde Robertson.

Arts & Sciences Continued

► SERVICES FOR STUDENTS WITH DISABILITIES

Assisted the homeless population within the community by giving approximately 400 blankets under the Claiborne Overpass and Covenant house residents.

Served approximately 100 women residing at the Salvation Army by giving them handbags stuffed with personal hygiene items.

Director Yolanda Mims and staff met with members of the Department of Arts and Social Science to inform them of proper protocol and procedures to work with students with disabilities and of the consequences if these procedures are not followed.



Pictured from left, Dr. Alcibiades P. Tsolakis, professor and dean of College of Art and Design, LSU; Dr. Sara Hollis, professor, M.A. Museum Studies, SUNO; Dr. Ibrahima Seck, co-founder and director of Research, Whitney Plantation; Dr. Haitham Eid, director, M.A. Museum Studies, SUNO.

► STUDENT DEVELOPMENT CENTER



In an effort to continue the objective of igniting more civic mindedness and community involvement in our students, the Community Service component of the Student Development Center hosted a Voter Registration Drive during spring registration. Representatives from the Orleans Parish Registrar of Voters Office were present to register interested students.

It gave students an opportunity to register in their perspective parishes and secure their eligibility to vote in future elections. Students that missed the opportunity to register during spring registration still have an opportunity to do so. They can either go to the Registrar of Voters Office in their parish of domicile, or come to the Student Development Center – Community Service Office to complete an application.

MUSEUM STUDIES PROGRAM

College of Business & Public Administration

Dr. Igwe Udeh, Dean

► Academic Excellence Initiatives

The College of Business & Public Administration, in partnership with the College of Arts and Sciences, hosted an on-campus information session, career workshop and one-on-one interview sessions with Mr. Ron Martin, president of The International Organization of Black Security Executives (IOBSE) Feb. 2. Several students attended the workshop, which was intended to expose them to the multiple career opportunities in the security industry, espe-

Business Continued

cially for college-educated minorities majoring in Computer Information Systems, Accounting, Management, Public Administration and Forensic Science. The sessions and workshops were also intended to assist the students in making the physical and psychological preparations essential for success during interview sessions and throughout one's career. Mr. Martin interviewed students interested in attending the 2018 Annual IOBSE Conference in Dallas, TX. Selected students will be sponsored by J.C. Penney.



Dr. Patricia Robertson, assistant professor of Public Administration, along with six Public Administration students, attended the Conference of Minority Public Administrators (COMPA) in Los Angeles, CA Feb. 12-14. Dr. Robertson presented a paper on *Effective Leadership for Non Profits in New Orleans*. Her paper was borrowed from her experiences in applying for grants that train leaders of non-profits to be effective in meeting the needs of the community. Dr. Robertson also was the moderator for the session on *Minorities, Law Enforcement and the Criminal Justice System*. Four of the students participated in the policy debate at the conference. They were on teams with other students from other universities. One student, Phyllis Jason, was on the team that came in second place.

The 2018 AACSB International Annual Deans Conference was in Las Vegas Feb. 7-9. Dr. Igwe E. Udeh, dean of the College of Business & Public Administration, attended. He used the meeting to thank the peer review team members for their sacrifice and candid recommendations. Dr. Udeh networked with corporate executives from around the country for potential opportunities for CBA students and initiatives; learning best practices from deans of peer and aspirant accredited colleges and programs; and gaining initial or better understanding of emerging trends in business education and practices. One of the highlights of the conference addressed *Accreditation Standards Updates*, where tips for the successful implementation of the 2013 AACSB accreditation guidelines and standards were discussed.

Professor Moustapha Diack, assistant vice president for Online Services for the Southern University System and director of SUBR Online Learning and Professional Development, hosted the Quality Matters Certification workshop at SUNO Feb. 24. This one-day course provided participants with an international certificate on designing a quality online course for E-Learning Programs. The course focused on using the Standard-based Quality Matters Rubric and Process for designing peer reviewed online courses to improve online students learning outcomes. The CBA faculty members in attendance included Dean



Business Continued

Udeh, Dr. Faisal Alkhateeb, assistant professor of Business; Dr. Muhammed Miah, associate professor of Computer Information Systems; Dr. Obyung Kwun, associate professor of Computer Information Systems; Dr. Victor Ukpolo, professor of Economics; Dr. Krishna Poudel, assistant professor of Business; Dr. Patricia Robertson, assistant professor of Public Administration; Dr. Yun Doo Lee, assistant professor of Finance; and Dr. Charles Briggs, associate professor of Economics & Supply Chain Management.

The CBA hosted the Spring 2018 New Student Orientation Feb. 22. The Orientation program is organized through the CBA Office of Student Services. Several support service officers on campus, including the Leonard S. Washington Memorial Library, Center for Comprehensive Communication, E-Learning, Financial Aid, Campus Police, TRIO programs, and Students with Disabilities, were invited to the program to share what they can offer students. The session also is utilized to introduce the new students to their advisors, department chair, dean, administrative assistants and their curriculum. Dean Udeh utilizes this opportunity to introduce the new students to the CBA mission, vision, core values and culture. Students are encouraged to ask questions on any issue or topic that affects their potential to earn their degree within a reasonable time and cost.

► Conference Attendance & Presentation

Dr. Faisal Al-Khateeb, assistant professor of Business, coordinated the IBISWorld database workshop for the College of Business & Public Administration faculty Feb. 28. The IBISWorld provides independent macroeconomic industry intelligence that works with hundreds of small and large academic institutions. During the demo, the participants identified how similar faculty and students utilize market intelligence in 1,300+ industries to assist with understanding industry trends, conditions, forecasts, ratios etc.;



writing business plans and capstone projects; entrepreneurship mock-plans; preparing for interviews and internships; giving students a real-world business experience; and save time on class preparation and individual research. Those in attendance were Dr. Alkhateeb, Dr. Igwe Udeh, Dr. Robert Elliott, Dr. Yun Doo Lee, Dr. Biruk Alemayehu, Dr. Charles Briggs, Dr. Samuel Eweni and Mrs. Cynthia Beaulieu, director of the Small Business Development & Management Institute.

► Professional Outreach to Students & Community

The College of Business lost one of its most eminent professors, Dr. Amaresh Chandra Das, Feb. 16 after a brief illness. Dr. Das was a full Professor of Economics in the Department of Business Administration at the time of his death. He became a SUNO faculty member in 2006 after several decades at Xavier University of Louisiana. Dr. Das arrived at SUNO in the midst of the effort to rebuild and restart the College of Business & Public Administration after it had been eliminated by the Louisiana Board of Regents in response to the devastations caused by Hurricanes Katrina and Rita in 2005. He came to SUNO with a wealth of knowledge in his discipline accompanied by a robust portfolio of scholarship, intellectual contributions and an abundance of peer reviewed journal articles and publications. His intellectual contribution portfolio became a benchmark while the CBA was rebuilding its programs and crafting the AACSB accreditation plan. He was a major force to reckon with during both efforts to achieve initial and continuing AACBS accreditations. He often forced his colleagues to think through concepts and propositions that appeared settled at face value. Dr. Das was not only an extremely talented economist, but he also was a mathematician who preferred to quantify concepts to make them amenable to rational arguments. He was a compassionate instructor, a generous giver and a humble human being. He is survived by his wife, Sugata Das; one son, Rahul; and a host of brothers and sisters. His funeral, which, was massively attended by the CBA faculty, staff and alumni, was Feb. 23 at Garden of Memory Funeral Home in Metairie.

Business Continued

► Small Business Development & Management Institute (SBDMI)

The SBDMI arranged for Worley Middle School students to visit a SUNO classroom Feb. 5. The class was "Legal Environment to Business," taught by Mr. Willow Brown.

Attended the HBCU-CDAC Webinar Feb. 8 to discuss new planning grant awarded to CDAC.

Louisiana Notary Prep Orientation to recruit class participants Feb. 15. Twenty-three instructors attended. The classes started Feb. 20. The class meets on Tuesday and Thursday. Participants prepare to sit for the Louisiana Notary Examination at LSU June 2.

Louisiana Economic Development (LED) Peer-to-Peer Roundtable; February 20, 2018; 7th of 10 sessions; CBA Executive Conference Room; 12 participants; Business owners met for peer-to-peer learning, brainstorming and problem solving. The Business owners safely explored business and personal issues in a supportive, confidential and trusting environment. The roundtables are problem-solving sessions that address issues important to the business owner. Invited Industry guest discuss access to new and innovative business and business growth; Ms. Irma Dixon, Facilitator, Ms. Cynthia Beaulieu, Director SBDMI. The Peer to Peer Guest Speaker was Mr. Eugene Green, Founder and President of Nationwide Real Estate corporations, LLC.

Attended Mayors Conversation on Economic Equity in New Orleans; City of New Orleans Disparity Study Presentation Feb. 28 at the New Orleans Jazz Market. The presentation focused on the Disparity Study being done by the City of New Orleans on how to increase opportunities for small businesses, including minority and women-owned companies.



► Office of Student Services (OSS)

The Office of Student Services (OSS) over saw the process for the successful 2018 Spring 2018 registration of :

- 70 percent of 2017 cohort
- 41 percent of 2016, cohort
- 39 percent of 2015 cohort
- 35 percent of 2014 cohort
- 15 percent of 2013 cohort (9 percent have graduated)
- 3 percent of 2012 cohort (19 percent have graduated)

College of Education & Human Development

Dr. Willie Jones, Interim Dean

► Research

Dr. Sherry Bachus researched and reviewed literature on family and consumer science, child development, early childhood education, parenting and family relations, family therapy, and behavioral health.

► Workshops, Conferences and Scholarly Activities

Dr. Bachus attended the Research of Minority Professors (RAMP) 37th Annual Conference, "Research Matters: Investing in the Next Generation of Leaders," in Nashville, TN Feb. 1- 3. On Feb. 2, she was one of the workshop presenters. Her presentation was entitled, "The Changing American Family: Perceptions of Students in a Re-

Education Continued

search Course." On Feb. 3, she served as a judge for RAMP Graduate Students Presentation.

► Professional Outreach to Students and Community

On Feb. 7, Dr. Bachus attended the funeral services Child Development & Family Studies student Jacquelyn D. Williams, who died Jan. 29.

Dr. Bachus also continues to participate in churches' outreach programs for educational and scholarship programs for children.

► Other University-Related Activities

Dr. Bachus performed site visits for the 12 CDFS 499 Practicum spring 2018 intern students. The internship sites included Families Helping Families, Hope Community Resource Center, College Track, AmeriGroup, United Way and the SUNO Trio Program.

School of Social Work

Dr. Rebecca Chaisson, Dean

Dr. Rebecca Chaisson is presenting a paper, "*Women as Knowledge Architects; Feedback from the Field*," at the Law and Society Conference in Toronto, Canada June 7. Dr. Chaisson also provided a historical talk about former Dean of the School of Social Work, Millie Charles, at Christian Unity Baptist Church Feb. 25. This talk was part of a program about African-Americans who are "Living legends" for Black History month.

Ms. Susan Edgeron, program director for Title IV E, has an in-service "Self-Care" for Title IV-E Scholars Feb. 22 from 1-3 p.m. This program provided the scholars with activities and practices that they can use on a regular basis to maintain and enhance their short-term and long-term health and wellbeing. In addition, Ms. Edgeron is soliciting applications for the 2018-2019 Title IV-E Scholars who will be placed at the Department of Children and Family Services. The deadline to submit applications for this scholarship is April 2, 2018 by 5 p.m.



Dr. Hyacinth McKee and Dr. Ben Robertson

Dr. Hyacinth McKee and Dr. Ben Robertson presented "*The Life and Contributions of Marcus Garvey*," a presentation for Black History Month in the School of Social Work.

Drs. Ira Neighbors, Harry Russell and Ben Robertson are presenting a workshop titled, "Juvenile Justice in New Orleans: Contributing factors in Implementing a Successful Re-Entry Forensic Social Work Programs," at the National Organization of Forensic Social Work (NOFSW) Annual Conference June 19 – 22.

Dr. Ira Neighbors gave a talk on Dean Millie M. Charles, "A Legend Amongst Us" Feb. 25 at the Black History Month Celebration at Christian Unity Baptist Church in New Orleans.

Dr. Torin Sanders gave two presentations. The first was *Principles of Child Custody Evaluation* Feb. 15, which was presented at the regional meeting of the Louisiana chapter of the National Association of Social Workers (NASW). The second workshop was titled, *Spirituality & Social Work*, conducted Feb. 22 at the School of Social Work under the Community Resource Center.



SOUTHERN UNIVERSITY LAW CENTER

Board of Supervisors Report: March 2018

SULC HOST 2018 PRE-LAW DAY



On February 23, 2018, the Law Center held the 25th Annual PRE-LAW Day at the Law Center. Over 140 potential future law students were in attendance and treated to continental breakfast and optional tours of the Law Center. The program began with introductions from the newly elected SBA President, Ms. Xavieria Jeffers and Shawn Vance, Associate Vice Chancellor for Academic Support, Academic Counseling and Bar Preparation Programs. A mock law school class was taught by Professor Arthur Stallworth '75, and Professor Michael Garrard discussed what the Law School Admissions Test (LSAT) was and how it is used in the admissions process. Roederick White, Vice Chancellor for Academic and Student Affairs discussed the lawyer's character and fitness and additional presentations were made by other law professors, staff and students. The day ended with lunch and other optional sessions with Financial Aid and other departments.



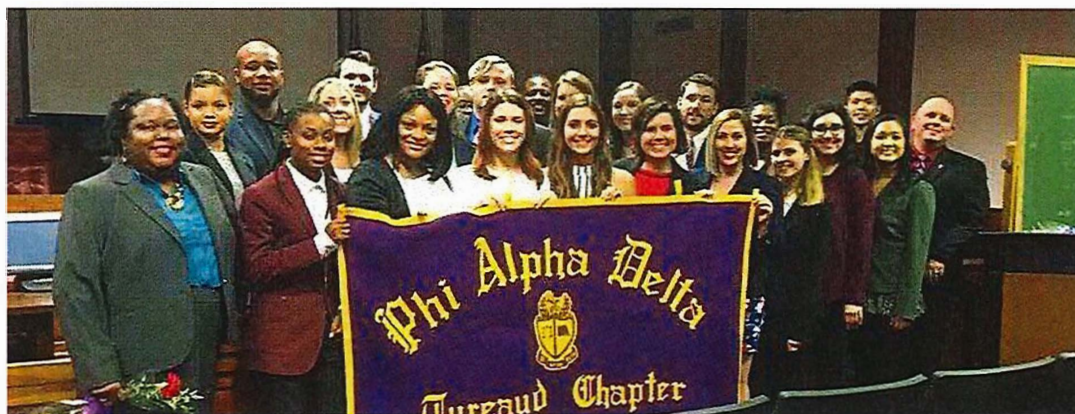
Students Spotlight

Phi Alpha Delta Law Student Team To Travel To Virginia For Mock Trial Competition



On February 22, 2018, seven members of SULC's Tureaud chapter of Phi Alpha Delta (PAD) will be traveling to Arlington Virginia to compete in a two day long mock trial competition. All teams that will be competing are comprised of PAD members from various law schools across the nation. Among the law schools that will be competing include Syracuse, Villanova, Penn State, DePaul, and over a dozen others from across the nation.

Phi Alpha Delta (PAD) is an international co-ed law fraternity, the largest in the United States. It's initiated members include undergraduate students, law students, attorneys, and various legal professionals. It currently has over 300,000 initiated members. Five of our current Supreme Court justices are initiated members of PAD, including Justice Ruth Bader Ginsberg.



The competition team members were John Ginart (coach), Lance Beal (coach), Ashley Armstrong (coach), Matt Sandifer (prosecution), Peter Lemoine (prosecution), Elizabeth Goree (defense counsel), and Jonathan Songy (defense counsel).



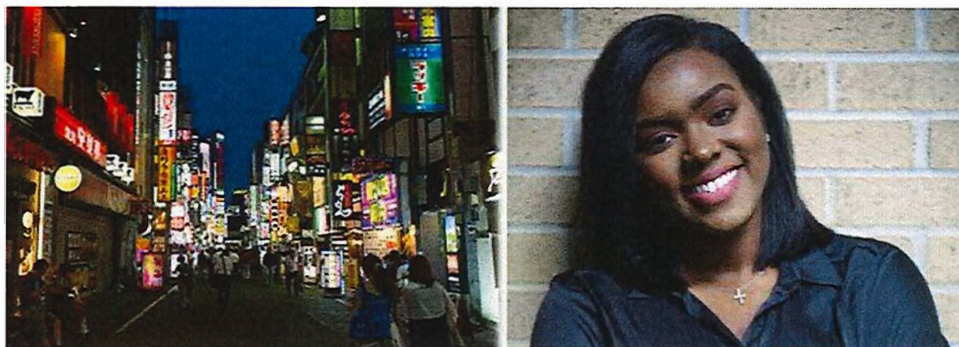
Students Spotlight

2L Arnedia Wallace Selected as a National Graduate Transportation Fellow



Second year law student Arnedia Wallace was recently selected as a Dwight D. Eisenhower Transportation Fellow. With a stated mission to attract the nation's brightest minds to the field of transportation and to advance transportation workforce development, Ms. Wallace was selected through competitive process which included a national selection panel. The fellowship program encompasses all modes of transportation, however, Ms. Wallace will focus her research on the Southeast Regional Rail System.

Law Student Yasha Clark Selected for Emerging Leaders Congressional Fellowship in Japan



Third year law student Yasha Clark has been selected to participate in the 2018 Emerging Leaders: Japan Exchange Program titled the "Kakehashi Project" from March 20-30, 2018.

In partnership with the government of Japan, the Congressional Black Caucus Foundation, Inc. selects 18 participants each year for the Kakehashi Project, which is a study abroad program in Japan for emerging leaders. Through this initiative, the Congressional Black Caucus Foundation, the Embassy of Japan, and the Japanese International Cultural Center aim to increase African American students' interest in and exposure to global opportunities and the culture of Japan.



Tulane NBA Contracts Negotiations Competition



2L Students Tre Sullivan and Christian King participated in a NBA contract negotiation competition given at Tulane School of Law this past weekend (March 2 and March 3) and were mentored/coached by Professor Rahim Smith. In separate rounds, they played the role of general manager(s) of a team, negotiating a contract to offer to a prospective free agent, and the role of NBA agents, representing the player's interest and getting the most favorable deal. The students were judged by real Front Office executives from The New Orleans Pelicans and Brooklyn Nets. The students were judged on their mastery of the NBA collective bargaining agreement (CBA), their ability to reach certain objectives in their negotiations, depending on their position, and their ability to make the salaries work under the salary cap restrictions. Out of 10 teams, Southern came in first place, beating Tulane in the final round while negotiating a lucrative contract for unrestricted free agent Isiah Thomas.



Students Spotlight

Journal of Race, Gender & Poverty Announces Student Publications for Vol. IX



Southern University Law Center's Journal of Race, Gender, and Poverty is proud to announce that the following articles have been selected for publication:

THOSE LEFT BEHIND: Louisiana's Evolving Approach to Sentencing and Its Effect on African American Children with Incarcerated Parents, Whitney Stewart

Reinventing the Wheel: Reinvesting in Louisiana Public Schools Instead of Charter Schools, Claire Caillier

The Miseducation of the American Juror, La'Deisha Woods

The Right of a Birth Mother: Protecting Women from the Choices They Made at the Cost of Their Biological Children, Colleen Butler

Transitioning On-Campus Housing in Louisiana: An Analysis of Discriminatory Policies Trans* Students Face at the University, Zachary Harrison

The articles published in the Journal continue to provoke critical thinking and discussion, enlighten the community, and most of all, serve as a reminder of the world's persistent injustices while encouraging the community to take a stand against those injustices.

For more information or to purchase a copy of the Journal, please send an e-mail to jrgp@sulc.edu.



SULC Alum Tapped To Lead The Criminal Division Of LADOJ



Pat Magee, the 2004 graduate of Southern University Law Center, has been selected to lead the Criminal Division of the Louisiana Department of Justice (LADOJ). With over a decade of service in the 15th Judicial District Attorney’s Office and private practice, his body of work includes creating and implementing the Zoned Area Intervention Program, which was aimed at lowering the crime and recidivism rates of high poverty areas, serving as prosecutor of the Drug Court Program, and defending the civil liberties of alleged criminals.

In his announcement, Attorney General Jeff Landry had this to say about the SULC alum: “Pat Magee has vast experience ensuring the law is faithfully executed – protecting our civil liberties while keeping our communities safe. I trust Pat will use this knowledge and his passion to serve Louisiana in a manner that honors our office’s commitment to upholding the rule of law, defending the Constitution, and protecting our State’s people.”

Magee, a Lafayette native and veteran of the Louisiana Army National Guard, continues his commitment to service through his role as a member of the Southern University Board of Supervisors.



SULC Alum Won Judge of Harris County Criminal Court at Law 15



On March 6, 2018, Tonya Jones garnered a win in her Texas (Harris County) primary election by getting 70% of the votes for a win over her opponent Kris Ougrah. This court handles Class A and B misdemeanors in Texas.

Tonya is a native Houstonian who grew up in Houston's South Park/Sunnyside neighborhood and is a proud graduate of Jesse H. Jones Senior High School. Ms. Jones completed her undergraduate studies at Baylor University in Waco, Texas where she graduated with a Bachelor of Arts degree in Political Science. While at Baylor, she was actively involved in several student groups and service organizations. She was a member of Phi Alpha Delta pre-law fraternity as well as Chaplain of her sorority. One of her most significant roles at Baylor was her service as a Baylor Ambassador charged with meeting with local state legislators to advocate the importance of maintaining the Pell grant. This was important to her as a first-generation college student who struggled the various obstacles related to the pursuit of higher education.

Tonya was admitted to the Texas bar in 2011 and began her legal career as an intern at the prestigious Ramos Family Law Group, where she honed her knowledge of family law. She then became Associate Attorney for the distinguished Law Offices of Wilvin J. Carter where she sharpened her skills as a litigator. Her wealth of diverse experience and passion for public services gives her a unique and fresh perspective to bring to the bench.



CHANCELLOR PIERRE ON THE GO



On February 5 & 6, Chancellor Pierre attended the State of Opportunity in America Summit in Washington, D.C. This event was put on by The Center for Advancing Opportunity (CAO).

He also participated with the Thurgood Marshall College Fund Fly-In on February 25-27 in Washington, D.C.

Chancellor Pierre has been selected to receive the Distinguished Alumni Award for Academic Service from SMU Dedman School of Law. The event will take place on April 11, 2018.



Upcoming Events

Alumni & Friends Round Up 2018

Round Up Events

Wednesday, April 4

2018 SULC Awards and Scholarship Program

12:00 noon • Law Center Atrium

Courtyard Unveiling

4:00 pm • Law Center Courtyard

Thursday, April 5

CLE

1:00 – 3:00 pm • A. A. Lenoir Hall

Judicial Wall of Fame Unveiling

4:00 pm • Shaw Center for the Arts

Distinguished Alumni Reception

5:30 pm • Shaw Center for the Arts

Friday, April 6

Chancellor's Scramble

7:00 am Open • 8:00 am Shot-Gun • Copper Mill
Golf Club

Admitted Students Reception & Alumni Mixer

6:00 pm • Law Center Atrium

Saturday, April 7

Hall of Fame Gala

6:00 pm Reception • 7:00 pm Dinner • Boudreaux's

2018 Round Up Honorees

Judicial Wall of Fame

Judge Ree Casey-Jones, '05

Judge Jeff Cox, '92

Judge Nakisha Ervin-Knott, '98

Judge Angelo J. Piazza III, '83

Distinguished Alumni

Marcus A. Augustine, '09

Scotty E. Chabert Jr., '06

Lacy L. Durham, '06

Thomas Russell "Rusty" Galloway Jr., '95

Brian Jackson, '05

Tedrick K. Knightshead, '02

Allen C. Miller Sr., '99

Elizabeth G. Pierre, '94

Alumni Hall of Fame

Shelton Dennis Blunt, '91

Marcus V. Brown, '88

Donald Cravins Jr., '98

Jan Pritchett, '94

Cynthia N. Reed, '90

Maurice A. Williams, '87





CHANCELLOR'S REPORT

MARCH 2018

VOL 3 - NO. 3

Dr. Rodney A. Ellis
 CHANCELLOR

EXECUTIVE TEAM MEMBERS

- Wayne H. Bryant
- Brandy Jacobsen
- Leslie R. McClellon
- Dr. Regina Robinson
- Stephanie K. Rogers
- Janice Sneed
- Frank Williams, Jr.
- Dr. Melva K. Williams
- Dr. Sharron Herron-Williams

CHANCELLOR'S CABINET MEMBERS

- Sandra Bigham
- Major Brock
- Devonye Brown
- Tameka Brown
- JoAnn Warren-Brown
- Darria Dixon
- D'Marquis Dupree (SGA)
- Angelique Feaster-Evans
- Larry Ferdinand
- David Fogleman
- Rebecca Gilliam
- Stephanie Graham
- Dr. Barry Hester
- Sonya Hester
- Don Howard
- Sophia Lee
- Vanessa Leggett
- Dr. Tuesday Mahoney
- Dr. Lonnie McCray
- Dr. Veronica McEachin
- Carolyn Miller
- LaDarius Morgan (SCB)
- Annie Moss
- Beverly Parker
- Chief E. Page Reynolds
- Dr. Lalita Rogers
- Krista Snell
- Katraya Williams
- Regina Winn
- Sheila Swift
- Tiffany Varner

• • **Linza Wintz, Recording Secretary** • •

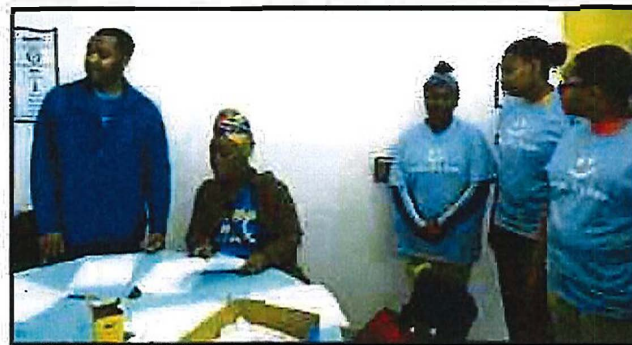
INSIDE THIS EDITION

- Free Dentistry Event
- Congratulation Allied Health Students
- Celebrating Black History Month
- AKA / Sigma Rho Omega
- A.S.C.E.N.D. Tour Campus
- Student of the Month
- Jaguar of the Month
- New Employees
- Announcements
- 50th Golden Gala

SOUTHERN UNIVERSITY AT SHREVEPORT DENTAL HYGIENE CLINIC AND MILES FOR SMILES MOBILE DENTISTRY SEE RECORD NUMBER OF PATIENTS DURING FREE DENTISTRY EVENT



Over 200 people came out Saturday, February 17th to receive free dental care as part of Southern University at Shreveport's first free dental care event. SUSLA Dental Hygiene Clinic partnered with Miles For Smiles mobile dental care and Dentistry From The Heart to host the event for the local community.



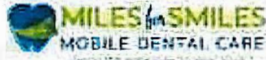
Over 80 individuals registered for services within the first hour and registration was cut off at 169 individuals. Volunteer providers began work on patients immediately and many stayed until 6:30pm to insure as many patients as possible could be seen before supplies ran low.

"This event is a great opportunity for our students to give back to the community while getting the hands on experience with patients that the clinic was created for," said, SUSLA Chancellor, Dr. Rodney Ellis.



dentistry
from the heart

In partnership with



FREE Dentistry Event

Mrs. Terri Johnson, SUSLA Dental Hygiene Clinic Coordinator and Mrs. Lynne Eatman, SUSLA Dental Hygiene Director along with our dental hygiene students and volunteer providers were able to provide cleanings to 32 patients in the clinic. Another 82 patients were seen for extractions and fillings on the Miles For Smiles mobile dental care unit. A total of 114 patients were given free care at the event.



Many patients could not be seen due to other medical reasons.

Community partners from David Raines Community Health Center, Project Celebration, MLK Health Center & Pharmacy, Family and Community Engagement-Caddo Parish Schools, LSU & SU Ag Centers, Shreveport Green, and the Philadelphia Center provided valuable information and services to participants while they waited to be seen.



Volunteers from Kappa League, SUSLA Allied Health Programs, STEM, and TRIO Program helped to manage the crowd and keep the events moving. Community sponsors Brookshire's, Walmart Neighborhood Store, and Aramark provided food for the participants and volunteers.



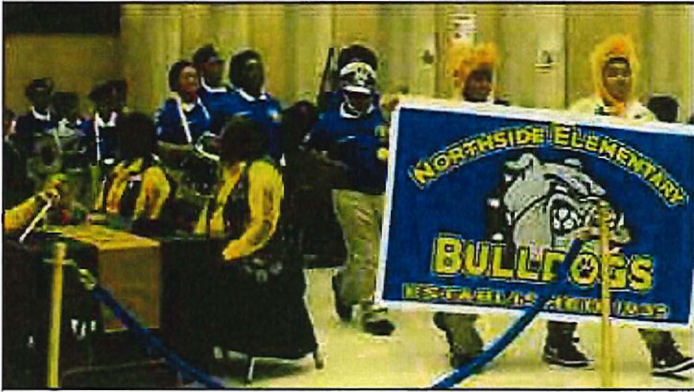
Celebrate
BLACK HISTORY
 Month 2018

NAUW HOST BLACK HISTORY MONTH PROGRAM

In celebration of Black History month, the National Association University of Women (NAUW) Shreveport Branch sponsored a fantastic program on Saturday, February 17, 2016 in the Jesse Stone Lecture Hall on the Southern at Shreveport campus. The audience was in-



as the program began with the echoes of such angelic voices as that of Mrs. Brenda Wimberly, nationally known opera singer, Mr. Vinson Williams, Mr. Rashon Hudson, and Ms. Terry Banks.



One of the highlights of the program was the Northside Elementary School Drum-Line and Dancers who came in marching and dancing and gave a wonderful performance. The Mt. Canaan Youth Home Study Support Group of six amazing

young boys ranging from age twelve to fourteen years did an outstanding dramatization on "What's in Your Life?".

SUSLA's Upward Bound North Students presenting a magnificent drama on "Rosa Parks Going to Jail." The last of the performers took us back to where it all began the Plantation life of the Black Man in America. The Greater Hope Baptist Church performers captured the audience by demonstrating the life style of the black man on the plantation. They dressed in plantation clothes and explained the use of several items such as



the, the outhouse, the old iron pot, rub board, the slop jar, the wash pan, the iron stove, etc. The young people were in awe as they saw some of the life styles and hardships their fore fathers had to go through in order for them to allow them to have what they have today.



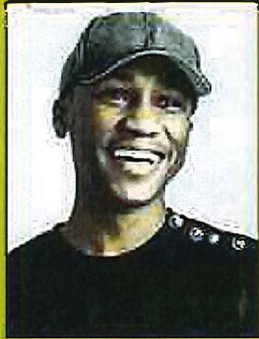
The guest speaker was the honorable Mayor Ollie Tyler who spoke on "African Americas in Times of War". She spoke on the hardships of the Black Men who chose to join the army. Mayor Tyler explained that the soldiers were proud to take on the responsibility of fighting for the rights of men regardless of their skin color. Mayor Tyler emphasized the importance of being proud of who you are and where you came from. She encouraged the audience to keep telling the story of the heritage of the Black man from one



generation to the next, stay in school, obey the rules, and do unto others as you will have them do unto you.

Telecommunications Manager, Christella Jackson, served as chair for the event.

MK ASANTE TO SPEAK AT SUSLA BLACK HISTORY CONVOCATION



The best-selling author, award-winning filmmaker, recording artist, and distinguished professor, MK Asante will be the featured speaker at the 2018 Black History Convocation. He is the author of *Buck: A Memoir*, praised by Maya Angelou as "A story of surviving and thriving with passion, compassion, wit, and style." *Buck* made the Washington Post Bestseller List in 2014 and 2015 and has won numerous literary awards. *Buck* is currently being adapted into a major motion picture.

Asante studied at the University of London, earned a B.A. from Lafayette College, and an M.F.A. from the UCLA School of Theater, Film, and Television. His work has been featured on the CNN, NPR, *The Breakfast Club*, VH1, and MTV. His essays have been published in the *New York Times* and *USA Today*. Asante's inspirational story "*The*

Blank Page" is featured in the #1 *New York Times* best-seller, *Chicken Soup for the Soul: 20th Anniversary Edition*.

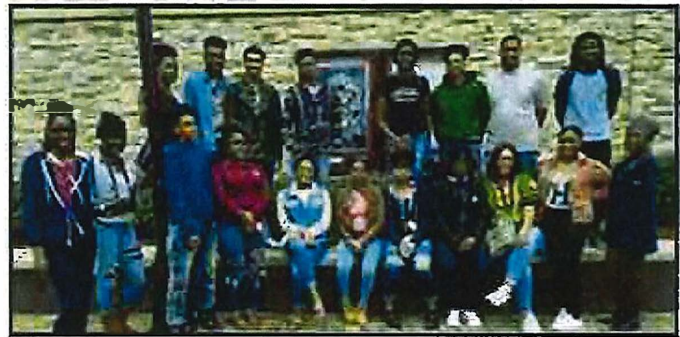
He has lectured at Harvard, Yale, Stanford, as well as, hundreds of other universities. Asante has toured in over 40 countries and was awarded the Key to the City of Dallas, Texas. As a recording artist, he was recently featured on the album *Indie 500* by Grammy winning producer 9th Wonder & Talib Kweli.

Asante is a Distinguished Professor at the MICA Business School in India and a tenured professor of English and Film at Morgan State University.

SUSLA JAGUARS FIRST TO SEE BLACK PANTHER MOVIE

Southern University at Shreveport students were among the first to see *Black Panther* the movie on opening night. Students enjoyed dinner and a movie thanks to a collaboration of sponsors whose goal was to provide provides students with experiences to remember. *Black Panther* is the 18th movie in the Marvel Cinematic Universe, a franchise that has made \$13.5 billion at the global box office over the past 10 years. (Marvel is owned by Disney).

It is a significant movie as it depict African images in an empowering and connective framework. Students left the movie inspired about their heritage. SUSLA students not only enjoyed the movie but also the opportunity to fellowship with fellow SUSLA classmates and mentors. The *Black Panther* movie and dinner series were sponsored by Student Government Associate President, Rebecca Gilliam's, Director of Student Activities, Dr. Melva Williams, Vice Chancellor SA&EM, Willie Siglar, Success Coach, Marci Collins, Professor, and Dr. Tuesday Mahoney, Assistant Vice Chancellor for College Access.



ALPHA KAPPA ALPHA SORORITY, INC., SIGMA RHO OMEGA CHAPTER A.S.C.E.N.D TOUR HIGH SCHOOL STUDENT AROUND SUSLA CAMPUS



Alpha Kappa Alpha Sorority, Inc., Sigma Rho Omega Chapter A.S.C.E.N.D recently participated in Health Careers exploration at Southern University at Shreveport's Dental Hygiene Clinic (now located at the main campus on Martin Luther King Jr.) SUSLA Chancellor, Dr. Rodney Ellis, took time away from the free dental event being held to greet the students and the SRO A.S.C.E.N.D and show some Jaguar pride. Alpha Kappa Alpha Sorority Incorporated's signature youth enrichment program, ASCENDSM is designed to motivate, engage and assist high school students in reaching their maximum potential.

ASCENDSM focuses on Achievement, Self-Awareness, Communication, Engagement, Networking and Developmental Skills. Alpha Kappa Alpha Sorority, Inc., Sigma Rho Omega Chapter A.S.C.E.N.D host its monthly enrichment session on the campus of Southern University at Shreveport, which allows 9th – 12th graders exposure to a HBCU campus experience.

SUSLA offers many Career and Technical Education opportunities that can expand success in students' career pursuits.

While on campus, AKA Sigma Rho Omega Chapter A.S.C.E.N.D program participants also experienced a cultural exploration of Pakistan and Nigeria cultures with the SUSLA International Cultural Club new officers. Students and guests learned about language, cultural greetings, clothing, religious practices, food, and human rights issues (Model UN topic) effecting various African tribes.



100%

SUSLA PRACTICAL NURSING (LPN) PROGRAM GRADUATES ACHIEVE 100% FIRST TIME PASS RATE

The Fall 2017 graduates of Southern University at Shreveport's Licensed Practical Nursing (LPN) program have earned a 100% first time pass rate on the NCLEX-PN! They join the very first cohort in reaching this goal.

Congratulations to these eight graduates and the faculty and staff of the Practical Nursing program.

The Practical Nursing program began in January 2013 and is one of three programs under the nursing umbrella at SUSLA: Certified Nursing Assistant, Practical Nursing, and Registered Nursing.



Congratulations!
Dental Hygiene Program
97% National Exam Pass Rate

Celebrating 50 Years of Excellence!

www.susla.edu

SUSLA TRIO PROGRAMS TAKE STUDENTS ON SPRING COLLEGE AND CULTURAL TOUR TO THE UNIVERSITY OF LOUISIANA AT LAFAYETTE

Southern University at Shreveport's TRiO Upward Bound Programs hosted a Spring College and Cultural Tour Saturday, January 27, 2018. TRiO Programs (Upward Bound Sabine, Upward Bound North, Upward Bound South, Upward Bound Desoto, and Upward Bound Natchitochés) took a combined 110 students to the University of Louisiana at Lafayette to engage in college readiness workshops on money matters, college majors, and decision-making. Students were also able to tour the University of Louisiana at Lafayette's campus.

Southern University at Shreveport's five TRiO Upward Bound Programs provide services in four parishes. The programs provide services for individual's 9th – 12th grade who are first generation and low income.

SUSLA also has three additional Federal TRiO programs including Upward Bound Talent Search, Educational Opportunities Center, and Veterans Upward Bound serving middle school, adults, and Veterans.



CONGRATULATIONS



Student
of the Month

SOPHOMORE, OLUWABUNMI ELIZABETH SOBUKOLA

Oluwabunmi Elizabeth Sobukola is a 17-year-old sophomore that left Nigeria with hopes of experiencing more educational opportunities. She was only 16-years-old when she took on this international journey to study abroad. Ms. Sobukola choose Southern University at Shreveport to obtain a criminal justice degree. She aspires to attend law school, in the United States to help low-income families fight for justice and fair treatment.

Ms. Sobukola has set the example of excellence by maintaining a 3.9 GPA. She has served as a Student Support Services tutor on campus. Ms. Sobukola embodies the essence of student engagement by participating in multiple organizations on campus and motivating other international students to get involved. She is a natural born leader as demonstrated by her peers; who recently elected Ms. Sobukola to serve on the International Cultural Club's (ICC) Executive Leadership Committee as the first President. Hats off to our "Student of the Month" Ms. Oluwoabunmi Elizabeth Sobukola!

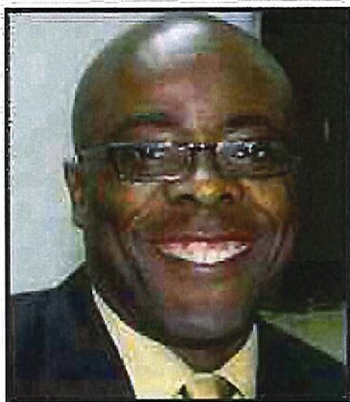


Congratulations! Ms. Sobukola

JAGUAR of the MONTH

Dr. Rodney A. Ellis, Chancellor

recognizes Elijah Teh-Teh as "Jaguar of the Month"



Elijah Teh-Teh, Network Manager Information Technology Center, Southern University at Shreveport

Mr. Teh-The has been a valuable member of the I.T. team here at SUSLA for 9 years. He is always quick to lend a hand on any project and provide support and resources for problem solving when it comes to issues with on campus technology. He is originally from Liberia and has lived, worked and attended school in many countries. He began at SUSLA as a student in the CNET Program and quickly became a stand out employee. He was promoted to Network Manager in the fall of 2017. Mr. Teh -Teh has a love of learning and self-improvement and is currently pursuing a degree from Southern University Baton Rouge online.

In addition to his education and work accomplishments, he volunteers selflessly to support our students on his own time. He has served as a soccer coach, leads the SUSLA Baptist Colligate Ministries group every Thursday night, and volunteers countless hours working with International students as a mentor and counselor. He is an excellent employee, mentor, minister, and volunteer who has given so much back to the Jaguar Nation and we a blessed to have him on campus.

Congratulations! Mr. Teh-Teh

Welcome EMPLOYEES



Halena Jones
University Recruiter



Phillip Swift, Instructor
Surgical Technology Clinical



Latoria Willis Thomas
Special Assistant to the
VC of Student Affairs &
Chief Finance Officer



Urina Holt, Director of
Veterans Upward Bound

Campus Announcements

Hosted and Sponsored by



“Building Wealth Through Government Contracting”

February 28, 2018

1:30 pm - 4:00 pm

SUSLA Metro Campus (Museum)

610 Texas Street

Shreveport, LA 71101

Hands-on Registration and Certification Workshop

(immediately following)

Metro Computer Lab (1st floor)

4:00 pm - 5:00 pm

Questions? Contact:

Jo Ann Lawrence, jo.lawrence3@sba.gov
Phone: 504.589.2879

Marjorie Ball, marjorie.ball@sba.gov
Phone: 504.589.2037

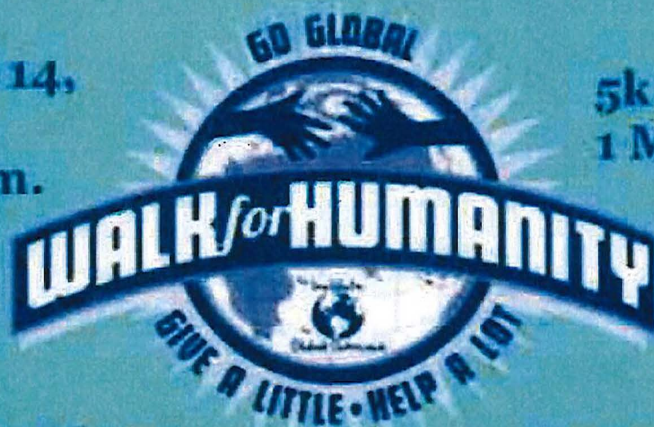
FREE and open to the public.
Space is limited.

Registration is required. Register online at:
<https://www.eventbrite.com/e/building-wealth-through-government-contracting-tickets-43217755470>



The Institute for Global Outreach Presents

Sat. April 14,
2018
8:00 a.m.



5k Run/Walk
1 Mile Health
Walk

Clyde Fant Pkwy
Across from SeiPort

Awards & Raffle
Prizes

Walk/Run to End World Hunger

Register Online
@ sportspectrumusa.com

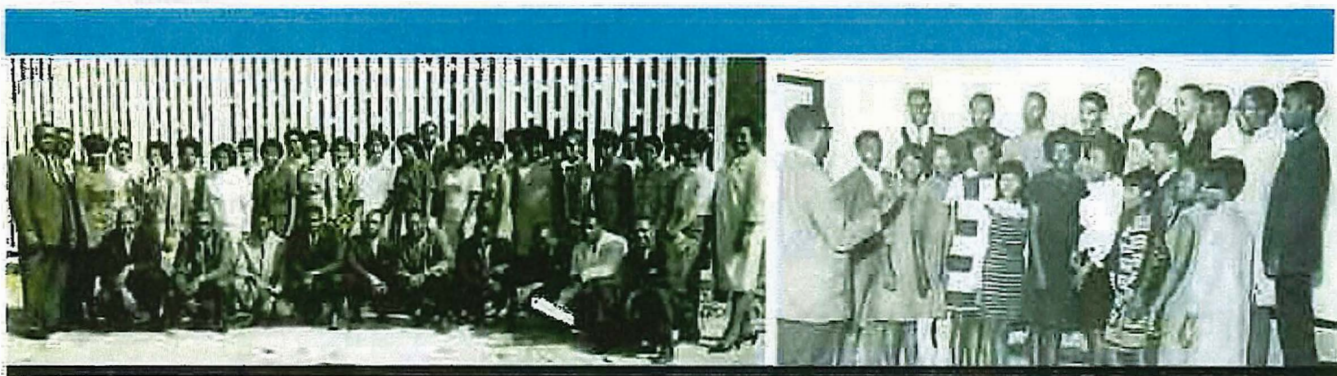


Velma Kirksey-Tarver
Founder/Director

- 825 - By March 31st
- 895 - Race Day
- 815 - Students
- 810 - 12 & Under



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SOUTHERN UNIVERSITY AT SHREVEPORT
50th
YEAR 1967-2017
Celebration

GOLDEN
Gala

SUSLA 50TH GOLDEN GALA: A JOURNEY THROUGH THE DECADES

On May 5, 2018 Southern University at Shreveport, LA (SUSLA) will hold its highly anticipated 50th Golden Gala at 421 Texas Street in downtown Shreveport. Sponsorships opportunities are still available.

HONORING THOSE WHO HAVE HONORED US. Be there when we honor past administrators, alumni, and friends. We will also pay "Special Tribute" to community servants who, along with many loyal friends and alumni, have gone above and beyond to help sustain this great institution through the decades.

YOU DON'T WANT TO MISS THIS EVENT, 50 YEARS IN THE MAKING.

SECURE YOUR TABLE OR TICKETS NOW!

www.eventbrite.com (enter SUSLA 50th)





*The Chancellor's Report is a monthly publication from the Office of the Chancellor
Rodney A. Ellis, Ed.D., Chancellor
Leslie R. McClellon, Chief Administrative Officer*

*Articles and editing provided through the Office of Marketing and University Relations
Krista Snell, Director*

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Barbara Austin, Coordinator / Editor*

*Units of the Division of Institutional Advancement / University Relations
Stephanie K. Rogers, Chief Advancement Officer*

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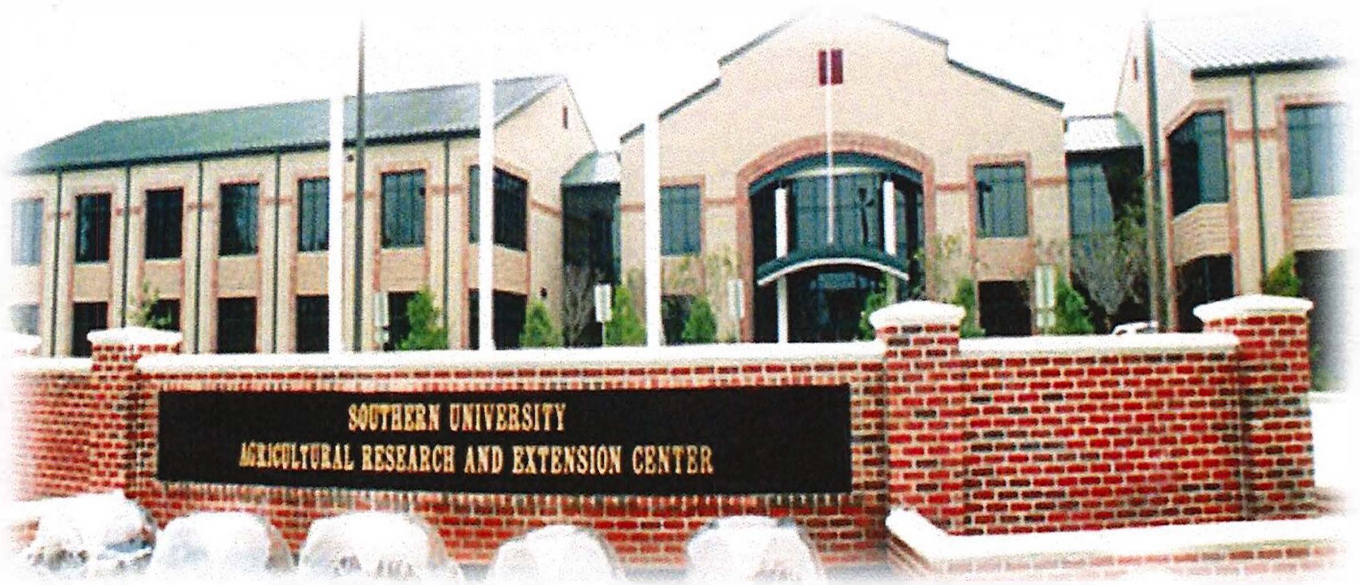
"Southern University at Shreveport does not discriminate on the basis of race, color, age, national origin, gender, disability or any other protected class."

Title IX Coordinator: Tilisha Bryant, Adm. Bldg. - Office of Admissions, (318) 670-9210

Section 504 Coordinator: Jerushka Ellis, Fine Arts Bldg., - Student Success Center, (318) 670-9285

Southern University
Agricultural Land-Grant Campus

Chancellor's Report



Bobby R. Phills
Chancellor-Dean

Retia Walker
Vice Chancellor for
Academic
& Student Support
Services/
Associate Dean

Andra Johnson
Vice Chancellor for
Research &
Technology
Development

Dawn Mellion-Patin
Vice Chancellor for
Extension & Outreach



Come **GROW** with Us!
COME GROW WITH US!

75th Annual State Livestock and Poultry Show

Nearly 200 young farmers from throughout the state of Louisiana participated in the 75th Annual State Livestock Show at the Maurice A. Edmond Livestock Arena. The event provided an opportunity for youth to showcase their hard work and skill in raising and caring for various breeds of cattle, hogs, sheep, lamb, goats and poultry. Overall, 39 participants were named champions in various categories and received prizes that consisted of premiums, ribbons, rosettes and trophy belt buckles.

St. Joseph, La. mayor and retired Tensas Parish Extension Agent, Elvadus Fields, has been bringing participants to Southern's Livestock Show for 57 years.

"I think it (SU Livestock Show) aids in the development of responsible womanhood and manhood," said Fields. "Most of all that child is responsible for that animal. If the animal eats, the child has to feed it. If the animal gets sick, the child has to make sure the animal gets well. The child has to learn how to discipline the animal and be disciplined, as well," added Fields.

Seventeen year-old Destinee Morris is an example of the development that Mayor Fields talked about. The West Feliciana Parish native has been showing steers at the Southern University Livestock Show since she was 11. She said participating in the Livestock Show has helped her learn to enjoy nature. She credits her sister for peaking her interest in showing steers after seeing pictures of her participating in Southern's Livestock Show. 2018 will be Morris' last year participating in the Livestock Show. The high school senior plans to attend college out of state in the Fall. For her final show she took home Reserve Champion in the Market Steer Division and placed 3rd in Showmanship.

The 75th Anniversary Show received major support from both local and state levels. U.S. Senator Bill Cassidy took a moment to wish participants good luck during the show via video message. Although he could not come in person, a representative from his office, Mr. Brian McNabb, helped kick off the first day's activities. Senator Greg Tarver also read a resolution presented to the Senate in honor and recognition of the 75th Anniversary.

"WE ARE EXCITED TO CELEBRATE 75 YEARS OF HOLDING A LIVESTOCK SHOW. SOUTHERN IS THE ONLY HISTORICALLY BLACK COLLEGE OR UNIVERSITY THAT CURRENTLY HOLDS A LIVESTOCK SHOW AND WE ARE VERY PROUD OF THAT." – *DAWN MELLION-PATIN*



The Southern University Livestock Show is like no other show in the state. "Our show is unique in the fact that we offer guided school tours that include a petting zoo, gardening station and educational presentations while the participants are showing their animals," said Dr. Harold Mellieon, Director of Livestock Show Programs. "The tours provide an opportunity for many youth in the Baton Rouge area to see live farm animals in person for the first time. We also have college students from Southern's College of Agricultural, Family and Consumer Sciences assisting with every part of the show. This gives our college students hands on experience in the field," added Mellieon.

Winners and their home parish are listed below listed below by show category.

REGISTERED DAIRY

GRAND CHAMPION - WYATT SONNIER, CALCASIEU PARISH
RESERVE CHAMPION - KINSLEY WINDOM, ST. TAMMANY PARISH

COMMERCIAL DAIRY

GRAND CHAMPION - CAMILLE SONNIER, CALCASIEU PARISH
RESERVE CHAMPION - KYLE SONNIER, CALCASIEU PARISH

DAIRY SHOWMANSHIP

GRAND CHAMPION - WYATT SONNIER, CALCASIEU PARISH
RESERVE CHAMPION - KINSLEY WINDOM, ST. TAMMANY PARISH

BRAHMAN BULL

GRAND CHAMPION - CAPLAN YOUNG, WINN PARISH
RESERVE CHAMPION - JOHN MICHAEL PICKETT, WINN PARISH

NON BRAHMAN BULL

CHAMPION NON-BRAHMAN - SKYLAR PRIMM, CADDO PARISH

BRAHMAN HEIFERS

CHAMPION BRAHMAN - JESSE SANDEL, SABINE PARISH
RESERVE CHAMP BRAHMAN - JOHN MICHAEL PICKETT, WINN PARISH

NON BRAHMAN HEIFER

CHAMPION NON- BRAHMAN - HAILEE DAIGLE, ASCENSION PARISH
RESERVE CHAMP NON- BRAHMAN - ZABADIAH ATEs, UNION PARISH

COMMERCIAL HEIFER

GRAND CHAMPION - ASHLYN NATALI, CALCASIEU PARISH
RESERVE CHAMPION - TREVOR MCLENDON, SABINE PARISH

BEEF SHOWMANSHIP

GRAND CHAMPION - TANNER BROWNING, SABINE PARISH
RESERVE CHAMPION - BRENDEN FORD, SABINE PARISH

MARKET STEER

GRAND CHAMPION - BRADY HAYES, JEFFERSON DAVIS PARISH
RESERVE CHAMPION - DESTINEE MORRIS, WEST FELICIANA PARISH

MARKET LAMB

GRAND CHAMPION - JACOB REYENGA, BOSSIER PARISH
RESERVE CHAMPION - CAROLINE DUPREE, BOSSIER PARISH

MARKET LAMB LA BRED

LA BRED CHAMPION - JACOB REYENGA, ST. MARTIN PARISH
LA BRED RESERVE CHAMPION - JOHN ADAM FONTENOT, BOSSIER PARISH

LAMB SHOWMANSHIP

GRAND CHAMPION - TANNER BROWNING, SABINE PARISH
RESERVE CHAMPION - BRENDEN FORD, SABINE PARISH

MARKET GOAT

GRAND CHAMPION - GEORGE CHAMBERS, BOSSIER PARISH
RESERVE CHAMPION - KATLYN MATHEWS, BIENVILLE PARISH

MARKET GOAT LA BRED

LA BRED CHAMPION - KATLYN MATHEWS, BIENVILLE PARISH
LA BRED RESERVE CHAMPION - LUKE PADGETT, CLAIBORNE PARISH

GOAT SHOWMANSHIP

GRAND CHAMPION - MADISON GREEN, WINN PARISH
RESERVE CHAMPION - KATLYN MATHEWS, BIENVILLE PARISH

MARKET HOG

GRAND CHAMPION - BRADY HAYES, JEFFERSON DAVIS PARISH
RESERVE CHAMPION - JADA ST. PIERRE, ST. JAMES PARISH

HOG SHOWMANSHIP

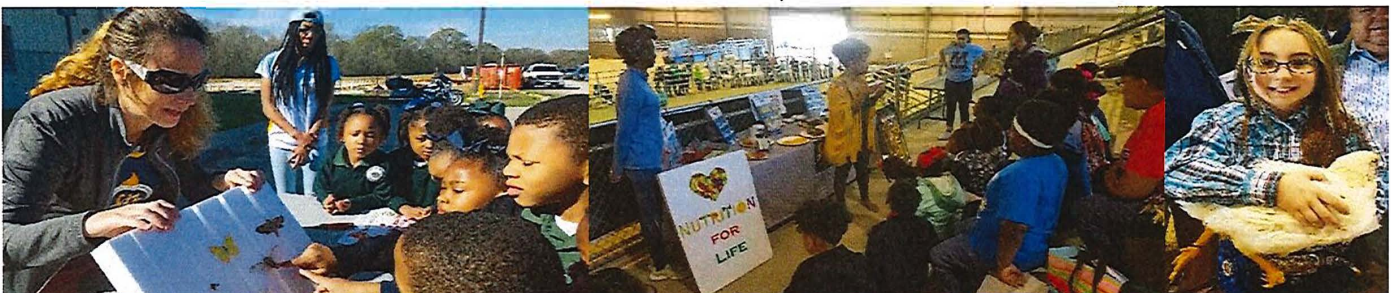
GRAND CHAMPION - PALYNN FONTENOT, CAMERON PARISH
RESERVE CHAMPION - JADA ST. PIERRE, ST. JAMES PARISH

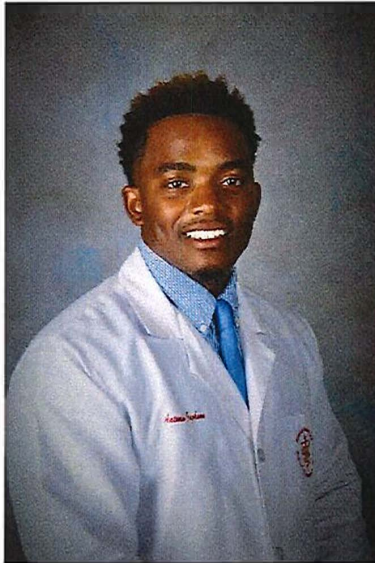
BROILER

GRAND CHAMPION - JAMIE KILE, RAPIDES PARISH
RESERVE CHAMPION - TAYLOR MARTIN, RAPIDES PARISH

BROILER PREMIER EXHIBITOR

GRAND CHAMPION - ADDISYN ROBINSON, ST. LANDRY PARISH
RESERVE CHAMPION - CEDRICK DEROUEN, EAST BATON ROUGE PARISH





Student Success Story

Antonio Jackson M.S.

Tuskegee University

College of Veterinary Medicine

Class of 2018

Here in the Department of Agricultural Sciences at Southern University and A and M College, and throughout SUALGC, student success is the most important goal. Southern University's agricultural department strives to push students to achieve their goals and to make a difference in agriculture globally. Although there are many students who have achieved immense success, by way of this department, this student's story is unique and proves that the Southern University Agricultural Department challenges and assists students in shooting for and reaching beyond the stars.

Antonio Jackson is a native of Mansfield, Louisiana where it was only normal for kids to learn basic agriculture husbandry. He was raised in a single parent household with three siblings and a mom who worked day and night to make ends meet. "I witnessed how hard my mom worked and what she had to sacrifice for us to have a decent childhood and the necessities. I then promised myself that I wouldn't let her hard work go to waste and that I would do everything I could to not have to live like we did back then."

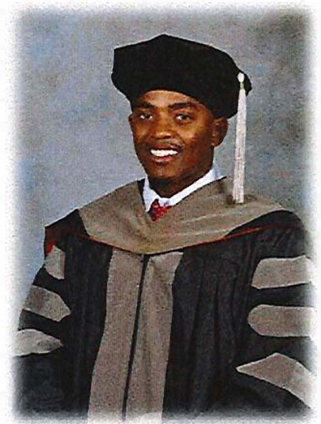
Jackson is a 2009 graduate of Mansfield High School where he was a member of Future Farmers of America (FFA), the band, and the varsity basketball team. Upon completion of his high school curriculum Mr. Jackson was recruited to the College of Agricultural, Family and Consumer Sciences' Animal Science program. During his undergraduate tenure, Mr. Jackson was more than just the regular student. He arrived early for classes and sometimes stayed late and was always a phone call away whenever assistance was needed in animal science. He also worked with professors and animal scientists in research labs and on research projects. He attended numerous conferences and received awards for his research presentations.

After graduation from Southern University, Mr. Jackson attended Tuskegee University where he received his Master's Degree in Animal and Poultry sciences at Tuskegee University. There, in addition to being a student he was required to teach as well.

**"SOUTHERN UNIVERSITY
PREPARED ME WELL! I WENT
INTO VETERINARY SCHOOL
PREPARED AND READY TO
PROVE TO MYSELF THAT
THIS IS WHERE I BELONGED."**

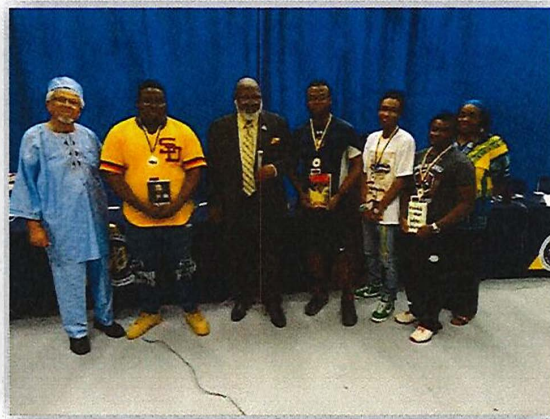
That is when he discovered his love and passion for teaching. He completed his degree in just 3 semesters and reapplied to veterinary school. "I applied to a number of veterinary programs but the only place I desired to attend was Tuskegee University! This university has such rich history, outstanding principles, and a family oriented environment. The students graduate well trained and able to work in unfavorable conditions."

We are proud to say that presently, soon to be DOCTOR JACKSON will be graduating the veterinary school at Tuskegee University on May 5th, 2018. He will relocate to Houston, Texas, where he has accepted an Associate Veterinarian position at Cy-Fair Animal Hospital, the hospital where "The Vet Life" was created.



The Agricultural Sciences program at Southern University has produced five black veterinarians within the last two years, with graduates going on to pursue master's and doctoral degrees. Faculty in the Agricultural Sciences department, along with others throughout the college make themselves openly available to assist with student's needs. As this example demonstrates, we make it a personal responsibility to encourage students to pursue higher degrees of education from kindergarten all the way to Ph.D.

24th Annual Black History Quiz Bowl



The 24th Annual Black History Quiz Bowl was held on Thursday, Feb. 22 at 3 p.m. at the Southern University Ag Center. The Black History Quiz Bowl is an exciting educational event that stimulates our students. The competition covers a variety of topics, including current events, politics, history, sports and entertainment. Nine teams of Southern University students and one team of high school students from Glen Oaks High School competed in the competition.

Team Blue & Gold Mambas consisting of Kelvin Wells, Jr., Jalen John, William Waddell and Eric Thompson, Jr. won 1st place; Team Urban Roots consisting of Tevin Hamilton, Naila McCraney, Chyanna McGee, Rodney Purdy and Aaliyah Royston placed 2nd and Team Talented Tenth consisting of James Nettles, Jimilah Stith, Kendall Bands and Shannon Wilmer placed 3rd. All three teams were made up of Southern University students.

Middle School Championship



Six teams of eager middle school students from McKinley Middle Magnet, Westdale Middle School and Scotlandville Middle Pre-Engineering Academy competed in the SU Land-Grant Campus' Middle School Black History Quiz Bowl Championship Competition on Feb. 28. Earlier in the month, SU Land-Grant Campus Professor Emeritus and Black History Quiz Bowl organizer, Dr. Owusu Bandele, conducted Black History Quiz Bowls at the three schools. The first and second place teams from each school were invited to participate in the championship competition at the SU Ag Center.

Westdale's Wakanda Team, consisting of Kahlila Bandele; Elijah Doomes; Candi Semien; Lailah Collins and Khamerin Edmonds, took home 1st place; followed by McKinley's Imhotep Team, consisting of Justin Thompson; Michael Shin; Sean Murphy and Victoria Williams in 2nd place and Westdale's Freedom Riders Team, consisting of Micah Dunn; Caelen Broussard; Pamela Davis; Marshall Seymour and Phillip Antoine in 3rd place.

PARTNERSHIP WITH NORTH BATON ROUGE DEVELOPMENT COUNCIL



Chancellor-Dean, Dr. Bobby R. Phills, spearheaded a meeting with members of the North Baton Rouge Development Council on February 21st.

The meeting, which took place at the SU Ag Center, was held to establish the implementation of a Bayou Kitchen and community gardens in the North Baton Rouge area.

Several members of the SU Land-Grant Campus also attended the meeting and provided input on how the two organizations can work together to meet the needs of the North Baton Rouge community. We are looking forward to the positive and impactful outcomes generated from this partnership.

Center for Rural and Small Business Development Assists In Closing \$300,000 SBA Loan



On November 3, 2013 Business Development Specialist Eual Hall, assisted in preparing the application process, was present to assist in final closing of an SBA loan for future owner, Ms. Laura Semien. City Savings Bank & Trust Co. at 400 South 5th St. in Leesville, LA 71446 is the financing institution. Ms. Semien has waited over 15 months to purchase ownership of a business that had been closed in excess of five years.

On February 26, 2018, Semien celebrated the grand opening and ribbon cutting event of the Heritage Rowe Funeral Home in Leesville, LA. As a new owner and double minority, Ms. Semien demonstrated and stressed that patience, faith, and humbleness, and long suffering, has great benefits and it's her time now. CRSBD staff assisted in the packaging of the \$300,000 thousand SBA loan. She has plans to expand in leaps and bounds and now has the opportunity to increase her service and sales capacity by 60 percent in the first 5 years.



UPCOMING EVENTS

8th Annual Small Farmer Conference

Small farmers from throughout the state will gather at Southern University's Felton G. Clark Activity Center on March 15-17, to attend this three-day conference themed, "Transforming and Elevating Louisiana Small Family Farms," is designed to educate on and provide expanded awareness of educational opportunities, USDA programs and services and other resources to help small farmers stay in business.

To register or reserve an exhibitor space, visit www.suagcenter.com or contact Kelli Hollins at 225.771.5782 or via e-mail at kelli_hollins@suagcenter.com.

14th Annual Procurement Conference

On March 27th, the Southern University Agricultural Land-Grant Campus's 14th Annual 'Connecting Businesses with Contracts' Procurement Conference in the Felton G. Clark Activity Center.

The conference provides a venue to learn about the resources that are available through federal, state and local government agencies and major prime companies. This event is co-sponsored by the U. S. Small Business Administration; Louisiana Small Business Development Center at Southern University; Louisiana Economic Development (LED) and the Louisiana Procurement Technical Assistance Center (PTAC).

To register visit Eventbrite.com. For more information contact Eual Hall at 225.771.4105 or via e-mail at eual_hall@suagcenter.com.

Week of Land-Grant Excellence

April 9-14, 2018, the Agricultural Land-Grant Campus will celebrate a week of Excellence in Teaching, Research and Extension. There are various activities planned throughout the week that showcase our students, researchers, and extension efforts. We invite you to join with us in the celebration!

FOR MORE INFORMATION VISIT WWW.SUAGCENTER.COM

Jagriculture

4.09.18

National Ag Day Celebration

4.10.18

One Health Symposium

4.12.18 – 4.13.18

Jaguar Rodeo

4.14.18

Please Join Us for Our 6th Annual
National Agriculture Day Celebration



“Food For Life”

Tuesday, April 10, 2018
8 A.M.—1 P.M.

Southern University Event Center
Southern University Ag Center/A.O. Williams Hall

For more information or to RSVP contact
Dr. Renita Marshall at (225)771-0252



THE BIGGEST & BADDEST SHOW ON THE BAYOU!

APRIL 14, 2018

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~3 FOR THE PRICE OF 1~

THE JAGUAR RODEO ON THE BLUFF

@ SU LAND-GRANT CAMPUS LIVESTOCK ARENA

The Southern University
Agricultural Land-Grant Campus



Annual Awards and Recognitions Banquet

Friday, April 13, 2018
5:30PM - 8:30PM

SOUTHERN UNIVERSITY
EVENT CENTER
BATON ROUGE, LA

April 12-13, 2018

For more information visit
www.suagcenter.com/symposium
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