

SOUTHERN[®] UNIVERSITY SYSTEM

BATON ROUGE • NEW ORLEANS • SHREVEPORT

BOARD OF SUPERVISORS MEETING

Committee of the Whole

Hyatt Regency Hotel
601 Loyola Ave. | New Orleans, La 70113
Friday, November 26, 2021 9:00 AM

**SOUTHERN UNIVERSITY BOARD OF SUPERVISORS MEETING
COMMITTEE OF THE WHOLE
Hyatt Regency Hotel
601 Loyola Ave. | New Orleans, La 70113
Friday, November 26, 2021
9:00 a.m.**

AGENDA

1. Call to Order
2. Invocation
3. Pledge of Allegiance
4. Roll Call
5. Election of Board Officers for 2022
 - A. Chairman
 - B. Vice Chairman
6. Adoption of the Agenda
7. Public Comments
8. Greetings from Dr. Rick Gallot, President of Grambling State University
9. Special Presentations
 - A. Above and Beyond Award
 - B. SHE-CAN (McBride Sisters) Check Presentation to the Southern University Agricultural Research and Extension Center and the College of Agricultural, Family and Consumer Sciences (SUAREC)
 - C. Diageo Learning Skills for Life and Entrepreneurship Partnership with SULC and SUSLA (SULC and SUSLA)
 - D. Sons and Daughters Special Visionary Award (SUS)
 - E. STRADA Education Network Presentation to Southern University at New Orleans (SUNO)
 - F. Sarah Conn Presentation to Southern University at New Orleans (SUNO)
 - G. CMC Contractors Presentation to Southern University at New Orleans (SUNO)
10. Action Items:

- A. Approval of Minutes of the October 22, 2021 SUS Board of Supervisors Meeting
- B. Request Approval of SUBR Facilities Master Plan (SUBR)
- C. Southern University System Strategic Plan 2020-2021 Accountability Scorecard – (Informational Item) (SUS)
- D. Ratification for the Reduction in Housing Rate for the Spring 2021 Semester (SUBR)
- E. Request Approval of MOU Between the Institute for Law Reform (ILR) and the Southern University Law Center and Scholarship Grant donation from the US Chamber of Commerce Foundation (SULC)
- F. Request Approval of Certification of SUBR Candidates for Graduation (Fall 2021)
- G. Request Approval of the Dinisa Hardley Folmar Impact Endowed Scholarship and Scholarship Presentation (SULC)
- H. Request Approval of Retirement Incentive Plan for Tenured Faculty and Unclassified Employees (SUNO)
- I. Request Approval of Graduate Placement Student Policy (SUS)
- J. Request Approval of Honorary Doctorate of Humane Letters for Irving Matthews (SUBR)
- K. Request Approval of SUSLA Assignment and Interim Appointment of Chancellor of Southern University at Shreveport (SUSLA)
- L. Request Approval of Personnel Action on Positions equal to or greater than \$60,000

Name	Position/Campus	Salary	Funding Source
1. Wayne Bryant	Director of Human Resources and Professional Development Title Change and Additional Duties (SUSLA)	\$75,225.28	State
2. Harry Doughty	Chancellor's Executive Associate/ Senior Athletic Administrator Additional Duties (SUNO)	\$90,340.00	State
3. Joseph LaCour, Jr.	Director of Facilities and Risk Management New Position (SUSLA)	\$65,000.00	State
4. James Matthews, III	Athletic Director/ Head Men's Basketball Coach New Position (SUNO)	\$75,000.00	State
5. Lee Melancon	Senior Program Manager / Special Asst. to the Exec Director - Facilities New Position (SUBR)	\$72,000.00	State

6. Charles Rice	Program Manager and Consultant Additional Duties (SULC)	\$74,700.00	State
7. Theresa Rogers	Comptroller New Position (SUBR)	\$95,000.00	State
8. Kelly Smith	Assistant Professor Nursing New Position (SUNO)	\$75,000.00	State
9. Samantha Thompson	Analyst for Institutional Effectiveness and Accreditation Additional Duties (SULC)	\$74,700.00	State
10. Derrick Warren	Associate Dean/ MBA Director New Position (SUBR)	\$139,256.00	State
11. Florence Regine Williams	Director of Information and PR/ Sports Information Director Additional Duties (SUNO)	\$64,000.00	State

M. Request Approval of Sabbatical Leave for Dr. Yaser Banadaki (SUBR)

12. Resolutions

13. Informational Item(s)

- A. Southern University Semester-in-Shreveport Update (SULC)
- B. Medical Marijuana Update
- C. Facilities and Property Update
- D. Interim Financial Reports
- E. President's Report
- F. Chancellor's Reports

14. Other Business

15. Adjournment



SOUTHERN UNIVERSITY LAW CENTER

261 A. A. LENOIR HALL

POST OFFICE BOX 9294

BATON ROUGE, LOUISIANA 70813-9294

November 10, 2021

OFFICE OF THE CHANCELLOR

(225) 771-2552

FAX (225) 771-2474

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

RE: Partnership between Diageo and the Southern University Law Center (SULC) and
Southern University Shreveport (SUSLA)

Dear Dr. Belton:

Diageo, the largest spirits company in the world has created an opportunity to partner with SULC and SUSLA on a myriad of programs. The first program is the Learning Skills for Life which offers skills and training to secure employment linked to Diageo, the spirits industry and supply chain. In addition, Learning Skills for Life has an entrepreneurship component to help women and individuals from underrepresented communities develop and build their own businesses, as well as improve skills and financial access. Internship and job opportunities also exist for Learning Skills for Life students with Diageo and key customers of Diageo.

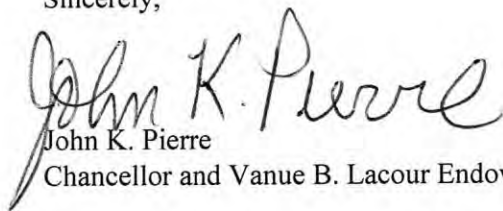
In addition to Learning Skills for Life, Diageo will incorporate You Science as part of the partnership resources. You Science focuses on issues such as the reduction in supply chain carbon, the impact of carbon in direct operations and the environment, net water impact in water stressed areas, water efficiency in water stressed areas, recycled content in packaging, and environmental resilience. The final component is the Martin Luther King (MLK) revitalization and beautification program. Because SUSLA is located on MLK Drive in Shreveport, it qualifies for the MLK program.

The resources amount that will be provided by Diageo for the programs is \$200,000. Diageo is even now exploring expanding the partnership to the Southern University Ag Center and the SUBR and SUNO campuses, which will exponentially grow the investment of Diageo in Southern University System constituent institutions.

I would like to make a brief presentation to the Southern University Board of Supervisors along with a consultant representing Diageo in strategic partnership developments, and a representative from SUSLA at the November 26, 2021, board meeting.

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

Sincerely,

A handwritten signature in black ink that reads "John K. Pierre". The signature is written in a cursive style with a large, prominent "J" and "P".

John K. Pierre

Chancellor and Vanue B. Lacour Endowed Law Professor

**Southern University and A&M College System
BOARD OF SUPERVISORS MEETING**

Friday, October 22, 2021

Southern University System Board Meeting Room

J. S. Clark Administration Building 2nd Floor

Baton Rouge, LA 70813

9:00 AM

MINUTES

The meeting of the Southern University Board of Supervisors was called to order by Board Chair Atty. Domoine Rutledge. The invocation was given by Rev. Samuel Tolbert and the pledge was led by Chancellor John Pierre.

AGENDA ITEM 3: ROLL CALL

PRESENT

Atty. Domoine Rutledge, Atty Jody Amedee, Mr. John Barthelemy, Mr. Raymond Fondel, Mr. Sam Gilliam, Mr. Richard Hilliard, Ms. Christy Reeves, Atty Edwin Shorty, Mrs. Ann A. Smith, Dr. Leon R. Tarver II, Mr. Kevin Taylor-Jarrell II, Rev. Samuel Tolbert, Dr. Rani Whitified, and Ms. Arlanda Williams

ABSENT

Dr. Leroy Davis and Mr. Myron Lawson

ACADEMIC AFFAIRS COMMITTEE

Friday, October 22, 2021

Southern University System Board Meeting Room

J. S. Clark Administration Building ~ 2nd Floor

Baton Rouge, LA 70813

9:00 AM

MINUTES

Board Chair Atty. Domoine Rutledge announced the convening of the Academic Affairs Committee. Academic Affairs Committee Chair Mrs. Ann Smith called the committee meeting to order.

AGENDA ITEM 3: ROLL CALL

Present: Mr. Sam Gilliam, Ms. Christy Reeves, Atty Domoine Rutledge and Dr, Leon Tarver II

Absent: Dr. Leroy Davis and Mr. Myron Lawson

AGENDA ITEM 4: ADOPTION OF THE AGENDA

Upon the motion by Ms. Christy Reeves and second by Mr. Sam Gilliam, the agenda was recommended for adoption.

Motion passed.

ACTION ITEM 5: PUBLIC COMMENTS

NONE

ACTION ITEM 6: ACTION ITEM(S)

Motion was made by Mr. Sam Gilliam and second by Dr. Leon Tarver, II that Action Item (6A – 6D) be approved in global.

Motion was approved.

Summary of Action Items 6A – 6D was given by Dr. Bijoy Sahoo

- A. Request Approval of the College of Agricultural, Family & Consumer Sciences ~ Department of Agricultural Sciences – Minor in Sustainable Agriculture (SUBR)

- B. Request Approval of the College of Humanities and Interdisciplinary Studies ~ School of Education - 100% Online Minor in African American Experience (SUBR)
- C. Request Approval of the College of Humanities and Interdisciplinary Studies ~ School of Education - 100% Online Master of Education in Educational Leadership (SUBR)
- D. Request Approval of the Revised Syllabi for New Courses in the Department of Computer Science and the Undergraduate Certification in Computational Data Engineering and Science (CoDES) (SUBR)

AGENDA ITEM 7: OTHER BUSINESS

Atty Rutledge asked Dr. Sahoo about Construction Management and Dr. Bijoy Sahoo explained the process.

AGENDA ITEM 8: ADJOURNMENT

Motion was made by Ms. Christy Reeves to adjourn the meeting.

ATHLETICS COMMITTEE

(Following Academic Affairs Committee)

Friday, October 22, 2021

Southern University System Board Meeting Room

J. S. Clark Administration Building ~ 2nd Floor

Baton Rouge, LA 70813

9:00 AM

MINUTES

Board Chair Atty. Domoine Rutledge announced the convening of the Athletics Committee. Chair Mr. John Barthelemy called the committee meeting to order.

Present: Atty Jody Amedee, Atty. Domoine Rutledge, Mrs. Ann Smith, Atty. Edwin Shorty, and Dr. Rani Whitfield

Absent: Mr. Myron Lawson

AGENDA ITEM 3: ADOPTION OF THE AGENDA

Upon the motion by Chairman Atty Domoine Rutledge and seconded by Dr. Rani Whitfield, the agenda was recommended for adoption with the deletion of Action Item 5B – Request Approval of SUNO Athletic Director (SUNO).

Motion passed.

AGENDA ITEMS 4: PUBLIC COMMENTS

NONE

AGENDA ITEM 5: ACTION ITEM(S)

Motion was made by Chairman Rutledge and second by Dr. Rani Whitfield that Action Item 5A be approved.

Motion passed

Dr. Ammons gave summary on Action Item 5A. There were comments from board members acknowledging Dr. Ammons.

A. Request Approval to Lift Suspension of SUNO Athletics (SUNO)

~~B. Request Approval of SUNO Athletic Director (SUNO)~~

AGENDA ITEM 5: OTHER BUSINESS

NONE

AGENDA ITEM 5: ADJOURNMENT

Motion was made by Dr. Rani Whitfield to adjourn the meeting.

FACILITIES AND PROPERTY COMMITTEE

(Following Athletics Committee)

Friday, October 22, 2021

Southern University System Board Meeting Room

J. S. Clark Administration Building 2nd Floor

Baton Rouge, LA 70813

MINUTES

Board Chair Atty. Domoine Rutledge announced the convening of the Facilities and Property Committee. Chair Dr. Rani Whitfield called the committee meeting to order.

Present: Mr. John Barthelemy, Mr. Richard Hilliard, Atty Domoine Rutledge, Dr. Leon Tarver, II, and Dr. Rani Whitfield, Ms. Arlanda Williams

Absent: Mr. Myron Lawson

AGENDA ITEM 3: ADOPTION OF THE AGENDA

Upon the motion by Mr. John Barthelemy and seconded by Ms. Arlanda Whitfield the agenda was recommended for adoption.

Motion passed.

AGENDA ITEM 4: PUBLIC COMMENTS

None

AGENDA ITEM 5: ACTION ITEM

Motion was made by Mr. John Barthelemy and second by Mrs. Ann Smith that Action Item 6A be approved

Motion Approved

A. Request Approval for SU System Five-year Capital Outlay Plan

Mr. Maurice Pitts provided information on the Five-year capital Outlay Plan. The details are in the board packet.

AGENDA ITEM 6: INFORMATIONAL ITEM

A. Facilities Planning Project Updates (SUS)

Mr. Maurice Pitts gave update on all projects at each campus. The details are in the board packet. He received positive feedback from several board members as well as members questioning deadline dates for projects. Mr. Pitts addressed Mr. Fondel in reference to lighting on campus, Mrs. Ann Smith in reference to SU Lab School driveway issues, and Dr. Tarver in reference to the water under the overpass.

AGENDA ITEM 7: OTHER BUSINESS

Chairman Atty Rutledge request that Mr. Pitts make certain to keep the chairman of the committee, Dr. Whitfield involved in the projects going forward.

AGENDA ITEM 8: ADJOURNMENT

Motion was made by Mr. John Barthelemy to adjourn the meeting.

FINANCE COMMITTEE
(Following Facilities and Property Committee)
Friday, October 22, 2021
Southern University System Board Room
J. S. Clark Administration Building 2nd Floor
Baton Rouge, LA 70813

MINUTES

Board Chair Atty. Domoine Rutledge announced the convening of the Finance Committee. Chair Dr. Leon Tarver called the committee meeting to order.

Present: Mr. Sam Gilliam, Mr. Richard Hilliard, Atty Domoine Rutledge, Atty Edwin Shorty and Dr. Rani Whitfield,

Absent: Mr. Myron Lawson

AGENDA ITEM 3: ADOPTION OF THE AGENDA

Upon the motion by Dr. Rani Whitfield and seconded by Mr. Richard Hilliard the agenda was recommended for adoption.

Motion passed.

AGENDA ITEM 4: PUBLIC COMMENTS

NONE

AGENDA ITEM 5: ACTION ITEM(S):

Motion was made by Dr. Whitfield and second by Atty Edwin Shorty to approve Action Items 5A (1-6) in global.

Motion Approved.

Mr. McClinton presented a summary and mentioned the requests are wish lists for each campus.

A. Request approval for FY 2022-2023 Budget Requests and Addenda

1. Southern University Board and System Administration (SUS)
2. Southern University and A&M College (SUBR)
3. Southern University Law Center (SULC)
4. Southern University New Orleans Campus (SUNO)
5. Southern University Shreveport Campus (SUSLA)
6. Southern University Agricultural Research and Extension Center (SUAREC)

Motion was made by Dr. Whitfield and second by Mr. Sam Gilliam to approve Action Items 5B.

Motion Approved

Dr. Ammons discussed the fee briefly.

B. Request Approval to Establish a Student Athletic Fee (SUNO)

Motion was made by Mr. Gilliam and second by Mr. Richard Hilliard to approve Action Items 5C.

Dr. Ammons discussed the fee briefly.

C. Request Approval to Increase Student Health Fee (SUNO)

AGENDA ITEM 6: INFORMATIONAL ITEM(S):

A. Interim Financial Reports

Mr. McClinton gave a summary for each campus. The detail information is in the packet.

There was discussion around Southern University at Shreveport (SUSLA) financials. Mr. Gilliam request that the CFO for SUSLA, Dr. Tony Pegues come to podium and present and discuss the financials for SUSLA. After Dr. Pegues presentation, he received questions from Dr. Tarver, Mr. Arlanda Williams, Dr. Leroy Davis, Mrs. Ann Smith, and Mr. Barthelemy, Mr. Fondel, Rev. Tolbert, and Chairman Atty Rutledge. Dr. Pegues answered the questions to the best of his knowledge and Chairman Rutledge thanked Dr. Pegues for the report and he ask that he make it a priority to figure out where there need to be a cut internally.

AGENDA ITEM 7: OTHER BUSINESS:

NONE

AGENDA ITEM 8: ADJOURNMENT:

Motion was made by Dr. Whitfield to adjourn the meeting.

GOVERNANCE COMMITTEE

(Following Finance Committee)

Friday, October 22, 2021

Southern University System Board Room
J. S. Clark Administration Building 2nd Floor
Baton Rouge, LA 70813

MINUTES

Board Chair Atty. Domoine Rutledge announced the convening of the Governance Committee. Vice Chair Edwin Shorty called the committee meeting to order.

Present: Atty. Jody Amedee, Mr. Sam Gilliam, Ms. Christy Reeves, Atty Domoine Rutledge, Atty Edwin Shorty, and Dr. Leon R. Tarver II

Absent: Mr. Myron Lawson

AGENDA ITEM 3: ADOPTION OF THE AGENDA

Upon the motion by Atty Jody Amedee and seconded by Ms. Christy Reeves the agenda was recommended for adoption.

Motion passed.

AGENDA ITEMS 4: PUBLIC COMMENTS

NONE

AGENDA ITEM 5: ACTION ITEM(S)

Motion was made by Chairman Atty. Domoine Rutledge and second by Ms. Christy Reeves to approve Action Items 5A.

Dr. Akai Smith discussed the Policy. She received feedback from Board Members who thanked her for her work on policy.

- A. Request Approval of the Southern University System Uniform Policy on Power-Based Violence, Sexual Misconduct and Title IX (SUS)

Motion was made by Chairman Atty. Domoine Rutledge and second by Ms. Christy Reeves to approve Action Items 5B

Dr. Sahoo discussed the policy. There were comments from several board members.

- B. Request Approval of Tenure Track Faculty Salary Revision due to Promotion Policy (SUBR)

Motion was made by Mr. Sam Gilliam and second by Chairman Atty Domoine Rutledge to approve Action Items 5C

Dr. Appeaning discussed the policy.

C. Request Approval of Data Classification Policy (SUS)

AGENDA ITEM 6: OTHER BUSINESS

None

AGENDA ITEM 7: ADJOURNMENT

Motion was made by Mr. Sam Gilliam to adjourn the meeting.

PERSONNEL AFFAIRS COMMITTEE

(Following Governance Committee)

Friday, October 22, 2021

Southern University System Board Room
J. S. Clark Administration Building 2nd Floor
Baton Rouge, LA 70813

MINUTES

Board Chair Atty. Domoine Rutledge announced the convening of the Personnel Affairs Committee. Chair Mr. Sam Gilliam called the committee meeting to order.

Present: Atty. Jody Amedee, Mr. John Barthelemy, Ms. Christy Reeves, Atty. Domoine Rutledge, Dr. Leon Tarver II, and Dr. Rani Whitfield

Absent: None

AGENDA ITEM 3: ADOPTION OF THE AGENDA

Upon the motion by Dr. Rani Whitfield and seconded by Atty Domoine Rutledge the agenda was recommended for adoption.

Motion passed.

AGENDA ITEMS 4: PUBLIC COMMENTS

NONE

AGENDA ITEM 5: INFORMATIONAL ITEM

A. Update on HR Onboarding Process

Atty Tracie Woods presented the HR Onboarding Report. (Copy of Presentation can be requested through board office)

AGENDA ITEM 6: ACTION ITEM(S)

Motion was made by Atty Domoine Rutledge and second by Dr. Leon Tarver that Action Item 6A (1-7) be approved in global.

Motion Approved

A. Request Approval of Personnel Actions for Additional Duties germane to technological upgrades and enhancements - Federal Title III (SUBR)

Name	Position/Campus	Salary	Funding Source
1. Marcus Brown	Video/Multimedia Specialist Additional Duties (SUBR)	\$70,000.00	Federal
2. Rachel Carriere	Director of Web Applications Additional Duties (SUBR)	\$78,966.00	Federal
3. Chiaching Jason Chang	Coordinator of Academic Support Services Additional Duties (SUBR)	\$75,000.00	Federal
4. Alice Douzier	IT Project Manager Additional Duties (SUBR)	\$78,110.00	Federal
5. Elijah Jno-Baptiste	ERP Solutions Specialist Additional Duties (SUBR)	\$73,000.00	Federal
6. Kadrica Tillotson	ERP Programmer Analyst Additional Duties (SUBR)	\$75,000.00	Federal
7. Clourth Wilson	Assistant Director of Information Technology Additional Duties (SUS)	\$75,000.00	State

Motion was made by Atty Domoine Rutledge and second by Dr. Leon Tarver that Action Item 6B (1-17) be approved in global.

Motion Approved

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

Name	Position/Campus	Salary	Funding Source
1. David Alijani	Professor of Computer and Information Systems Salary Adjustment (SUNO)	\$80,154.00	State
2. Kimberly Andrews	Associate Vice Chancellor for Academic Affairs New Appointment (SUNO)	\$115,000.00	Federal/State
3. Marina Biragova	Director of Southern University Law Center Technology and Entrepreneurship Legal Clinic Additional Duties (SULC)	\$96,000.00	Federal/State
4. Joelle Carter	Associate Vice Chancellor for Student Affairs and Enrollment Management New Appointment (SUNO)	\$90,000.00	State
5. Kenneth Dawson	System Director of Facilities Planning New Appointment (SUS)	\$110,000.00	State
6. Aimane Ederouich	Data Scientist Division of Administration and Finance New Appointment (SUNO)	\$80,000.00	Federal

7. Charletta Forston	Director of Common Law Bar Program and Assistant Professor of Law Additional Duties (SULC)	\$193,000.00	Federal/State
8. Demetria George	Associate Vice Chancellor for Finance and Business Affairs Additional Duties (SULC)	\$140,000.00	Federal/State
9. Ariana Hollins	Mental Health Therapist II New Appointment (SUBR/SULC)	\$60,000.00	Federal
10. Jasmine Hunter	Minority Business Development Center Director of External Relations Additional Duties (SULC)	\$84,000.00	Federal/State
11. Zackeus Johnson	Assistant Vice Chancellor for Academic Affairs New Appointment (SUBR)	\$105,000.00	State
12. Runell King	Director for Data, Assessment and QEP New Appointment (SUBR)	\$72,500.00	Federal
13. Maurice Pitts	Director of Facilities Additional Duties (SUBR)	\$104,943.00	State
14. Andrea Simien	Director of Institutional Research New Appointment (SUNO)	\$80,000.00	Federal/State
15. Akai Smith	System Director for Equity and Inclusion and Title IX / Associate Vice Chancellor (SUBR) New Appointment (SUS/SUBR)	\$130,000.00	State
16. Jovan Thomas	Executive Director for Student Success Additional Duties (SUBR)	\$72,500.00	Federal
17. Andrea Travis	Mental Health Therapist II New Appointment (SUBR/SULC)	\$60,000.00	Federal

Motion was made by Atty Domoine Rutledge and second by Dr. Leon Tarver that Action Item 7 be approved.

Motion Approved

AGENDA ITEM 7: ACTION ITEM(S)

Clarification of Faculty Appointment Relative to Dr. Luria Young (SUBR)

AGENDA ITEM 8: OTHER BUSINESS

NONE

AGENDA ITEM 9: ADJOURNMENT

Motion was made By Dr. Leon Tarver, II to adjourn the meeting.

RECRUITMENT AND ADMISSIONS COMMITTEE

(Following Personnel Affairs Committee)

Friday, October 22, 2021

Southern University System Board Room
J. S. Clark Administration Building ~ 2nd Floor
Baton Rouge, LA 70813

MINUTES

Board Chair Atty. Domoine Rutledge announced the convening of the Recruitment and Admissions Committee. Chair Ms. Christy Reeves called the committee meeting to order.

Present: Mr. Sam Gilliam, Mr. Richard Hilliard, Atty. Domoine Rutledge, Ms. Ann Smith, Mr. Kevin Taylor-Jarrell, II, and Ms. Arlanda Williams

Absent: None

AGENDA ITEM 3: ADOPTION OF THE AGENDA

Upon the motion by Mr. Richard Hilliard and seconded by Mr. Kevin Taylor-Jarrell II, the agenda was recommended for adoption.

Motion passed.

AGENDA ITEMS 4: PUBLIC COMMENTS

NONE

AGENDA ITEM 5: INFORMATIONAL ITEM(S)

A. Overview of Fall 2021 Preliminary Enrollment (SUS)

Dr. Belton introduced Dr. Appeaning who presented the report for each campus. Each chancellor gave brief remarks.

AGENDA ITEM 6: OTHER BUSINESS

NONE

AGENDA ITEM 7: ADJOURNMENT

Motion was made by Mr. Kevin Taylor-Jarrell, II to adjourn the meeting.

SOUTHERN UNIVERSITY BOARD OF SUPERVISORS

(Following Recruitment and Admissions Committee)

Friday, October 22, 2021

Southern University System Board Room
J. S. Clark Administration Building 2nd Floor
Baton Rouge, LA 70813

MINUTES

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

PRESENT

Mr. John Barthelemy, Dr. Leroy Davis, Mr. Raymond Fondel, Mr. Sam Gilliam, Mr. Richard Hilliard, Ms. Christy Reeves, Atty Domoine Rutledge, Atty Edwin Shorty, Mrs. Ann A. Smith, Dr. Leon R. Tarver II, Mr. Kevin Taylor-Jarrell II, Rev. Samuel Tolbert, Dr. Rani Whitified, and Ms. Arlanda Williams

ABSENT

Mr. Myron Lawson

AGENDA ITEM 3: ADOPTION OF THE AGENDA

Chairman Rutledge mentioned the agenda will be amended. Addition of Action Item 6A Approval of Committee Reports and Recommendations and deletion of Action Item 6O – Request Approval of Resolution for Oil and Gas Mineral Lease (SUSLA). Upon the motion by Dr. Leon Tarver, II and second by Mr. John Barthelemy, the agenda was recommended for adoption with amendment.

Motion passed.

AGENDA ITEM 4: PUBLIC COMMENTS

Name: Angelle Bradford

Email Address: angelle.bradford@sierraclub.org

Which Committee is your Public Comment in reference to?: SOUTHERN UNIVERSITY BOARD OF SUPERVISORS

Summary of Public Comment: To the Distinguished Members of the Board, and those listening or watching today's board meeting,

My comments are germane to items 5F and 6O of the SU Board of Supervisors agenda dated for today. I write to express grave concern about those serving on the search committee for the next Southern University System President. Many of the folks on this committee do not have ties to HBCUs nor are they grounded in the gravity of this moment. We all exist in a time where Southern University is called upon to

reach back into who we once were, to recreate and fortify a community of leaders, revolutionaries, and remind our students, faculty, and staff today of the change-makers we come from. Digging our heels further into predatory capitalism that does not serve Black and brown communities, that has only exploited people economically and led to the climate crisis generations face today, is not going to lead to a robust and beautiful future. I ask that you center academic voices, the voices of folks from the actual Baton Rouge and Louisiana communities who are doing the work that Southern University should be leading, and that you center the voices of women of color and other marginalized groups over the donors, financial giants who represent offshore, oil and gas, and automobile industries - industries actively profiting off of climate denial and driving the climate crisis that is decimating communities of color. I am not sure of the details of the oil and gas mineral lease for item 6O but I am certain that Shreveport and North Louisiana are situated in the Haynesville Shale, an area seeking to further develop out natural gas and petrochemical industries. These are the ways of the past that serve no one. We need a president not bought and sold by industries that have dominated Louisiana for decades. We need a president that is committed to addressing the ills that plague not just the Southern University system, but all of Scotlandville and each community surrounding each of our campuses - areas that should be and could be absolutely prosperous, were it not for the companies that dump and desecrate their land, air, and water, squandering the community's own educational and economic pursuits. There is a better way to live - a thriving economy that can exist beyond what we experience today. Ochsner Health President Warner, a search committee member, should be readily able to concur that there are many developed countries around the world with good healthcare, good jobs, good lives that do not equate to premature deaths, cancers, lupus, asthma and other pathologies. Southern University needs to lead the conversation and action regarding what a thriving economy can look like, and the only way to do so is by starting with the selection of a President that fully accepts these realities.

Chairman Atty Domoine Rutledge acknowledged the comment. He mentioned Item 6O has been deleted from the agenda.

AGENDA ITEM 5: SPECIAL PRESENTATIONS

A. Above and Beyond Award

Dr. Orlando McMeans introduced Ms. Crystal Allen who thanked Ms. Sarah Sims for all her hard work for 45 years, and she presented the plaque to Ms. Sarah Sims. Ms. Sarah Sims expressed her appreciation for the award and thanked her family and everyone for support.

Ms. Stephanie Rogers introduced each representative for SUSLA. (Items B – D)

B. City of Shreveport-SUSLA TV (SUSLA)

C. McDonald's Corporation Check Presentation (SUSLA)

D. SUSLA Engineering Technology Program at SUBR (SUSLA)

E. Recognition of Team SU for Placing 2nd in the HBCU Zillow Housing Hackathon (SULC)

Chancellor Pierre/Ms. Yolander Albert presented the students who were on Team SU. They were asked to come forward to be recognized for placing 2nd.

F. SUS President-Chancellor Search Update – AGB Search- Dr. Rod McDavis

Chairman Rutledge announced the SUS President-Chancellor Search Committee had been announced as well as the search firm that will conduct the research. He introduced Dr. Rod McDavis who is present at the meeting and his team who is joining via zoom, Dr. Brown and Dr. Boyd. Dr. McDavis thanked Chairman Rutledge for the opportunity to serve as the search firm. He gave background on the company and presented the timeline and other necessary information for the search.

Chairman Rutledge thanked Dr. McDavis for spending time on the bluff.

AGENDA ITEM 5: ACTION ITEM(S)

A. Approval of Committee Reports and Recommendations

Motion was made by Ms. Christy Reeves and second by Dr. Leon Tarver, II that Action Item 6A be approved.

- A. Approval of Minutes of the August 20, 2021, SUS Board of Supervisors Meeting
- B. Request Authorization to Conduct Feasibility Study to Reestablish the System President and Chancellor as Separate Positions (SUS)

Rev. Samuel Tolbert discussed Item 6B and mentioned why he request the study. There was feedback from several board members. Dr. Tolbert asked the item to be removed after discussion.

Motion was made by Mr. Richard Hilliard and second by Atty Edwin Shorty that Action Item (6C – 6N) be approved in global.

Motion Approved

- C. Request Authorization to Advance the Whitney Hancock Finance Application (SUBR)
- D. Request Approval for Sale of Property on South 21st Street, Baton Rouge, LA (SUS)
- E. Request Approval of Power-Based Violence Memorandum of Understanding (SUS)
- F. Request Approval of Memorandum of Understanding between the Southern University Law Center and Black Canna Conference & Expo (SULC)
- G. Request Approval of Memorandum of Understanding between the Southern University Law Center and Baton Rouge Community College for SULC's Expungement Initiative (SULC)
- H. Request Approval of Memorandum of Understanding between the Southern University Law Center and The Hershey's Company (SULC)

- I. Request Approval of Memorandum of Understanding between the University of Mpumalanga, South Africa and the Southern University College of Agricultural, Family and Consumer Sciences (SUBR/SUAREC)
- J. Request Approval of Memorandum of Understanding between the Louisiana Society for the Prevention of Cruelty of Animals and the Southern University Agricultural Research and Extension Center (SUAREC)
- K. Request Approval of Memorandum of Understanding between Black Canna Conference & Expo and the Southern University Agricultural Research and Extension Center (SUAREC)
- L. Request Approval for Memorandum of Understanding between The Walls Project and the Southern University Agricultural Research and Extension Center/College of Agricultural, Family and Consumer Sciences (SUAREC)
- M. Request Approval of Memorandum of Understanding between Southern University Law Center and the Board of Trustees of the University of Arkansas, acting for and on behalf of the University of Arkansas System, Division of Agriculture, National Agricultural Law Center (SULC)
- N. Request Approval of Memorandum of Understanding between Southern University Law Center and the Department of Homeland Security (SULC)
- ~~O. Request Approval of Resolution for Oil and Gas Mineral Lease (SUSLA)~~

Motion was made by Dr. Leroy Davis and second by Atty Edwin Shorty that Action Item (6P – 6Q) be approved in global.

Motion approved

- P. Request Approval of Grant Agreement between Strada Education Network, Inc. and Southern University at New Orleans (SUNO)
- Q. Request Approval of Memorandum of Understanding between Homeland Security and Southern University at New Orleans (SUNO)

AGENDA ITEM 7: RESOLUTIONS

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

Resolutions

- Mr. Byron Diaz Adams
- Mrs. Linda Hunter Bedford
- Mr. Everett Brisco

- Ms. Debra (Amar) Davidson
- Dr. Carmen maria DelRio
- Dr. Curman Lloyd Gaines
- Ms. Alberta Garrison Jones
- Mr. Eldridge “Pete” Mitchell
- Mr. Robert “Tony” Rhodes
- Rev. Marth Ann Harrison Toussant
- Mr. Derrick Vance Warren, II
- Dr. James Jordan Prestage
- Ms. Rosa Jones

Commendations

- Acknowledge the newly elected 2021 – 2-23 officers of the Southern University Alumni Shreveport Chapter (President, Calvin Lester, Vice Presidents Audrius Reed and Fred Moss IV)

Upon Motion from Dr. Leroy Davis to approve the read resolutions and additions and Ms. Christy Reeves second the motion.

Motion approved

AGENDA ITEM 8: INFORMATIONAL ITEM(S)

A. Medical Marijuana Update

Brief update provided by Dr. Janna Snowden. She mentioned the new vape pin product which is now available.

B. President’s Report

Dr. Belton gave a brief report and thanked everyone for the support of the system.

C. Chancellor’s Reports

All chancellor’s gave brief report. (Detail report is in the board packet)

- Dr. Ammons presented brief report on behalf of SUNO.
- Dr. Ellis presented brief report on behalf of SUSLA.
- Dr. McMeans presented brief report on behalf of SUAREC.
- Chancellor Pierre presented brief report on behalf of SULC.
- Dr. Sahoo presented brief report on behalf of SUBR

AGENDA ITEM 9: OTHER BUSINESS

Chairman Rutledge mentioned the homecoming events for the day and Saturday events.

AGENDA ITEM 10: ADJOURNMENT

Motion was made by Dr. Rani Whitfield to adjourn the meeting.



SOUTHERN UNIVERSITY AND AGRICULTURAL & MECHANICAL COLLEGE

OFFICE OF VICE CHANCELLOR FOR STUDENT AFFAIRS

November 15, 2021

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

Dr. Belton:

I am writing to request on a one-time basis your retroactive approval, per the attached letter, to provide private rooms to SUBR students at a reduced rate from our approved housing fee schedule.

During the Spring 2021 semester, the housing department, in an effort to respond to student concerns related to social distancing and COVID-19, reduced the approved rate to a flat fee of \$500 plus the regular room rate normally charged.

It has been brought to my attention that your approval and the approval of the Southern University Board of Supervisors should have been obtained prior to revising the housing fee schedule.

This fee reduction for private rooms was only in effect for the Spring 2021 semester. There were sixty-two (62) students that took advantage of the reduced fee. The housing department is utilizing the previously approved fee schedule for Fall 2021.

Your consideration and approval of this request is appreciated. If you have any questions or concerns relative to this correspondence, please feel free to call.

Sincerely,

A handwritten signature in black ink that reads "F. Carl Walton".

F. Carl Walton, Ph.D.
Vice Chancellor for Student Affairs

A handwritten signature in black ink that reads "Ray L. Belton".

Dr. Ray Belton
President/Chancellor

cc: Mr. Benjamin Pugh
Dr. Bijoy Sahoo



Department of Residential Life and Housing

P.O. Box 9460
Bldg 300 Suite 3125 (Office)
Baton Rouge, LA 70813 – 9460
(225) 771 – 3590 (Main) (225) 771 – 4625 (Fax)

January 4, 2021

Anthony Jackson
Associate Vice-Chancellor for Student Affairs
Southern University and A&M College
Baton Rouge, LA 70813

Dear Mr. Jackson,

This communication is being written to request approval to offer a reduced private room rate to residents during the Spring 2021 semester. Due to the circumstances surrounding the untimely event of the COVID-19 pandemic, several residents have expressed interest in occupying a single space. The current private room rate is an additional cost of half of the room rate. However, I am proposing to offer a flat rate of \$500.00 in addition to the regular room rate.

Thanks in advance for your usual cooperation. If additional information is needed, please advise.

Sincerely,

Tracie Abraham
Executive Director

Approved



SOUTHERN UNIVERSITY LAW CENTER

261 A. A. LENOIR HALL

POST OFFICE BOX 9294

BATON ROUGE, LOUISIANA 70813-9294

OFFICE OF THE CHANCELLOR

(225) 771-2552

FAX (225) 771-2474

November 9, 2021

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

RE: Memorandum of Agreement Between the Institute for Law Reform (ILR) and the Southern University Law Center (SULC)

Dear Dr. Belton:

ILR and SULC desire to enter into a Memorandum of Agreement (MOA) to provide a framework for cooperation and to facilitate collaboration. ILR through its parent entity, the U.S. Chamber of Commerce, will grant annual scholarships to SULC students for three years in the amount of \$60,000 per year. Those students must have an expressed interest in commerce, as exhibited by matriculating in designated courses identified in the MOA.

SULC will continue to encourage students to enroll in courses related to (1) Technology & Entrepreneurship Law, (2) Legal Negotiation, (3) Mediation, (4) Alternative Dispute Resolution (ADR) and (5) Business Law or Commercial Law or Transactions.

I respectfully ask that this MOA be placed on the Southern University System Board of Supervisors meeting agenda set for November 26, 2021, to be considered by the board for approval.

If you have any questions, please do not hesitate to contact me.

Sincerely,

John K. Pierre

Chancellor and Vanue B. Lacour Endowed Law Professor



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

November 9, 2021

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

RE: \$180,000 Scholarship Grant/Donation from the United States Chamber of Commerce to the Southern University Law Center

Dear Dr. Belton:

The United States Chamber of Commerce has recently awarded a \$180,000 grant/donation to the Southern University Law Center to award three (3) \$20,000 annual scholarships to SULC students who are in the top 50% of their class and who meet other criteria established by the United States Chamber of Commerce. The award is for the calendar years 2022, 2023, and 2024. This award recognizes the excellence of SULC in areas such as (1) Legal Negotiation, (2) Alternative Dispute Resolution (ADR), (3) Mediation, and (4) Technology and Entrepreneurship law.

A representative from the Baton Rouge Area Chamber (BRAC) would like to do a check presentation at the November 26, 2021, Southern University Board of Supervisors meeting on behalf of the United States Chamber of Commerce.

I respectfully ask that the check presentation be allowed to occur at that November meeting. If you have any questions, please do not hesitate to contact me.

Sincerely,

John K. Pierre

Chancellor and Vanue B. Lacour Endowed Law Professor



Resolution

2021 FALL COMMENCEMENT

Whereas, Southern University at Baton Rouge Louisiana 2021 Fall Commencement is scheduled on Friday, December 10, 2021 at the F G Clark Activity Center Harding Boulevard, Baton Rouge, LA 70813

Whereas, there are approximately 422 prospective candidates for graduation who expect to receive 317 prospective Undergraduate Degrees, 97 Graduate Degrees, and 8 Doctoral Degrees from Southern University at Baton Rouge Louisiana.

Now Therefore Be It Resolved that the degrees will be conferred upon the candidates for graduation during the 2021 Fall Commencement of SUBR presented by Dr. Ray L. Belton., President for the Southern University System, Dr. Bijoy K. Sahoo, Executive Vice Chancellor and Provost for Southern University at Baton Rouge Louisiana, upon the approval and recommendations of the Executive Vice Chancellor of Academic Affairs, the Faculty, and the appropriate administrative staff, and they are hereby approved, and;

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

Certification

We, the duly qualified officers of the Board of Supervisors for the Southern University System, do hereby certify that the foregoing is a true and correct copy of a resolution adopted by the Southern University System Board of Supervisors at its regular meeting on the 26th day of November 2021.

Dr. Ray L. Belton
President-Chancellor
Southern University System

Atty Domoine D. Rutledge
Chairman of the Board
Southern University System Board of Supervisors



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

November 9, 2021

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

RE: Dinisa Hardley Folmar Impact Endowed Scholarship Resolution

Dear Dr. Belton:

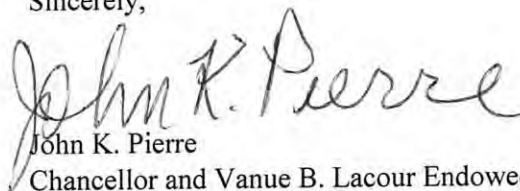
The Southern University Law Center is the beneficiary of donations from private individuals and corporate contributors in the amount that exceeds \$60,000.

The contributors made contributions to honor the life and memory of Attorney Dinisa Hardley Folmar, a Southern University Law Center alum who died unexpectedly during the prime of her life. She was a distinguished patent and trademark attorney who held senior level intellectual property positions with fortune 500 companies such as Hershey's, Coca Cola, and Nike.

The Law Center, as a constituent institution of the Southern University System is eligible to apply for matching funds in the amount of \$40,000 through the Louisiana Board of Regents to establish and endowed scholarship that will equal or exceed \$100,000. The income from the endowed scholarship fund will be used solely for scholarship in accordance with provisions authorized by the Louisiana Legislature and regulations of the Louisiana Board of Regents at its November 26, 2021, meeting.

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

Sincerely,

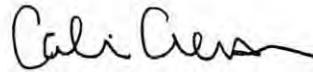

John K. Pierre
Chancellor and Vanue B. Lacour Endowed Law Professor

AFFIDAVIT

STATE OF LOUISIANA
PARISH OF EAST BATON ROUGE

BEFORE ME, the undersigned Notary public, duly commissioned and qualified in and for the State and parish aforesaid and in the presence of witnesses hereinafter named and undersigned, personally came and appeared, Calvin Crenshaw, a person of the full age of majority, appearing herein in his capacity as Relationship Manager of **Hancock Whitney Bank** in Baton Rouge, La who did depose and state that:

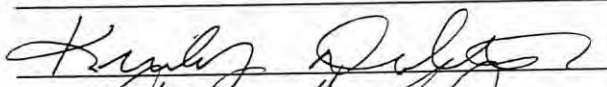
- (1) **Hancock Whitney Bank** in Baton Rouge is a financial institution licensed to do and doing business in the State of Louisiana.
- (2) The Southern University System Foundation has deposited with the **Hancock Whitney Bank** the sum of \$60,000 or greater in the **DINISA HARDLEY FOLMAR IMPACT ENDOWED SCHOLARSHIP**.



Hancock Whitney Bank
Relationship Manager

SWORN TO AND SUBSCRIBED before me in the presence of the undersigned witness this 29th day of October, 2021.

WITNESSES:



Notary Public # 21350

AFFIDAVIT

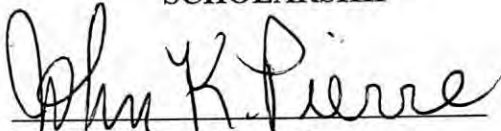
STATE OF LOUISIANA
PARISH OF EAST BATON ROUGE

BEFORE ME, the undersigned Notary Public, duly commissioned and qualified in and for the State and Parish aforesaid, and in the presence of witnesses hereinafter named and undersigned, personally came and appeared.

JOHN K. PIERRE, a person of the full age of majority, and a resident of East Baton Rouge Parish, appearing herein his capacity as Chancellor of Southern University Law Center.

Who did depose and state that:

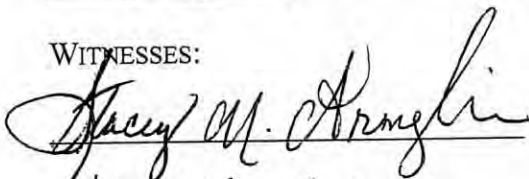
- (1) Southern University Law Center has established the **DINISA HARDLEY FOLMAR IMPACT ENDOWED SCHOLARSHIP** as an endowed fund to receive private contributions and matching funds from the State of Louisiana, the income of which shall be used for the exclusive benefit of the Endowed Scholarship.
- (2) **DINISA HARDLEY FOLMAR IMPACT ENDOWED SCHOLARSHIP** currently has a balance of \$60,000 or greater. This fund consists of contributions from private sources, designated to establish an Endowed Scholarship.
- (3) The contributions used to establish the **DINISA HARDLEY FOLMAR IMPACT ENDOWED SCHOLARSHIP** are dedicated to the purposes and definition of the Louisiana Board of Regents' definition and purpose of the **DINISA HARDLEY FOLMAR IMPACT ENDOWED SCHOLARSHIP**



John K. Pierre, Chancellor
Southern University Law Center

SWORN TO AND SUBSCRIBED before me in the presence of the undersigned witnesses on this 4th day of November, 2021

WITNESSES:



Notary Public # 21350

AFFIDAVIT

STATE OF LOUISIANA
PARISH OF EAST BATON ROUGE

BEFORE ME, the undersigned Notary Public, duly commissioned and qualified in and for the State and Parish aforesaid, and in the presence of witnesses hereinafter named and undersigned, personally came and appeared

RAY L. BELTON, PH.D., a person of the full age of majority, and a resident of East Baton Rouge Parish, appearing herein his capacity as President-Chancellor of the Southern University System.

Who did depose and state that:

(1) This affidavit pertains to the following Endowed Scholarship, hereinafter referred to as the AFOREMENTIONED ENDOWMENT:

- DINISA HARDLEY FOLMAR IMPACT ENDOWED SCHOLARSHIP

(2) The Southern University Law Center has established THE AFOREMENTIONED ENDOWMENT that has an endowed fund to receive private contributions and matching funds from the State of Louisiana, the income of which shall be used for the exclusive benefit of the Endowed Scholarship.

(3) The AFOREMENTIONED ENDOWMENT currently has a balance of \$60,000 or greater. This fund consists of contributions from private sources, designated to establish an Endowed Scholarship.

(4) The contributions used to establish THE AFOREMENTIONED ENDOWMENT is dedicated to the purpose and definition of the Louisiana Board of Regents' definition and purpose of the Endowed Scholarship Program.

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

SWORN AND SUBSCRIBED before me in the presence of the undersigned witnesses on this ____ day of
____ November ____ 2021

WITNESSES:

Notary Public

**SOUTHERN UNIVERSITY AND A&M COLLEGE SYSTEM
BOARD RESOLUTION**

STATE OF LOUISIANA
PARISH OF EAST BATON ROUGE

DINISA HARDLEY FOLMAR IMPACT ENDOWED SCHOLARSHIP

Wherefore, the Southern University Law Center is the beneficiary of donations from the private and corporate contributors in the amount of \$60,000.

Wherefore, the Foundation has allowed that said funds be used to establish an Endowed Scholarship in honor of, Dinisa Hardley Folmar, a distinguished patent and trademark attorney, and who is an Alumnus of the Southern University Law Center.

Therefore, Be It Resolved that the **DINISA HARDLEY FOLMAR IMPACT ENDOWED SCHOLARSHIP** is an endowed fund of \$60,000, to be matched by the State of Louisiana with funds from the Board of Regents Support Fund (BoRSF) for Endowed Scholarships, on a ratio of 60% non-state contributions and 40% BoRSF matching contributions. When the matching funds are incorporated into the endowed fund, it will amount to a level equal to \$100,000. The income from the endowed fund will be used solely for scholarships or a supplement to existing scholarships, for the holder of the Endowed Scholarship.

BE IT FURTHER RESOLVED, that the Board of Supervisors of the Southern University and A&M College System hereby express gratitude to the Louisiana Legislature for establishing the Endowed Scholarship Program and to the Donors herein.

EXPLANATION

Institutions of the Southern University and A&M College System are eligible to apply for State matching funds through the Louisiana Board of Regents Support Fund on a ratio of 60% to 40% matching basis, to establish an Endowed Scholarship. The Board of Regents has approved guidelines whereby the applications for the Endowed Scholarships are to be prepared in accordance with the "Regulations for the Louisiana BoRSF for Endowed Scholarships."

Board Resolution

Page 2

The **DINISA HARDLEY FOLMAR IMPACT ENDOWED SCHOLARSHIP** fund is established with \$60,000 on deposit through the Southern University System Foundation in Baton Rouge, Louisiana, on behalf of the Southern University Law Center and dedicated to the purpose specified above.

CERTIFICATION

I, Ray L. Belton, Ph.D., Secretary of the Board of Supervisors of the Southern University and A&M College System, do hereby certify that the above and foregoing resolution was authorized and approved by the Board of Supervisors of the Southern University and A&M College on the ____ day of November 2021.

DONE AND SIGNED on this _____ day of November 2021 at Baton Rouge, Louisiana.

Secretary
Board of Supervisors
Southern University and A&M College

**SOUTHERN UNIIVERSITY AND A&M COLLEGE SYSTEM
BOARD RESOLUTION**

STATE OF LOUISIANA
PARISH OF EAST BATON ROUGE

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DONE AND SIGNED on this _____ day of November 2021 at Baton Rouge, Louisiana.

Secretary
Board of Supervisors
Southern University and A&M College

**SOUTHERN UNIVERSITY AND A&M COLLEGE SYSTEM
BOARD RESOLUTION**

STATE OF LOUISIANA
PARISH OF EAST BATON ROUGE

DINISA HARDLEY FOLMAR IMPACT ENDOWED SCHOLARSHIP

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Board Resolution

Page 2

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DONE AND SIGNED on this _____ day of November 2021 at Baton Rouge, Louisiana.

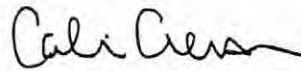
Secretary
Board of Supervisors
Southern University and A&M College

AFFIDAVIT

STATE OF LOUISIANA
PARISH OF EAST BATON ROUGE

BEFORE ME, the undersigned Notary public, duly commissioned and qualified in and for the State and parish aforesaid and in the presence of witnesses hereinafter named and undersigned, personally came and appeared, Calvin Crenshaw, a person of the full age of majority, appearing herein in his capacity as Relationship Manager of **Hancock Whitney Bank** in Baton Rouge, La who did depose and state that:

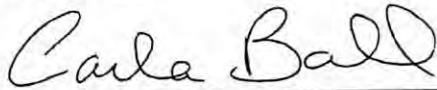
- (1) **Hancock Whitney Bank** in Baton Rouge is a financial institution licensed to do and doing business in the State of Louisiana.
- (2) The Southern University System Foundation has deposited with the **Hancock Whitney Bank** the sum of \$60,000 or greater in the **DINISA HARDLEY FOLMAR IMPACT ENDOWED SCHOLARSHIP**.



Hancock Whitney Bank
Relationship Manager

SWORN TO AND SUBSCRIBED before me in the presence of the undersigned witness this 25th day of October, 2021.

WITNESSES:






Notary Public

AFFIDAVIT

STATE OF LOUISIANA
PARISH OF EAST BATON ROUGE

BEFORE ME, the undersigned Notary public, duly commissioned and qualified in and for the State and parish aforesaid and in the presence of witnesses hereinafter named and undersigned, personally came and appeared, Calvin Crenshaw, a person of the full age of majority, appearing herein in his capacity as Relationship Manager of **Hancock Whitney Bank** in Baton Rouge, La who did depose and state that:

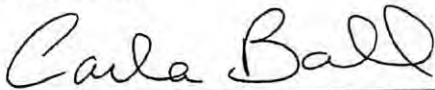
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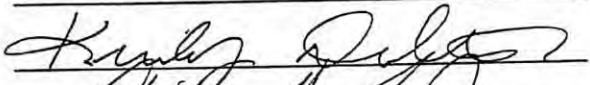


Hancock Whitney Bank
Relationship Manager

SWORN TO AND SUBSCRIBED before me in the presence of the undersigned witness this 29th day of October, 2021.

WITNESSES:






Notary Public # 21350

AFFIDAVIT

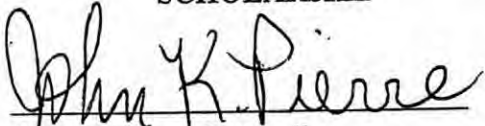
STATE OF LOUISIANA
PARISH OF EAST BATON ROUGE

BEFORE ME, the undersigned Notary Public, duly commissioned and qualified in and for the State and Parish aforesaid, and in the presence of witnesses hereinafter named and undersigned, personally came and appeared.

JOHN K. PIERRE, a person of the full age of majority, and a resident of East Baton Rouge Parish, appearing herein his capacity as Chancellor of Southern University Law Center.

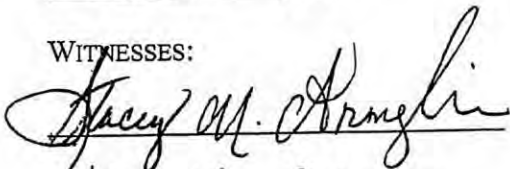

Who did depose and state that:

- (1) Southern University Law Center has established the **DINISA HARDLEY FOLMAR IMPACT ENDOWED SCHOLARSHIP** as an endowed fund to receive private contributions and matching funds from the State of Louisiana, the income of which shall be used for the exclusive benefit of the Endowed Scholarship.
- (2) **DINISA HARDLEY FOLMAR IMPACT ENDOWED SCHOLARSHIP** currently has a balance of \$60,000 or greater. This fund consists of contributions from private sources, designated to establish an Endowed Scholarship.
- (3) The contributions used to establish the **DINISA HARDLEY FOLMAR IMPACT ENDOWED SCHOLARSHIP** are dedicated to the purposes and definition of the Louisiana Board of Regents' definition and purpose of the **DINISA HARDLEY FOLMAR IMPACT ENDOWED SCHOLARSHIP**


John K. Pierre, Chancellor
Southern University Law Center

SWORN TO AND SUBSCRIBED before me in the presence of the undersigned witnesses on this 4th day of November, 2021

WITNESSES:


Notary Public # 21350

AFFIDAVIT

STATE OF LOUISIANA
PARISH OF EAST BATON ROUGE

BEFORE ME, the undersigned Notary Public, duly commissioned and qualified in and for the State and Parish aforesaid, and in the presence of witnesses hereinafter named and undersigned, personally came and appeared

RAY L. BELTON, PH.D., a person of the full age of majority, and a resident of East Baton Rouge Parish, appearing herein his capacity as President-Chancellor of the Southern University System.

Who did depose and state that:

(1) This affidavit pertains to the following Endowed Scholarship, hereinafter referred to as the AFOREMENTIONED ENDOWMENT:

- DINISA HARDLEY FOLMAR IMPACT ENDOWED SCHOLARSHIP

(2) The Southern University Law Center has established THE AFOREMENTIONED ENDOWMENT that has an endowed fund to receive private contributions and matching funds from the State of Louisiana, the income of which shall be used for the exclusive benefit of the Endowed Scholarship.

(3) The AFOREMENTIONED ENDOWMENT currently has a balance of \$60,000 or greater. This fund consists of contributions from private sources, designated to establish an Endowed Scholarship.

(4) The contributions used to establish THE AFOREMENTIONED ENDOWMENT is dedicated to the purpose and definition of the Louisiana Board of Regents' definition and purpose of the Endowed Scholarship Program.

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

SWORN AND SUBSCRIBED before me in the presence of the undersigned witnesses on this ____ day of
____ November ____ 2021

WITNESSES:

Notary Public



SOUTHERN UNIVERSITY AT NEW ORLEANS

6400 Press Drive

New Orleans, LA 70126

Phone: (504) 286-5311 Fax: (504) 286-5000

www.suno.edu

Office of the Chancellor

RETIREMENT INCENTIVE PLAN FOR UNCLASSIFIED EMPLOYEES

Southern University at New University (SUNO) will offer a retirement incentive plan in accordance with the Southern University and A&M College System Board of Supervisors' (Board) policy for the Unclassified Employee Early Retirement Incentive Plan. The eligibility criteria for the retirement incentive plan (Plan) will be based on the Board's policy and the following guidelines specific to SUNO.

Retirement Incentive Option

1. SUNO unclassified employees who are current and fulltime are eligible to participate in the retirement option.
2. Employees must be eligible for regular retirement under the Louisiana State Employees Retirement System (LASERS), Teachers Retirement System of Louisiana (TRSL), or the Optional Retirement Plan (ORP) and should meet all plan eligibility requirements as of the application date.
3. To participate in the retirement option, a SUNO employee shall not have applied for retirement or received termination notice before the plan was offered to employees. This exclusion shall not include those who are still working, but are officially retired under the Deferred Retirement Option Plan (DROP).
4. The retirement incentive will be forty (40%) percent of the SUNO employee's base salary for 2020-2021 with a cap not to exceed \$25,000. The incentive payment is subject to all applicable federal and state taxes and regulations.
5. If the SUNO employee is approved to participate in the retirement incentive plan, the SUNO's employee's vacated position will not be filled until the Fall semester of 2023. This provision will ensure costs savings through the 2021-2022 budget year.
6. If a vacated position is deemed critical for the effective and efficient operation of a SUNO unit, the position can be filled after Fall 2022.
7. This plan cannot be applied to any portion of an employee's salary that is paid from any grant(s) and/or contract(s).
8. If a SUNO department has three (3) unclassified employees eligible for retirement, only one (1) qualified employee will be allowed to participate in the retirement incentive plan on a first come, first served basis and participation will be based on available resources. If everyone in the department applies and all applications are received at the same time, the lottery method will be employed. This plan is open to five (5) employees. Additional employees *may* be considered.
9. Retirement Incentive Plan Applications are attached herein and shall be submitted in writing to the Human Resources Director by electronic mail, facsimile, or hand delivery. Applications submitted by U.S. Postal Service will be considered received on the date received by the Human Resources Department.
10. If the SUNO employee is approved to participate, the SUNO employee must submit a letter of resignation as required in the application.

"An Equal Educational Opportunity Institution"

11. Any employee who participates in this plan cannot be rehired by the University for a period of two years.



POLICY TITLE
Job Placement Student Policy

POLICY NUMBER
9-001

Responsible Unit: <i>Career Services Center/Office/Department</i>	Effective Date: <i>11/26/2021</i>
Responsible Official: <i>Director of Career Services Center/Office/Department</i>	Last Reviewed Date:
Policy Classification: <i>Career Services/Advancement</i>	Origination Date: <i>10/01/2021</i>

I. POLICY STATEMENT AND RATIONALE

The policy is designed to serve a twofold purpose for the Southern University System:

- The Career Services Center/Office/Department on each campus will continue to develop strong partnerships with employers, students, and alumni to:
 - Assist students with career counseling and career development opportunities.
 - Strengthen the job placement pipeline by expanding professional relationships and partnerships with business, industry, and government leaders to increase the availability of full-time, part-time and internship opportunities (paid and unpaid) for students throughout the Southern University System.
- The Career Services Center/Office/Department on each campus will collect and submit student job placement data for full-time, part-time jobs and internship opportunities before and after graduation to the leadership within the Southern University System including the Southern University System Office of Planning, Policy and Institutional Effectiveness and the Southern University System Foundation on a quarterly basis to ensure compliance with reporting mandates such as the Southern Association of Colleges and School, Commission on Colleges (SACSCOC), Louisiana Board of Regents, Louisiana Legislature, US News and World Report, etc.

House Concurrent Resolution (HCR) 33 of the 2020 Regular Session of the Louisiana Legislature requested the Louisiana Board of Regents (LBOR), the Department of Revenue (LDR), the Louisiana Office of Student Financial Assistance and Services (LOFSA) to track students who obtain jobs and internships after graduating. HCR 33 further charged Louisiana's public postsecondary management board with collecting job placement data for jobs and internships for the campuses within their respective university systems.

II. POLICY SCOPE AND AUDIENCE

This policy shall be applicable to all Career Services Centers/Offices/Departments within the Southern University System.

III. POLICY COMPLIANCE

The need for this policy is driven by mandates by the Louisiana State Legislature and Louisiana Board of Regents. Therefore, to ensure compliance with the aforementioned state mandates, each Career Services Center/Office/Department within the Southern University System will develop a process for tracking, collecting and submitting student job placement data on a quarterly basis and upon demand to the leadership on each Southern University System Campus.

IV. POLICY DEFINITION(S)

Job Placement Data for Students: The data will include basic demographic information about the student, major, college, department as well as general information about the employment opportunity such as full-time, part-time, or internship (paid and unpaid), company name, position type, occupational field, position title, length of employment, salary range, etc.

V. POLICY IMPLEMENTATION PROCEDURES

Each Career Services Center/Office/Department within the Southern University System is tasked to develop a 5-Year Career Services Strategic Plan with annual benchmarks, annual and quarterly targets, and strategies for increasing the number of Southern University students placed in full-time, part-time, or internship (paid and unpaid) employment opportunities. Each campus's 5-Year Career Services Strategic Plan must be developed by career services staff and presented for campus approval by December 10, 2021 with the goal of implementation in the Spring 2022 semester.

Each Career Services Center/Office/Department is responsible for tracking, collecting and submitting student job placement and internship data for full-time, part-time and internship (paid and unpaid) opportunities on a quarterly basis, and upon demand, to the leadership on each campus and concurrently to the Southern University System Office of Planning, Policy and Institutional Effectiveness and the Southern University System Foundation. To properly collect and submit student job placement data on a timely basis, each Career Services Center/Office/Department shall:

- Collect contact information for graduating seniors, such as email addresses, phone numbers, etc., from the Office of the Registrar or Division of Information Technology. Next, the Career Services staff will email/text the graduating seniors a link to their customized **Job Placement Survey** to collect actual data regarding their future employment opportunities to include company name, position type, occupational field, position title, salary range, etc. Every student prior to graduation **must** complete this survey.
- Work in partnership the Alumni offices for each campus to monitor, track and survey new alumnus 3 months, 6 months, 9 months and 12 months after graduation to collect actual job placement data to include the graduate's major, college, department as well as general information about the employment opportunity such as full-time, part-time, internship (paid and unpaid), company name, position type, occupational field, position title, salary range, etc.
- Work in partnership with academic colleges, departments and programs who collect student job placement data as a requirement of their specialized programmatic accrediting bodies. Additionally, several academic programs have assigned in-house internship coordinators and

personnel who can be extremely helpful in assisting the campus's Career Services Center/Office/Department in collecting and maintaining a campus repository of student job placement data, particularly for internship, part-time, and full-time employment.

- Work closely with the Division of Information Technology to develop a career services portal in the Banner System to house student job placement data in a defined career services database.
- Archive all student job placement data, as stated earlier, in a newly-created career services database housed in the Banner system that can be easily accessed.

Based on the fiscal year calendar (July 1st through June 30th) and to ensure timely reporting to the Louisiana Board of Regents, each campus's Career Services Center/Office/Department will make the aforementioned student job placement and internship data available to the Southern University System Office of Planning, Policy and Institutional Effectiveness and the Southern University System Foundation by the following dates:

- October 1 – Quarter 1 Student Job Placement Data Report
- January 1 – Quarter 2 Student Job Placement Data Report
- April 1 – Quarter 3 Student Job Placement Data Report
- June 30 – Quarter 4 or End-Of-Year Student Job Placement Data Report

VI. POLICY RELATED INFORMATION

The need for this policy is driven by state mandates that include House Concurrent Resolution (HCR) 33 of the 2020 Regular Session of the Louisiana Legislature that urges and requests the Louisiana Board of Regents (LBOR), the Department of Revenue (LDR), the Louisiana Office of Student Financial Assistance and Services (LOFSA) to track students who obtain jobs and internships after graduating, where each public postsecondary management board is further charged with collecting job placement data for jobs and internships for their campuses.

VII. POLICY HISTORY AND REVIEW CYCLE

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

VIII. POLICY URL

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

IX. POLICY APPROVAL

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

Effective Date of Policy

The Honorable Domoine D. Rutledge, Esq.

Effective Date of Policy



Office of the Executive Vice Chancellor and Provost

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

November 23, 2021

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

RE: Request to Approve Honorary Doctorate Presentation to Mr. Irving Matthews

Dear Dr. Belton:

Please kindly consider my request for Southern University Baton Rouge to present an Honorary Doctorate to Mr. Irving Matthews during the Fall 2021 Commencement Ceremony.

A graduate of Southern University with a Bachelor of Science Degree in Electrical Engineering Technology, Mr. Matthews established himself as an outstanding business man and community leader throughout his professional career and adult life.

Currently Mr. Matthews is the President and Owner of The Matthews Automotive Group. Employing more than 337 employees consisting of four automobile dealerships representing four franchises, Mr. Matthews is a true example of the difference Southern University can make in the lives of our students. He has also served extensively in the area of higher education as a former Chairman of the Bethune Cookman University Board of Trustees and as a member of several other civic boards.

Mr. Matthew's nomination has the approval of the College of Sciences and Engineering and the Academic Council at Southern University Baton Rouge. I also enthusiastically add my recommendation for your consideration.

With Kindest Regards,

Bijoy K. Sahoo, Ph.D.

Approvals:

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



COLLEGE OF SCIENCES & ENGINEERING
OFFICE OF THE DEAN

Post Office Box 9969
Baton Rouge, LA 70813
Office: (225) 771-5290
Fax: (225) 771-5721

November 23, 2021

Dr. Bijoy Sahoo
Executive Vice Chancellor for Academic Affairs and Provost
Southern University Baton Rouge
Baton Rouge, La 70813

Dear. Dr. Sahoo:

On behalf of the faculty from the College of Sciences and Engineering, I full support the recommendation of Mr. Irving Mathews to be conferred an Honorary Doctorate Degree of Humane Letters during the Fall 2021 commencement.

As his long list of services to humanity shows, he is more than deserving of the award. I ask for approval from the Academic Affairs Office and for onward transmittal.

Sincerely,

A handwritten signature in blue ink, appearing to read 'Patrick Carriere'. The signature is fluid and cursive, with a large initial 'P'.

Patrick Carriere, Ph.D. P.E.
Professor and Dean



Office of The
President-Chancellor
(225) 771-4680

Southern University and A&M College System

J.S. Clark Administration Building
4th Floor
Baton Rouge, Louisiana 70813



Fax Number
(225) 771-5522

November 8, 2021

Honorable Domoine D. Rutledge, Esq.
Chair, Board of Supervisors
Southern University System
4th Floor, J.S. Clark Administration Building
Baton Rouge, LA 70813

Dear Chairman Rutledge:

As you are aware, the Southern University System is committed to advancing the holistic goals of each of its member campuses. In keeping with the urgency to ensure stable leadership on the Southern University at Shreveport (SUSLA) campus, and in response to the resignation of Dr. Rodney Ellis, I am assigning Dr. Vladimir Appeaning, SUS Vice-President for Strategic Planning, Policy, and Institutional Effectiveness, to provide leadership responsibility to the SUSLA campus effective immediately. Additionally, I am seeking your support and approval to appoint Dr. Appeaning to the role of interim Chancellor, effective January 1, 2022 until further notice.

I request that a \$1000.00 overload per month be granted to compensate Dr. Appeaning for the additional duties during the period of November 1, 2021 until further notice, or no later than June 30, 2021. I am also asking that the Southern University System overload policy be waived to fulfill the aforementioned request.

Lastly, I am recommending that Dr. Vladimir Appeaning be provided a housing (\$2916.66) and auto (\$1250.00) allowance for the expenses associated with an additional temporary residence in Shreveport, as dispensed monthly.

These recommendations will be submitted to you for consideration during the November 2021 Board of Supervisors meeting. Should you have any questions in reference to this request, please feel free to let me know.

Regards,

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

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



Dr. Rodney A. Ellis
Chancellor



September 30, 2021

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

RE: Permission for Title Change and Additional Duties for Wayne H. Bryant, Human Resources Director

Dear Dr. Belton:

This correspondence comes seeking permission to change the title and add responsibilities to the Director of Human Resources position for Southern University at Shreveport.

The new title will be Director of Human Resources and Professional Development.

With the elimination of the Vice Chancellor for Research, Sponsored Programs & Institutional Effectiveness position earlier this year, we have a need to move the Academy of Excellence to Human Resources, reporting directly to Wayne H. Bryant, Human Resources Director. This is a perfect fit to our structure as this function provides faculty and staff a readily available, robust, structured, systematic and ongoing professional development program. This process directly supports the needs of instructional and non-instructional units of Southern University at Shreveport.

Accompanying this letter is a copy of the job description, Personnel Action Form, and resume for your review.

Additionally, this request is to increase the base salary by 7% to \$75,225.28 annually, effective 11/01/2021.

Thank you in advance for your kind consideration to the request.

Respectfully submitted,

Rodney A. Ellis, Ed.D.
Chancellor

cc: Tracie Woods, Associate Vice President of Human Resources

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

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

Approved: Attorney Dominoe D. Rutledge, Chairman Date:

Disapproved: Attorney Dominoe D. Rutledge, Chairman Date:

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

www.SUSLA.edu

JOB CLASS	5	U		
JOB CODE				
CAL ID				

SOUTHERN UNIVERSITY SYSTEM

Personnel Action Form

POSITION NUMBER	5	M	9	9	3	5
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CAMPUS: SUS _____ SUBR _____ SULAC _____ SUARRC _____ SUNO _____ SUSLA X

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

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

Previous Employer n/a Reason Left n/a
 Date Left n/a Salary Paid n/a

Profile of Person Recommended

Length of Employment July 1, 2021 To June 30, 2022
 Effective Date November 1, 2021

Name Wayne H. Bryant SSN xxx-xx-3049 Sex M Race* B
(Last 4 digits only)

Position Title: Director of Human Resources Department: Human Resources

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 _____	Southern University Experience _____	
Degree(s): Type/Discipline (BA-Education): _____	Institution/Location (SU-Baton Rouge): _____	Year: _____
_____ BA/Psychology _____	University of LA @ Monroe (formerly NLU) _____	1984 _____
_____ MA/Human Relations & Supr. _____	Louisiana Tech University _____	1990 _____

Current Employer Southern University at Shreveport

Personnel Action

Check One _____ New Appointment _____ Continuation _____ Sabbatical _____ Leave of Absence _____
 _____ Transfer _____ Replacement X Other (Specify) _____ Title change/Add responsibilities _____

Recommended Salary \$75,225.28 Salary Budgeted \$75,225.28

Source of Funds 511001 56410 61002 56000

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

Change of: _____
 Position Director, Human Resources From _____ To Director, Human Resources / Professional Dev.
 Status Fulltime _____ Fulltime _____
 Salary Adjustment \$70,304 _____ \$75,225.28 _____

Minors Aid signature (if applicable): _____

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

Source of Funds	Amount
511001 56410 61002 56000	\$75,225.28

Comments: (Use back of form)

*See Reverse Side

Graduate School signature (if applicable): _____

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

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

ETHNIC ORIGIN (Please check one):

Hispanic or Latino Non-Hispanic or Non-Latino

RACE (Please check all that apply):

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

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

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

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

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

COMMENTS:

Additional duties of direct supervision of the Academy of Excellence responsible for providing faculty and staff a readily available, robust, structured, systematic and ongoing professional development program that will support the needs of instructional and non-instructional units of Southeastern University at Shreveport.

EMPLOYER REGULAR WORK SCHEDULE: Mon-Thursday, 8:00-6:00pm; Friday, 8:00-12:00pm.
EMPLOYER DIRECT SUPERVISOR: Trish Woods
SUPERVISOR/DEPARTMENT CONTACT NUMBER: Human Resources / 225-771-2680
NUMBER OF EMPLOYEES SUPERVISED, (if any): 15

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

GUIDELINES: All employees, students, graduate students 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 (see receipt), and a check schedule. All prospective employees/students must bring a photoed ID, social security card, birth certificate, certificate of naturalization, resident alien card, I-9 and I-1 visa, passport, and F-1M-94. The latter six (6) documents do not apply to U.S. Citizens.

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

CLASS OF EMPLOYMENT (VISA STATUS):

TYPE	CODE	EXPIRES
United States Citizen/Certificate of Naturalization	OE	
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")	FO	

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

- PAF APPROVAL PROCESS CHECKLIST (Must have the information outlined below):**
- Approved Position Vacancy Authorization Form (applicable for new and replacement positions)
 - Position Vacancy Announcement (position advertised before processing PAF, if applicable)
 - Application for Employment Form Admin/Classified 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 employer/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)



Position: Director of Human Resources & Professional Development

Employee Name: Wayne H. Bryant	Department Name: Office of Human Resources
Reports To (Supervisor's Name and Title): Tracie Woods, Assoc. Vice President of HR	Physical Work Location of Incumbent: 3050 Dr. Martin Luther King Jr. Drive Shreveport, LA. 71107

POSITION SUMMARY:

The **Director of Human Resources and Professional Development** at Shreveport is responsible for supervision of all Human Resource functions including the processing and transmitting of personnel matters for all employees on campus. Responsibilities include personnel matters such as appointments (hiring), in-service training, Faculty and Staff Development, promotions, upgrades, details to special duty, removals, disciplinary actions (suspensions, terminations, etc.) payroll, leave records, insurance, state retirement, workers' compensations, direct supervision of the Academy of Excellence, etc.

PRIMARY RESPONSIBILITIES:

The Director will be responsible for ensuring that all actions are in accordance with the statutes and rules set forth by the Southern University System, Louisiana State Civil Service, and Federal and State laws. This includes:

1. Supervision of all personnel actions including recruitment, appointments, promotions, upgrades, training, performance evaluations and disciplinary actions such as suspensions and terminations, develop and enforce organizational policies and procedures
2. Completion, submission and dissemination of the annual Affirmative Plan for the respective campus
3. Act as the Equal Opportunity Officer on campus, responsibilities include formal hearings, Sexual Harassment complaints, and oversee Grievance procedures
4. Represent the University at Civil Service hearings, Unemployment Compensations Hearings, Civil Court Proceedings and Workers' Compensation Hearings
5. Act as an Advisor on campus to supervisors on personnel matters and concerns related to University and Civil Service matters

WAYNE H. BRYANT



Motivated HR professional who maximizes performance in a Human Relations capacity where advancement is available for associates who successfully meet organizational challenges/goals

Areas of Expertise

- o Employee Benefits
- o Training, Presentation skills
- o Recruitment, Onboarding
- o Employee relations
- o Reorganization, restructuring, downsizing
- o Safety & Risk programs, management
- o Strategic planning
- o Change Management

Work Experience

Southern University System - Shreveport, LA, United States **Apr 04, 2013 - Present**
Human Resources Director

Description: As Human Resources Director, responsibilities include supervision of all personnel actions including recruitment, appointments, promotions, upgrades, training, performance evaluations and disciplinary actions such as suspensions and terminations, develop and enforce organizational policies and procedures, serve as Equal Employment Opportunity Officer, complete annual Affirmative Action Plan, review Sexual/Harassment complaints, oversee Grievance Procedures, and coordinate staff development workshops

Key Accomplishments & Results

- After several years without merit increases, created a plan to give all eligible employees a one-time \$1000 payout which led to regular annual increases
- Revised the Onboarding process to include a complete New Hire Orientation program
- Developed new Performance Evaluations for Faculty and Unclassified Staff
- Initiated and completed the first dedicated Human Resources office area in school history

Southern University - Shreveport, LA, United States **Jan 01, 1998 - Present**
Adjunct Instructor

Description: Teach Psychology classes via lecture and/or on-line once per semester

Key Accomplishments & Results

- Experience in teaching General, Abnormal, Social and Developmental Psychology courses on the college level
- Educating future leaders while equipping students with human relations skills

Comcast Cable - Shreveport, LA, United States
Human Resources Director/Manager

Aug 01, 2008 - Apr 03, 2013

Description: Provided HR leadership for one of the largest Cable TV, High Speed Internet, Digital Phone and Security Services providers in the country

Key Accomplishments & Results

- Implemented/enhanced Employee 1 to 1 sessions to improve employee communications, increase performance and understanding of organizational goals. Also resulted in the 2010 "Think Customer First" survey increasing by 13.4 points over baseline, most in the Division
- Implemented "Skip level" meetings with GM and front line employees which increased employee morale

Time Warner Cable - Shreveport, LA, United States
Human Resources Director

Jun 26, 2000 - Jul 31, 2006

Description: Provided HR leadership for one of the largest Cable TV, High Speed Internet, Digital Phone and Security Services providers in the country

Key Accomplishments & Results

- Developed Employee 1 to 1 sessions to improve employee communications regarding performance, reduced employee complaints
- Developed Accident Review Board which reduced the number and cost of casualty claims (2001)
- Secured and implemented two (2) State of Louisiana Incumbent Worker Training Grants of over \$1,000,000.00, resulted in better employee training and compensation

Southern University - Shreveport, LA, United States
Human Resources Director

Mar 01, 1997 - Jun 23, 2000

Description: Provided University HR Leadership in a setting that offered Associate degrees, certificates and the first two years of a typical college experience

Key Accomplishments & Results

- Enhanced methods and communication with System Office for processing of new hires
- As the 1st ever Shreveport HR Director, developed and enhanced procedures for supervision of all personnel actions including recruitment, appointments, promotions, and training

Southern University - Shreveport, LA, United States
University Counselor

Sep 01, 1983 - Feb 28, 1987

Description: Provided guidance to students seeking Associate degrees, certificates and the first two years of typical university credit hours

Key Accomplishments & Results

- Developed the University's first Counseling Center involving career guidance and counseling, placement functions, resume development and interviewing skills

Northwest Louisiana Developmental Center - Bossier City, LA, Nov 01, 1991- Aug 31, 1993
United States

Human Resources Development Specialist III

Description: Provided Staff Development for a 24-hour care facility for mentally retarded and medically involved adults

Key Accomplishments & Results

- Implemented training programs, evaluated and revised existing programs, conducted investigations of alleged abuse and neglect, and orientation of new employees

Boards

Christian Service - Non-Profit (Present)

Provide free meals, clothing and emergency assistance to area residents

Ayers Career College - Privately Held

Business College

Greater Shreveport Human Relations Commission - Government

Build relationships across cultures in the Greater Shreveport/Bossier City area

Louisiana State Personnel Council - Government

Assignment to Council for HR networking in State of LA and planning of State conference in Shreveport

Greater Shreveport Chamber of Commerce Leadership Program - Government

Program to identify future leaders for the Shreveport/Bossier City area

Education

Louisiana Tech University, Master of Arts, Human Relations and Supervision

Northwest Louisiana University (University of LA @ Monroe), Bachelor of Arts, Psychology

Other

Languages: English (Fluent)

SOUTHERN UNIVERSITY AT NEW ORLEANS

6400 Press Drive

New Orleans, LA 70126

Phone: (504) 286-5311 Fax: (504) 286-5000

www.suno.edu



Office of the Chancellor

November 9, 2021

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

Dear Dr. Belton:

I am pleased to submit the name of Mr. Harry J. Doughty to become the Senior Athletic Administrator of the Athletic Department at Southern University at New Orleans (SUNO). The Senior Athletic Administrator's duties are in addition to Mr. Doughty's current position as the Chancellor's Executive Associate. I am recommending a \$10,000 increase for taking on the additional responsibilities. With approval, his annual salary will be \$90,340.00 and his start date will be November 1, 2021. Since the start date is before the November 26th meeting of the Board of Supervisors, I appreciate your willingness and that of Chair Rutledge to approve this appointment and request ratification at the upcoming meeting of the Board.

Mr. Doughty's professional career spans over fifty years, 41 of which have been at SUNO. In addition to his tenure as a social work educator, Mr. Doughty has held progressive leadership positions in higher education, with the federal government and the U.S. Army. Mr. Doughty is a graduate of Grambling State University, Atlanta University School of Social Work and Southern University at New Orleans.

Mr. Doughty is highly respected among his University and community peers. His institutional knowledge of Southern University has served this Administration well as we transitioned to a new Executive Leadership team. During this transition, he has served in several acting capacities to include Institutional Advancement and Academic/Evening and Weekend Affairs. Mr. Doughty also served as the Chair of the search committee for the Vice-Chancellor of Student Affairs and as a member of the search committee for the Southern University System's Director of Facilities Planning. He also served as a member of the Athletic Department's search committee for an athletic director and head coaches for men and women basketball. He is also actively involved in preparing the National Association Intercollegiate Athletics (NAIA) application.

Mr. Doughty is also well known and respected in the larger New Orleans community. His relationships with various community leaders, agencies and organizations have been instrumental in developing various partnerships with SUNO. His professional and civic affiliations include the Louisiana Board of Social Work Examiners (LBSWE); the National Association of Black Social Workers and the New Orleans Chapter of Black Social Workers. He is the president of the STUDs Club, Inc., a Social, Pleasure and Civic organization which annually contributes scholarships to Louisiana's five HBCUs. Mr. Doughty is a charter member of the African Museum African American History and Culture.

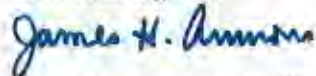
"An Equal Educational Opportunity Institution"

He is also a member of the Southern Poverty Law Center (SPLC); the American Legion; Disabled American Veterans (DAV, Lifetime Member); the American Legion and Veterans of Foreign Wars (VFW) and a long-time supporter of the Red Tail Squadron (Tuskegee Airmen). Mr. Doughty was also one of the original coordinators of the annual "Bayou Classic".

I am convinced that he has the leadership skills to oversee the building of a solid foundation for an outstanding department and highly successful athletic programs at SUNO.

Thank you for considering this request and submitting it for ratification at the November 26, 2021 meeting of the Southern University and A&M College System Board of Supervisors.

With kind regards,



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

APPROVED: _____

Dr. Ray L. Belton
President-Chancellor
Southern University and A&M College System

JOB CLASS			
JOB CODE			
CAL ID			

SOUTHERN UNIVERSITY SYSTEM

Personnel Action Form

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

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

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

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

Previous Employee _____ Reason Left _____

Date Left _____ Salary Paid _____

Profile of Person Recommended

Length of Employment: July 1, 2021 To June 30, 2022

Effective Date: November 1, 2021

Name: Harry Doughty SS# xxx-xx- Sex: Male Race* Black

Position Title: _____ Department: Office of the Chancellor

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

New Position Expiration Date: _____

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

Years Experience 30 Southern University Experience 18

Degree(s):	Type/Discipline (BA-Education):	Institution/Location (SU-Baton Rouge):	Year:
	Associate of Arts-Substance Abuse Prog.	Southern University at New Orleans	1979
	Bachelor of Arts Pre-Social Work	University of New Orleans	1968
	Master of Social Work Atlanta Univ.	Jackson State University	1974

Current Employer: Southern University at New Orleans.

Personnel Action

Check One New Appointment Continuation Sabbatical Leave of Absence
 Transfer Replacement Other (Specify) Senior Administrator of the Athletic Dept.

Recommended Salary \$90,330.00 Salary Budgeted \$90,330.00

Source of Funds _____

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

Change of: _____ From _____ To _____

Position: Executive Associate to the Chancellor Executive Associate to the Chancellor/Senior Administrator of the Athletic Dept.

Status: _____

Salary Adjustment: \$80,340.00 \$90,340.00

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
418900 41310 61002 49000	\$10,000.00
411001 41110 61002 48000	\$80,340.00

*See Reverse Side

Graduate School signature (if, applicable):

Supervisor: *James H. Ammons* 11/10/2021 Date _____ Dean/Unit Head _____ Date _____

Vice Chancellor: *Bethany M. Day* 11/10/2021 Date _____ Chancellor: *James H. Ammons* 11/9/2021 Date _____
 Director/Personnel: _____ Date _____ Vice President/Finance: *Dr. David Barber* 11/10/2021 Date _____
 Business Affairs/Comptroller: _____

President: _____ Date _____ Chairman/S.U. Board Of Supervisor: _____ Date _____

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

ETHNIC ORIGIN (Please check one):

_____ Hispanic or Latino _____ Non-Hispanic or Non-Latino

RACE (Please check all that apply):

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

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

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

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

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

COMMENTS:

EMPLOYEE REGULAR WORK SCHEDULE: Mon, 8:00 am TO 5:00 pm

EMPLOYEE DIRECT SUPERVISOR: James H. Ammons, Jr. Ph.D.

NUMBER OF EMPLOYEES SUPERVISED, (if any) _____

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

GUIDELINES: All employees, students graduate assistants being employed through the use of this form are to report to and be cleared by the Human Resources before any employment is offered and before starting to work. All students are to bring with 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	
OPI (F-1 Visa-INS Prior Approval-"Practical Work Experience")	F0	

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

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

- _____ Approved Position Vacancy Authorization Form (applicable for new and replacement positions)
- _____ Position Vacancy Announcement (position advertised before processing PAF, if applicable)
- _____ 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)

Harry J. Doughty, Sr., LMSW

Louisiana State Board of Social Work Examiners # 4682

Education:

Atlanta University School of Social Work, MSW 1974, Atlanta, GA.

Grambling State University (nee Grambling College), B. A. Pre-Social Work, 1968,
Grambling, LA.

Southern University at New Orleans, A. A. Substance Abuse Prevention Program, 1979

Professional Experience:

**Chancellor's Executive Associate/Assistant Professor, School of Social Work (Tenured)
Southern University at New Orleans 2016 – Present.**

- ❖ Works independently and performs administrative duties with the highest level of responsibility, confidentiality, and sensitivity on behalf of the Chancellor.
 - ❖ Uses significant judgment in decision-making; performs a wide variety of specialized, difficult, and responsible administrative functions of the office.
 - ❖ Relieves the Chancellor of a wide variety of complex and routine administrative details on issues not requiring the administrator's immediate attention.
 - ❖ Composes and prepares correspondence, reports, and other documents which represent the policies and philosophy of the Chancellor of the University and community.
 - ❖ Responds to requests and inquiries from employees and the public on appropriate matters and resolve issues.
-

Other Duties as Assigned:

- ❖ Served on the Southern University System's Director, Facilities Planning Search Committee (2021).
 - ❖ Served as Chair, Southern University at New Orleans Vice Chancellor, Student Affairs Search Committee (2021).
 - ❖ Served on the Athletic Director and Head Coaches, Men and Women's Basketball Teams' Search Committee (2021).
 - ❖ Authored the Southern University at New Orleans University Athletics Advisory Council's Manual (2021).
 - ❖ Served as Chair, MSW Assistant Professors Search Committee (2020)
-

Assistant Professor (Tenured), Southern University at New Orleans School of Social Work, 2003 - 2016

- ❖ Taught cross curricula at the graduate and undergraduate levels which included Direct Services; Human Behavior and the Social Environment; Diversity and Empowerment; Health/Mental Health sequences and Military and VA Social Work competencies courses.
- ❖ Developed graduate and undergraduate courses on Military and VA Social Work competencies.
- ❖ Advised and mentored graduate and undergraduate students.
- ❖ Professional interest included African-American veterans; combat related stress; other forms of trauma and substance abuse education, prevention and treatment.

Other Duties as Assigned:

- ❖ Served as Chair, MSW Admissions Committee (2007- 2016).
 - ❖ Co-chaired, the Millie M. Charles School of Social Work Building design and planning committee, 2014 – 2017.
 - ❖ Served as Chair, Title IV- E's Fatherhood Initiative ad hoc committee.
 - ❖ Served on the annual "Bash Gala" committee, 2004 – 2012.
 - ❖ Served on the Annual Medallion and Hooding Ceremonies committee (2004 – 2019).
 - ❖ Developed and co-presented, "Unmasking, the Unthinkable: Hurricane Katrina Trauma Workshop, 2006.
 - ❖ Served on the School of Social Work's Deanship search committees 2006 and 2014.
 - ❖ Served on the University's Strategic Planning committee.
 - ❖ Served on the University's Grievance committee, 2015 - 2016.
 - ❖ Served as a Senator with the Faculty Senate, 2015.
 - ❖ Served on the host and logistics committee for Council on Social Work Education (CSWE) reaccreditation team, 2012.
 - ❖ Volunteered as a male chaperon for the TRIO program's in and out of state college tours, 2007 - 2012.
 - ❖ Participated in University's recruitment activities at local high schools and colleges, 2004 - 2016.
-

Team Leader, Veterans Resource Center, Department of Veterans Affairs Medical Center, New Orleans, LA, November 1979 - September 2001.

- ❖ One of the founding team leader of 91 Readjustment Counseling Service's (RCS) Vet Centers nation-wide.
- ❖ Identified an inner- city office location to primarily serve minority Vietnam Era Veterans and their Significant Others.

- ❖ Collected monthly data which expanded the target population to include all pre and post-Vietnam combat veterans.
- ❖ Directed all administrative functions and supervised clinical staff, volunteers, interns and VA Work study students.
- ❖ Supervised intake/assessment procedures, treatment plan development and referrals.
- ❖ Coordinated community outreach efforts with local, state, and federal agencies.

Other Duties as Assigned:

- ❖ Provided clinical over-sight for Vet Centers located in nine southeast region states.
- ❖ Coordinated the development of 10 nation-wide pilot vet centers with additional services.
- ❖ Developed community linkage to various service groups and consulted with other service providers.
- ❖ Chaired, New Orleans VA Medical Center's Trauma committee resulting in perpetual funding of an inpatient treatment program for military and war related traumas.
- ❖ Coordinated "Black History Month" activities, Department of Veterans Affairs Medical Center, New Orleans, LA, 1985-1991.
- ❖ Co-Chaired and Chaired, Readjustment Counseling Service's Working Group for Black Veterans, Washington, D. C., 1982 – 1989.
- ❖ Major author, Readjustment Counseling Service's "National Working Group on Black Vietnam Veterans" position paper, 1982.
- ❖ Faculty member for Readjustment Counseling Service's Regional and National training conferences and seminars, 1979 - 2001.
- ❖ Served as acting Readjustment Counseling Services' Associate National Director, Department of Veterans Affairs National Headquarters in Washington, D. C. eighteen months assignment.
- ❖ Answered Congressional Inquiries on behalf of veteran constituents.

Assistant Coordinator/Community Service Specialist, Outpatient Drug Treatment Program, Department of Veterans Affairs Medical Center New Orleans, LA., April 1976 - November 1979.

- ❖ Conducted outpatient intake/assessment and developed treatment plans with veterans on an outpatient Methadone Maintenance program.
- ❖ Conducted weekly individual and group counseling sessions with both drug free and opiate dependent veterans.
- ❖ Interacted with various community agencies as a part of veterans overall treatment plans.
- ❖ Developed discharge plans.
- ❖ Supervised the professional and para-professional staff, social work interns and VA Work Study students.
- ❖ Ensured compliance with federal and state dispensing guidelines for Methadone and other controlled medications as well as with the Joint Commission on Hospital Accreditation visits.

Assistant Coordinator/Veterans Assistance Counselor, Outpatient Drug Treatment Program, Department of Veterans Affairs, New Orleans, LA, January 1975 - April 1976.

- ❖ Conducted outpatient intake/assessment and treatment planning with veterans on an outpatient Methadone Maintenance program.
 - ❖ Conducted weekly individual and group counseling sessions with both drug free and opiate dependent veterans.
 - ❖ Interacted regularly with the Department of Veterans Affairs Regional Office to assist veterans in obtaining various services including but not limited to educational, medical, housing, pensions and compensation benefits.
 - ❖ Developed discharge plans.
 - ❖ Supervised the professional and para-professional staff, social work interns and VA Work Study students.
 - ❖ Ensured compliance with federal and state dispensing guidelines for Methadone and other controlled medications.
 - ❖ Assisted with the Joint Commission on Hospital Accreditation visits.
-

Clinical Social Worker, Inpatient Drug Treatment Program, Department of Veterans Affairs Medical Center, New Orleans, LA., September 1974 - January 1975

- ❖ Conducted intake/assessment and developed treatment plans with recently admitted veterans on a 20-bed unit.
 - ❖ Conducted daily group counseling sessions and weekly individual sessions.
 - ❖ Developed discharge plans, and community linkage for post discharge follow-up.
 - ❖ Attended weekly clinical and administrative staff meetings.
 - ❖ Assisted with the Joint Commission on Hospital Accreditation visits.
-

Food Stamp Quality Assurance Officer, U. S. Department of Agriculture Regional Office, Atlanta, GA, July 1974 - September 1974

- ❖ Made weekly visits to randomly selected food stamp recipients in ten southeast states to ensure compliance with national food stamp guidelines.
 - ❖ Made visits to various agencies and institutions which food stamps recipients conducted various business transactions.
 - ❖ Wrote in-depth reports on the findings of each visit and made appropriate recommendations to the Unit's Chief.
-

Director, City of Atlanta Summer Food Program, Economic Opportunity Atlanta, Inc., Atlanta, GA, May 1974 - July 1974

- ❖ Handled the overall the program's administrative functions and supervised personnel at 122 summer food sites throughout Metropolitan Atlanta.
 - ❖ Attended weekly meetings with the U. S. Department of Agriculture personnel to ensure compliance with the sponsoring agency's policies and procedures.
-

Social Work Associate, Mental Hygiene Clinic, Martin Army Hospital, Ft Benning, GA, December 1970 - August 1972

- ❖ Served as a member of a multidisciplinary team that addressed various psychological and related problems of military personnel in general and returning Vietnam soldiers in particular.
 - ❖ Conducted intake/assessment on new referrals experiencing combat and other war zone related trauma and stress, marital, alcohol, drug and related problems.
 - ❖ Made referrals to the team's psychiatrist and/or the social worker for a more in depth assessment and treatment plan.
 - ❖ Consulted with other mental hygiene personnel, unit commanders.
 - ❖ Conducted assessment for continuous suitability for military duty.
 - ❖ Assigned to the military personnel dependents' unit to conduct intake/assessment with family members and developed of individual treatment plans.
 - ❖ Consulted with other unit clinical personnel.
 - ❖ Attended weekly administrative and clinical staff meetings.
 - ❖ Served as Unit's liaison for enlisted men and the professional staff (officers).
-

Social Work Associate, Mental Hygiene Clinic, United States Army, Republic of South Vietnam, February 1970 - October 1970

- ❖ Conducted intake/assessment on all new referrals experiencing combat and other war zone related trauma and stress, with marital, alcohol and drug use other problems
 - ❖ Made referrals to the staff psychiatrists and/or the social worker for a more in-depth assessments and treatment plans.
 - ❖ Consulted with mental hygiene personnel, unit commanders and other professionals concerning diagnoses and treatment.
 - ❖ Conducted assessment for continuous suitability for duty in a combat zone.
-

Senior Residence Counselor, Office of Economic Opportunity, Job Corps Center, Poland Springs, ME, August 1968 - June 1969.

- ❖ Conducted included weekly orientation for new arrivals, including psychological and aptitude tests for placement purposes.
 - ❖ Conducted weekly individual and group counseling sessions.
 - ❖ Consulted weekly with other direct service personnel and faculty members to discuss each resident's progress.
 - ❖ Coordinated weekly off campus end of orientation activities for graduates.
-

Part Time Paid Experience:

Evening Residence Counselor, South-Side Comprehensive Medical Center, Atlanta GA, October 1973 - May 1974

- ❖ Provided evening supervision to alcohol dependent individuals residing in a Half Way house.
- ❖ Conducted individual and group counseling sessions.
- ❖ Supervised the dispensing of prescribed medication.

- ❖ Accompanied residents to mandatory evening Alcoholic Anonymous meetings.
 - ❖ Conducted individual and group counseling sessions.
 - ❖ Provided supervision in dispensing prescribed medication.
 - ❖ Accompanied residents to mandatory evening Alcoholic Anonymous meetings.
-

Masters of Social Work Field Placement:

**Second Year Administrative, Planning and Organization (APO) Block Placement
Economic Opportunity (EOA) Atlanta, Inc. Atlanta, GA, August 1973 - March 1974**

- ❖ Developed a comprehensive youth services directory for the metro Atlanta area.
 - ❖ Authored, developed and implemented a Vietnam veterans' outreach program funded by the National League of City/U. S. Conference of Mayors.
 - ❖ Attended and monitored various laws and policies during the state's legislative sessions.
-

**First Year Clinical Block Placement, VA Medical Center, Atlanta, GA., December 1972 -
March 1973: Awarded a first year - MSW student Veterans Administration's inaugural stipend.**

- ❖ **Admissions Unit:** Conducted intake/assessment of veterans seeking inpatient and outpatient medical care.
 - ❖ Made referrals to the appropriate medical units.
 - ❖ **Fast Pace Medical/Surgical Ward:** Developed discharge plans, consulted with the medical staff, social work supervisor, patients, family members and identified community resources including nursing homes and other long - care facilities for appropriate placements.
 - ❖ **Long-term Tuberculosis Ward:** Conducted in- depth assessments with veterans, many of whom were alcohol dependent.
 - ❖ Developed and implemented a daily group that focused on the education of and prevention in spreading the disease and the importance of medical adherence.
-

Other Professional Experience:

Field Instructor:

- ❖ Southern University, Baton Rouge, LA Department of Vocational Rehabilitation, August 1996 - May 2001.
 - ❖ Louisiana State University's School of Social Work, Baton Rouge, LA., August 1992 - May 2001.
 - ❖ Southern University at New Orleans School of Social Work, August 1988 - May 2001.
 - ❖ Tulane University School of Social Work, New Orleans, LA., September 1980 - May 2001
 - ❖ Southern University at New Orleans Drug Treatment Program, September 1980 - May 2001
-

Adjunct Faculty Member:

- ❖ Southern University at New Orleans School of Social Work, fall 2002.
 - ❖ Southern University at New Orleans, School of Social Work, September 2000 - May 2001.
 - ❖ Southern University at New Orleans, Alcohol and Drug Training Program, September 1980 - May 2003.
 - ❖ Southern University at New Orleans, School of Social Work, August 1996 - December 1996.
 - ❖ Southern University at New Orleans School of Social Work, volunteered to develop a one - year funded (\$250,000.00) Welfare to Work Proposal sponsored by the City of New Orleans, 2003.
 - ❖ Xavier University, New Orleans, LA, Summers, 1977 - 1980.
 - ❖ Loyola University Summer Institute, New Orleans, LA, September 1979.
 - ❖ St Mary's Dominican College, New Orleans, LA, Evening Division, January 1976 - May 1976.
-

Professional Development:

- ❖ Coordinated and attended the Goldring Family Foundation Center for Jewish-Multicultural Affairs and Southern University at New Orleans HBCU Speaker Series, April 2021.
- ❖ Coordinated and attended the Goldring Family Foundation Center for Jewish-Multicultural Affairs and Southern University at New Orleans HBCU Speaker Series, November 2019.
- ❖ Welcome Speaker, Southern University at New Orleans annual Veterans Day Recognition Program, November 2019.
- ❖ Attended the National Association of Black Social Workers, Inc., Annual National Conference, San Diego, CA, 2019.
- ❖ Attended the National Association of Black Social Workers, Inc., 50th Annual National Conference, Washington, D. C., 2018.
- ❖ Attended the Congressional Black Caucus Inc., 47th Annual Conference, Washington, D. C., 2017.
- ❖ Coordinated and presented at the Civilian and Military Sexual Assault: Micro and Macro Responses Seminar (6 hours), Southern University at New Orleans, June 2014.
- ❖ Participant - DSM 5 Workshop, Southern University at New Orleans, June 2014.
- ❖ Participant - Data Supported Agency Evaluations: Put Numbers in the Driver's Seat, Southern University at New Orleans, January 2014.
- ❖ Coordinated and developed a Biographical and Pictorial Display, faculty, students and staff in honor of Veterans Day, November 2013.
- ❖ Developed and participated, Inaugural Brown Bag Luncheon Series, November 2014.
- ❖ Presenter - National Association of Black Social Workers 26th Regional Conference, Military and VA Social Competencies, New Orleans, November 2013.

- ❖ **Victims and Perpetrators: Interventions Conference, November 4, 2011, New Orleans, LA.**
- ❖ **Participant - Ethics and Social Program Evaluation, Southern University at New Orleans, June 2013.**
- ❖ **Participant - Ethics and Social Program Evaluation, Southern University at New Orleans, June 2013.**
- ❖ **Participant - Providing Mental Health Services to Military and Veterans: An Introduction for Civilian Practitioners in Our Community, New Orleans, LA., September 2012.**
- ❖ **Participant Jewish Board of Family and Children's Services Martha K. Selig Educational Institute: Military Cultural Competency, June 4-5, 2012, Chicago, IL.**
- ❖ **Co-coordinated and participated - Southern University at New Orleans School of Social Work 8 hour Armed Forces Seminar, May 2011, New Orleans, LA.**
- ❖ **Presenter- Military and Social Work Ethics, Southern University at New Orleans School of Social Work Armed Forces Seminar, New Orleans, LA. May 2011.**
- ❖ **Co-developed and presented -Southern University at New Orleans School of Social Work 3 Hour Seminar - "Saving Our Sons Seminar, New Orleans, LA., March 2011,**
- ❖ **Evaluation Coordinator - Southern University at New Orleans School of Social Work's Evaluation of Harmony Oaks (nee C. J. Peete HOPE-VI Community Revitalization), 2010 to 2012.**
- ❖ **Participant - The Commission on Accreditation of the Council on Social Work Education Southern University at New Orleans School of Social Work's Self-Study, 2010- 2012.**
- ❖ **Participant - Zero To Three" Military Families, Baton Rouge, LA., November 2010**
- ❖ **Masters of Social Work Fall Orientation, Southern University at New Orleans School of Social Work, New Orleans, August 2009.**
- ❖ **Southern University at New Orleans School of Social Work Community Resource Center: Children of Color Left Behind and HIV/AIDS New Orleans, LA., June 2009.**
- ❖ **Southern University at New Orleans: Make Assessment for Student Success & SACS Reaffirmation: The Role of Faculty & Staff, New Orleans, LA., April 2009.**
- ❖ **Southern University at New Orleans School of Social Work Community's Resource Center: Social Work Ethics New Orleans, LA., March 2009.**

- ❖ Tulane University's School of Social Work Institute for Psychosocial Health: Best Practices in Disaster Mental Health, New Orleans, LA., March 2009
- ❖ (Co- presenter, MSW Student), African-American Substance Abusers: Victims or Villains? National Association of African-American Studies, Baton Rouge, LA., February 2009.
- ❖ Masters of Social Work Spring Orientation, Southern University at New Orleans School of Social Work, New Orleans, LA, January 2009.
- ❖ Seminar for Majors, Southern University at New Orleans School of Social Work, New Orleans, LA., January 2009.
- ❖ School of Social Work MSW Admissions Procedures, Southern University at New Orleans School of Graduate Studies 6th Annual Assembly and Orientation Night New Orleans, September 2008.
- ❖ Master's Social Work Fall Orientation, School of Social Work, New Orleans August 2008.
- ❖ Participant: I-SU Campus-Community Coalition for Change: A two day conference that focused on the prevention of substance abuse on Louisiana's college campuses, Baton Rouge, LA., June 2008.
- ❖ Co-presenter, Panel Presentation, Forensic Social Work (FSW) Interface between Social Work and the Law, sponsored by Southern University at New Orleans School of Social Work's Community Resource Center, April 2008.
- ❖ Social Welfare Action Alliance 24th National Conference: Co-presenter, A Day to Remember: Graduate Students' Reaction to Hurricane Katrina, Houston, TX, April 2008.
- ❖ Family Violence Prevention Services Program Seminar, "Empowering African American Women Impacted by Domestic Violence: From Heartaches to Happiness" sponsored by Southern University at New Orleans School of Social Work in New Orleans, August 30, 2007.
- ❖ Attended a three-hour seminar on social work ethics sponsored by Southern University at New Orleans School of Social Work, June 2007.
- ❖ Attended the 9th Annual Dr. Lonnie E. Mitchell National HBCU Substance and Mental Health Conference, March 29 - April 1, 2007, Washington, D. C. as a scholarship recipient.
- ❖ Attended the Annual Gulf Coast Substance Abuse Seminar (November 3 - 5, 2004), Mobile Alabama.
- ❖ Attended an 8 hour domestic violence seminar, Metairie, LA, August 2003.
- ❖ Attended the 10th Annual Southeastern Region Conference on Co-occurring Mental and Substance Abuse-Related Disorders, "Creative Counseling: Influencing Change with Difficult Cases", New Orleans, LA, June 25, 2003.

- ❖ Attended the State of Louisiana's Board of Social Work Examiners' "Ethics Update" Seminar, Kenner, LA, June 20, 2003.
 - ❖ Attended the Annual Gulf Coast Social Work Conference, Biloxi, MS February 13 - 14, 2003.
 - ❖ Attended the Department of Veterans Affairs Integrated Services Network 16 MIRECC's Post Traumatic Stress Disorder Summit Meeting, New Orleans, LA, January 31, 2003.
 - ❖ Attended the Seventh Annual Gulf Coast Conference on the Treatment of Addictive Disorders sponsored by the VA Employee Education System, Biloxi, MS, September 5 -7, 2001.
 - ❖ Attended the Department of Veterans Affairs Integrated Service Network (VISN), New Orleans, July 30, 2001.
 - ❖ 16 MIRECC's Conference, "Sexual Trauma: An Update on Ethical and Treatment Issues, New Orleans, LA.
 - ❖ Attended the Department of Veterans Affairs Integrated Service Network (VISN) 16 MIRECC's "Post Traumatic Stress Disorder Summit", New Orleans, LA, July 31, 2001.
 - ❖ Attended the Midwest Association for Professional Education's Conference, "Understanding and Professional Development, New Orleans, LA, June 25, 2001.
 - ❖ Attended a seminar on "Ethics and Diagnosis and Treatment of Mental Disorders (DSM-IV and DSM-IV (Text Revised) and Social Work Ethics, Metairie, LA, August 14, 2001.
-

Civic Engagement:

- ❖ Volunteered, Joseph Bouie's state senator election campaign, 2015.
- ❖ Volunteered, James Harris' state representative election campaign, 2015.
- ❖ Volunteered, Joseph Bouie's state representative election campaign, 2011.
- ❖ Participated: 2nd Annual HIV/ AIDS Prevention in African- American Communities, March, 2012.
- ❖ Participated: 1st Annual HIV/ AIDS Prevention in African- American Communities, March, 2011.
- ❖ Volunteered, Cedric Richmond's Congressional Campaign, 2010.
- ❖ Volunteered, St. Mary Academy's Annual Golf Tournament, 2007 -- 2009.
- ❖ Male Chaperon, St. Mary Academy's Marching Band, 2006 - 2009.
- ❖ Presenter, Overview of School of Social Work (Recruitment) to McNair Scholars. Xavier University of Louisiana, New Orleans, LA, April 2009
- ❖ Participated in a "Yes We Can" All Male Forum on Crime and Murder Prevention, Walter L. Cohen Senior High School, New Orleans, spring 2009.

❖

- ❖ Attended monthly meetings of Urban Strategies Hope VI, C. J. Peete Housing Redevelopment Committee, 2008 - 2009.
 - ❖ Participated in the Orleans Parish PM High School Career Day Program, April 2008.
 - ❖ Served as an Orleans Parish Civil District Court Juror, April 2008.
 - ❖ Volunteer, State Representative Cedric Richmond's 2007 Reelection Campaign.
 - ❖ Participated in the Orleans Parish PM High School Career Day Program, April 2007.
 - ❖ Participant, Tulane University's Partnership for the Transformation of Urban Communities, 2007.
 - ❖ (PTUC) Institute for the Study of Race and Poverty (IRSP) and Problems of Structural Racism--The Impact on Communities, Especially Those Dealing with Disaster, Rebuilding and Restructuring and Solutions to Structural Racism Projects and Dismantle Practices Fostering Racialized Poverty.
 - ❖ Louisiana's Co-chair, "Veterans for John Kerry's Presidential Campaign", fall 2004.
 - ❖ Volunteer, U. S. Senator Mary Landrieu's Reelection Campaign, 2002.
-

Membership and Affiliations:

- ❖ President STUDs Club, Inc., annual scholarship contributor to Louisiana's 5 HBCUs, 2021.
- ❖ Charter member of the African Museum African American History and Culture, 2015.
- ❖ Board Chair, "**Mind, Body and Soul**", Inc., a nonprofit community based organization designed to address various social issues including, but not limited to, substance abuse and related problems, Summer 2005 - 2008.
- ❖ Charter Member, Mayor of New Orleans Military Advisory Committee Member, 1991 - 2001.
- ❖ Member, World War II Museum Planning Committee, 1999 -2000.
- ❖ Member, National Association for the Advancement of Colored People (NAACP).
- ❖ Member, National Association of Social Workers (NASW).
- ❖ Member, State of Louisiana Chapter, National Association of Social Workers.
- ❖ Member, New Orleans Chapter, National Association of Black Social Workers (NABSW).
- ❖ Member, National Democratic Committee.
- ❖ Former New Orleans Chapter President, Grambling State University Alumni Association (8 years).

Harry J. Doughty, Sr.
Curriculum Vitae - 12

- ❖ Former National Vice President, Grambling State University Alumni Association (4 years).
 - ❖ Charter Member, Board of Directors of Louisiana Vietnam Veterans Leadership Program, New Orleans, LA, 1983 - 1985.
 - ❖ Life Member, Veterans of Foreign Wars (VFW), 2005.
 - ❖ Charter Member of the (VFW) New Orleans Vietnam Veterans Chapter.
 - ❖ Charter Member and Treasurer Reinstated, Clark-Atlanta University's Alumni Association, New Orleans Chapter.
 - ❖ Phi Beta Sigma Fraternity, Inc.
 - ❖ Member of the Southern Poverty Law Center (SPLC).
 - ❖ The American Legion.
 - ❖ Supporter of the Red Tail Squadron (Tuskegee Airmen).
 - ❖ One of the original coordinators of the annual "Bayou Classic".
-

❖ **Honors and Awards:**

- ❖ Democratic National Committee's Certificate of Authenticity White House Print, 2021.
- ❖ Certificate of Appreciation National Law Enforcement Officers Memorial Fund, 2020.
- ❖ 2019 Founders' Appreciation Certificate, CAF Red Tail Squadron
- ❖ President Barrack and Mrs. Obama's Birthday Salutation, 2016.
- ❖ Friend of the School of Social Work Award, Southern University at New Orleans, February 2019.
- ❖ National Association of Black Social Workers' Certificate of Appreciation, 26th Regional Conference, Military and VA Social Work Competencies, New Orleans, November 2013.
- ❖ Certificate of Appreciation, Educational Talent Search, Southern University at New Orleans, July 2008.
- ❖ Published Editorial Response, the Times Picayune, New Orleans, LA. June 2008.
- ❖ Honorary Member, Phi Alpha Honor Society for Social Work Students, May 2008.
- ❖ Louisiana Vietnam Veterans Leadership Program's Certificate of Appreciation, 1985.
- ❖ Testified, U. S. Senate Veterans Committee on Veterans Readjustment and related issues, Washington, D. C., 1982.
- ❖ Testified, U. S. House of Representatives Veterans Oversight Committee: Funding needs of Readjustment Counseling Service, Atlanta, GA, 1981.
- ❖ Bayou Classic XXIV State Farm Sponsorship Award, 1997.
- ❖ Bayou Classic Certificate of Appreciation, Grambling State University, 1997.
- ❖ "Kool" Certificate of Appreciation, New Orleans, 1985.
- ❖ Grambling State University Distinguished Alumnus Award, 1979
- ❖ Grambling State University Distinguished Alumnus Award, National Association of Blacks in Higher Education, Washington, D. C., 1979.

- ❖ Atlanta University Academic Scholarship, 1973 – 1974.
 - ❖ Sperry and Hutchinson Academic Scholarship, Grambling College, 1968.
 - ❖ Phi Beta Sigma, Xi, Chapter Distinguished Undergraduate Award, 1968.
-

Military Service: U. S. Army, June 1969 - August 1972, attained the rank of Specialist E-5.

Awards:

- ❖ Bronze Star Medal for Meritorious Service.
 - ❖ The Army Commendation
 - ❖ The Combat Medic Badge (First Award).
 - ❖ Republic of Vietnam, 1969 - 1970, Vietnam Campaign Medals with 1960 Device, 2 0/5 Bars.
 - ❖ Vietnam Service Medal with 3 Bronze Stars.
 - ❖ Sharpshooter (Rifle M14).
 - ❖ The Good Conduct Medal (First Award).

 - ❖ The 101st Airborne Unit Citation.
 - ❖ Martin Army Hospital Unit Citation.
 - ❖ The National Defense Service Medal.
-

References Furnished Upon Request.



Dr. Rodney A. Ellis
Chancellor



September 29, 2021

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

RE: Approval to hire Joseph Lacour Jr. – Director of Facilities and Risk Management

Dear Dr. Belton:

This correspondence comes seeking your endorsement of Joseph Lacour Jr., who after a comprehensive committee process, has been recommended to serve in the role of the Director of Facilities and Risk Management at the Southern University at Shreveport (SUSLA) campus.

Dr. Belton, the position of Director of Facilities and Risk Management is currently a part of the Administration/Operations area and has played an important part in the advancement of this area and the University since its inception. This role has also assured the institution's compliance with various state requirements. This position has been vacant for several months and to fill this position now would greatly improve the performance, moral and composition of the Facilities and Risk Management area and that of the University as a whole.

The recommended salary for this position is \$65,000.

I am therefore requesting your endorsement and that of the Southern University System Board to move forward with placing Dr. Mahoney in this position.

Respectfully Submitted

Dr. Rodney A. Ellis
Chancellor

RAE/lw

Attachments

Approved: Dr. Ray L. Belton, President Date: _____

Disapproved: Dr. Ray L. Belton, President Date: _____

Approved: Atty. Domoine D. Rutledge, Chairman Date: _____

Disapproved: Atty. Domoine D. Rutledge, Chairman Date: _____

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

Southern University at Shreveport does not discriminate on the basis of race, color, national origin, gender, age, disability or any other protected class. Title IX Coordinator: Dr. Tuesday W. Mahoney, Fine Arts Building, Room C14, (318) 670-9781. Section 504 Coordinator: Dr. Anjelika Hart, NCR Building, Room 125, (318) 670-9367.

JOB CLASS			
JOB CODE			
CAL ID			

SOUTHERN UNIVERSITY SYSTEM

Personnel Action Form

POSITION NUMBER	5	M	9	6	3	2
-----------------	---	---	---	---	---	---

CAMPUS: SUS SUBR SULAC SUAREC SUNO SUSLA

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

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

Previous Employee ICHN MILLS Reason Left RESIGNED
 Date Left MAY 4, 2021 Salary Paid \$59,990

Profile of Person Recommended

Length of Employment _____ To _____
 Effective Date OCTOBER 11, 2021

Name JOSEPH C. LACOUR SSN XXX-XX-XXXX Sex M Race* B
 (Last 4 digits only)

Position Title: Director of Facilities & Risk Management Department: FACILITIES

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

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

Years Experience 15+ YEARS Southern University Experience 3 YEARS (2013-2016)
 Degrees: Type/Discipline (BA-Education) Institutional/Location (SU-Baton Rouge) Year: _____
B.A. Workforce Dev. & Educ. Southern Illinois University (Carbondale) 2007
A.S. Aviation Operations Community College of the Air Force 2004
A.S. Aircraft Sys. Maint. Tech Community College of the Air Force 1999

Current Employer NORTEWEST LOUISIANA TECHNICAL COMMUNITY COLLEGE

Personnel Action

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

Recommended Salary \$65,000 Salary Budgeted _____

Source of Funds 511001-56511-57000

Identify Budget: Maintenance Department Location: SUSLA Main campus
 Form Code: _____ Page _____ Item # _____

Change of: From _____ To _____

Position _____
 Status _____

Salary Adjustment _____
 Financial Aid signature (if applicable): _____

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

Source of Funds	Amount

Comments: (Use back of form) _____
 *See Reverse Side Graduate School signature (if applicable): _____

Supervisor _____ Date _____ Dean/Unit Head _____ Date 10/5/21

Vice Chancellor Wayne H. Boyce Date 10/5/21 Director _____ Date _____
 Director/Personnel _____ Date _____

Director/Finance _____ Date _____
 Business Affairs/Comptroller _____ Date _____

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

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

ETHNIC ORIGIN (Please check one):

Hispanic or Latino Non-Hispanic or Non-Latino

RACE (Please check all that apply):

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

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

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

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

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

COMMENTS:

EMPLOYEE REGULAR WORK SCHEDULE:

RAM - 5PM

EMPLOYEE DIRECT SUPERVISOR:

DR. ANTONIO FIGUEROA

SUPERVISOR/DEPARTMENT CONTACT NUMBER:

318-670-9481

NUMBER OF EMPLOYEES SUPERVISED, (if any):

Approximately 20

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 (for receipts), 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/J-1. The latter six (6) documents do not apply to U.S. Citizens.

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

CLASS OF EMPLOYMENT (VISA STATUS)

TYPE	CODE	EXPIRES
United States Citizen/Certificate of Naturalization	UB	
Resident Alien	RA	
H-1 Visa (Distinguished Merit & Ability)	H1	
J-1 Visa (Exchange Visitor Program)	J1	
F-1 Visa (Student Reg. 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!**

EAP 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 EAP, if applicable)
- Application for Employment Form Admitted/Used 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)



Dr. Rodney A. Ellis
Chancellor



September 29, 2021

Joseph Lacour Jr.
1006 Morris Drive
Shreveport, LA 71107

RE: Employment Offer Letter

Dear Mr. Lacour:

We enjoyed your visit and the opportunity to interview with you about the Director of Facilities and Risk Management at the Shreveport Campus of Southern University. You made an excellent impression and we believe you to be an excellent candidate for a rewarding career with our University.

We are pleased to offer you the position of **Director of Facilities and Risk Management** with a proposed start date of **November 8, 2021** contingent upon successful completion of a background check, Southern University Board of Supervisors approval, if needed, and other specifics listed below. The following outlines our offer of employment to you. Your signature below will verify your acknowledgement of/and agreement with all terms listed.

Annual Salary: Your compensation will be: \$65,000

Status: Full-Time/Unclassified

Additional Benefits: A generous group and supplemental benefits program including medical, dental, vision, life insurance and other benefits is available to you upon employment, subject to standard eligibility requirements. You are also eligible to participate in the University's retirement plan.

Paid Time Off: As a full-time employee, you will accrue both annual and sick leave according to the established years of service chart.

This offer is extended to you contingent upon completion of our routine background and reference checks, completion of employment forms for new personnel, and on the understanding that in joining Southern University at Shreveport you will not violate any agreement to which you are or have been party.

3050 MARTIN LUTHER KING, JR. DRIVE, * SHREVEPORT, LOUISIANA 71107
PHONE: (318) 670-9312 * FAX (318) 670-8874
TOLL FREE: 1-800-458-1472, EXT 6312
WWW.SUSLA.EDU

Southern University at Shreveport does not discriminate on the basis of race, color, national origin, gender, age, disability or any other protected class. Title IX Coordinator: Dr. Tuesday W. Mahoney, Fine Arts Building, Room C14, (318) 670-9203. Section 504 Coordinator: Dr. Anjelica Hart, NCR Building, Room 125, (318) 670-9887.

Joseph Lacour Jr.
September 29, 2021, Offer Letter
Page 2

This offer is extended to you contingent upon completion of our routine background and reference checks, completion of employment forms for new personnel, and on the understanding that in joining Southern University at Shreveport you will not violate any agreement to which you are or have been party.

Under the U.S. Immigration Reform and Control Act of 1986, we are required to establish the employment authorization and identity of each person we hire. In order to comply, you will need to bring appropriate documentation upon your first day of employment. Appropriate documentation may include driver's license and social security card, passport, etc. Please contact Human Resources for a complete list of additional acceptable documentation.

After you have had an opportunity to read this document, and the attached Job description, please sign and return the original letter to our office by 10/25/21. This document will serve as the official acceptance of our offer and confirm that you have read, understood, and will comply with the provisions outlined.

We look forward to hearing from you and having you join our team. If you have questions or need to discuss anything further, please contact Quiana Skidmore at 318.670.9351.

Sincerely,



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

cc: Rodney A. Ellis, Ed.D., Chancellor
Wayne H. Bryant, Director of Human Resources
Dr. Antonius Pegues, V. C. of Finance and Administration

Accepted:

Joseph Lacour Jr.

Date

3050 MARTIN LUTHER KING, JR. DRIVE, * SHREVEPORT, LOUISIANA 71107
PHONE: (318) 670-9312 * FAX (318) 670-6374
TOLL FREE: 1-800-458-1472, EXT 5312
WWW.SU.SLA.EDU

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September 27, 2021

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

Dear Dr. Ellis:

This letter comes as a request to appoint **Mr. Joseph Lacour** to the position of **Director of Facilities and Risk Management** in the Facilities Department with a start date of **November 1, 2021**. Mr. Lacour has extensive experience in the area of Facilities having been the Facilities Director for Northwest Louisiana Technical College for the last three years where he provides oversight and direction of all maintenance and facilities personnel and functions as the Assistant Dean during the absence of the Campus Dean. Prior to that, he served as the Director of Facilities Services for Louisiana State University for three years where he supervised over 30 employees and was responsible for the operational control, maintenance and repair of the physical plant, facilities, and grounds of the LSU-s campus.

Mr. Lacour is a veteran of the United States Air Force holding the position of Flight Engineer. He holds a Bachelor's degree in Workforce Education and Development along with Associate degrees in Aviation Operations, Aircraft Systems Maintenance, and Military Science and Technology. He also holds a certification in HVAC/R and teaches a Leadership class at Northwest Louisiana Technical College.

Mr. Lacour has previously served as the Director of Facilities, Planning, and Operations at SUSLA for 5+ years from 2011-2016. He comes to us with an array of experience in capital outlay requests, deferred maintenance, negotiating contracts and vendor proposals, construction and maintenance budgeting as well as hiring, supervising, and training personnel. He has central plant experience, team leadership ability, and the capability of transforming and adapting standard operating procedures to meet governmental, federal and state compliance and regulations. As well, he comes with experience in landscaping, security, vending, housekeeping, and building maintenance.

Accompanying this request is a proposal to offer an annual salary of **\$65,000**.

Thank you for your consideration and support to the appointment of Mr. Joseph Lacour for the position of **Director of Facilities and Risk Management**.

Respectfully,

A handwritten signature in blue ink, appearing to read 'Antonius Pegues', is written over a light blue circular stamp.

Dr. Antonius Pegues
Vice Chancellor for Finance and Administration

Approved Salary and Hire Date
(11/1/21 - Salary \$65,000)

Not Approved



Dr. Rodney Ellis, Chancellor

DIRECTOR OF FACILITIES INTERVIEWS
September 2021

(lowest score is frontrunner)

Candidate	Dr. Derolyk Fuller	Dr. Antonius Pegues	Dr. Joann Brown	Dr. Terry Kidd	TOTALS
Robert Brogan	31	34	26		91
Joseph Lacour	9	9	9		27
Lorenzo Washington	20	30	26		76
Marvin Young	21	28	32		81

Joseph C. LaCour Jr.

2 July 2021

Quiana B. Skidmore
Human Resources Analyst
ATTN: Director of Facilities and Risk Management
Southern University at Shreveport
3050 Martin Luther King, Jr. Drive
Shreveport, LA 71107
HRResource@susla.edu

Dear Quiana B. Skidmore:

If you are looking for an experienced and reliable professional to assume responsibility as your next Facility Manager, I urge you to please consider my enclosed resume outlining my background and credentials. As a skilled manager with more than 15 years of experience managing facility systems and upkeep to ensure safe working environments, I am certain to significantly contribute toward the success of your company in this role.

My experience lies in successfully overseeing performance, maintenance, and repair of building systems—including electrical, HVAC, and fire safety—while working effectively with multicultural staff to optimize overall facility performance. Throughout my career, I have become highly skilled in ensuring adherence to organizational goals and requirements while facilitating streamlined operations and improving building safety and security.

The following achievements demonstrate my qualification for this position:

- Providing comprehensive facility and property management services comprising system upgrades, preventative maintenance, safety and code enforcement, construction projects, and team leadership for facilities across various industries and sectors—including military, health care, and education—to enhance building conditions and extend facility life.
- Improving efficiency and cost effectiveness of contracted services through strategic selection, negotiation, and relationship management with vendors encompassing janitorial, grounds keeping, security, plumbing, communication, and construction.
- Enhancing the safety of campus populations by eliminating obstacles that hinder clear view and design and installation of Mass Notification equipment as the Facilities Manager at NW Louisiana Technical College and Southern University at Shreveport and LSU Shreveport Campuses.

- Demonstrating superior interpersonal, organization, and time management abilities.

My proven ability to optimize facility operations, safety, and security, along with my solid skills in communication and leadership, will contribute immensely to the success of your company. Thank you for your consideration, and I look forward to speaking with you soon.

Sincerely,

Joseph C. LaCour Jr.

Mr. Joseph Charles LaCour Jr.

En

OBJECTIVE: Highly skilled Manager, Technician, and Instructor seeking an opportunity that will challenge my diverse skillset.

WORK EXPERIENCE:

NW Louisiana Technical Community College 7/2019 – Present
Shreveport, Louisiana US

Facilities Director/Instructor

Provide oversight and direction of all maintenance personnel and facilities related matters. Directs the sequence and pace of work and assigns tasks. Survey assigned jobs and insure sufficient and proper materials and tools are on hand. Teach Leadership and Orientation Classes. Function as Assistant Dean during the absence of the Campus Dean.

Louisiana State University – Shreveport 10/2016 – 06/2019
Shreveport Louisiana US

Director of Facilities Services

Responsible to the Vice Chancellor of Finance and Administration for the operational control, maintenance and repair of the physical plant, facilities and grounds of the LSU-S Campus. Plans, supervises and manages all maintenance, construction and repairs of campus facilities. Primary advisor to campus leadership on all matters relative to LSU-S campus facilities planning, construction and maintenance budgeting. Prepares Capital Outlay Requests. Provides facilities related data for the submission of Space Utilization Reporting. Requisitions and negotiates contract and vendor proposals. Coordinates all facilities department operations in support of other university departments and external organizations. Develops and recommends departmental policies and procedures. Hires, trains, supervises and motivates approximately 30 departmental ground, custodial and maintenance personnel, and all assigned work-study students. Develop written specifications for the bidding of equipment, systems, services and construction projects.

**Southern University - Shreveport
Shreveport Louisiana US**

10/2011 - 10/2016

Director of Facilities, Planning and Operations

Responsible to the Vice Chancellor of Finance and Administration for the operational control, maintenance and repair of the physical plant, facilities and grounds of SUSLA's Main, Metro and Aerospace campuses. Plans and supervises the maintenance, alterations and repairs of campus facilities by SUSLA personnel and contracted support. Primary advisor to campus leadership on all matters relative to the campus 20 year master plan, construction and maintenance budgeting. Prepares Capital Outlay Requests. Provides facilities related data for the submission of Space Utilization Reporting. Requisitions and negotiates contract and vendor proposals. Coordinates all facilities department operations in support of other university departments and outside organizations. Develops and recommends departmental policies and procedures. Hires, trains, supervises and motivates approximately 20 departmental ground, custodial and maintenance personnel, and all assigned work-study students. Develop written specifications for the bidding of equipment, systems or services.

**Louisiana State University - Health/Science Ctr. 12/2010 - 10/2011
Shreveport, Louisiana US**

Operating Engineer Master

Sole Operator on an assigned shift and lead worker over subordinate operators. Operates, Monitors and Controls system-wide utility output to a complex consisting of over 100 buildings equipped with manual and computer operated, centralized energy management systems including: 50kw - 2000kw emergency generators, 650-2400 ton chillers, and boilers generating over 1000 tons of steam. Perform preventive maintenance, and repair of electrical, plumbing, HVACR equipment and control systems. Fabricate or repair parts for power-plant equipment. Troubleshoot malfunctions, determining the cause and develop solutions. Dismantle, repair and reassemble pumps, compressors, motors, HVACR equipment and controls. Read and interpret schematics and Equipment manuals.

**Louisiana Technical College Shreveport/Bossier 8/2005 - 12/2010
Shreveport, Louisiana US**

Maintenance Repair Master/Facilities Coordinator

Lead worker and supervisor of all maintenance personnel. Directs the sequence and pace of work and assigns tasks. Survey assigned jobs

and insure sufficient and proper materials and tools are on hand. Design and manage preventive maintenance program, and direct repairs of electrical, plumbing, HVACR equipment and control systems. Fabricate or repair parts for campus equipment. Troubleshoot malfunctions, determining the cause and develop solutions. Manage to stay within a maintenance operating budget. Draft Capital Outlay and Space Utilization reports. Requisition supplies and equipment. Dismantle, repair and reassemble pumps, compressors, motors, HVACR equipment and controls. Read and interpret plans/blueprints. Competent MS Windows environment user & certified forklift operator. Completed PPR, Forklift Operator & Driver Safety training.

Bryant Transmissions
Bossier City, Louisiana US

4/2005 - 7/2005

Auto Technician

Remove service, repair and install transmissions, timing chains, any automotive component, radios, engines, electrical repairs, diagnose automotive system malfunctions, troubleshoot and repair problems, service all systems, estimate repair time and cost, customer service.

Louisiana Department of Labor
Bossier City, Louisiana US

11/2004 - 4/2005

Disabled Veterans Outreach Program Manager

Serve unemployed veterans and others to find gainful employment by assisting them with resumes, job referrals, unemployment compensation insurance applications, job searches, employment advice and referrals to other employment/training agencies.

USAF/AMC/22nd AirRR Squadron
Travis AFB, California US

3/2001 - 2/2005

C-5 Flight Engineer

Perform as primary air crew member in both the primary flight engineer and scanner positions on C-5 aircraft. Evaluate systems for safe operation. Continuously monitor power plant, pneumatic, electrical, hydraulic fuel and pressurization systems during aircraft operations. Operate and troubleshoot aircraft systems using in flight diagnostic equipment, technical manuals and experience. Compute aircraft performance data for normal and emergency flight conditions. Calculate and apply aircraft weight and balance data and maintain in-flight records. Constantly deploy worldwide for extended periods on one hour notice with 12 hour crew rests.

USAF/AETC/Detachment 14
Sheppard AFB, Texas US

6/1997 - 3/2001

CCAF Aircraft Maintenance Master Instructor

Educate the Air Force's new aircraft maintainers and cross-trainees to safely operate, maintain, inspect, remove, install and troubleshoot all pertinent KC-10 system components. Develop course curriculum and the means to qualify/certify students to established training standards. Teach aircraft technical and Military Professional Development courses. Perform course validations. Deploy worldwide as Instructor/Certifier.

USAF/AMC/660th AGS (9thARS)
Travis AFB, California US

10/1984 - 6/1997

Aircraft Support Equipment Shop Chief

Manage tanker aircraft configuration changes. Supervise and perform mission configuration changes on 22 assigned and all transient tanker aircraft in accordance with applicable regulations and various mission directives. Manage three 6-member inspection crews on three shifts ensuring 24 hour operations. Remove, inspect, repair, adjust, modify, install and operationally check increased passenger accommodation kits and cargo configuration components. Inspects and maintains test equipment. Ensure the serviceability of the aircraft personnel advisory systems. Manage a new, 70K sqft. maintenance facility. Adhere to supply discipline programs and safety procedures. Deploy worldwide on normal rotation periods.

USAF/AMC/2nd CAMS
Barksdale AFB, Louisiana US

1/1984 - 10/1994

Aircraft Crew Chief/Inspection Dock Chief

Lead 15 member aircraft maintenance major inspection team. Ensure aircraft airworthiness and certify the accomplishment of calendar and special inspections in accordance with FAA air worthiness directives. Direct heavy maintenance. Conduct aircraft washes and lubes. Manage an aircraft refurbishment program. Manage the maintenance of a dedicated KC-10A aircraft. Supervise a flying maintenance crew of 5. Prepare aircraft for aircrew, maintenance, training, presidential support, and worldwide missions. Manage all maintenance and support functions. Requisition, turn-in parts and assures accuracy of forms. Control inspection/maintenance tools and equipment. Provide training; assuring safety and quality of workmanship. Cross-utilized by other aircraft system maintenance career fields and frequently deployed.

EDUCATION:

Louisiana Technical College/ Shreveport **Technical Certification**
HVAC/R **12/2011**

Program trains the practical and theoretical principles of Heating, Ventilation, Air Conditioning, Cooling and Refrigeration. This program prepares and certifies technicians to safely handle refrigerants and understand, operate, troubleshoot and repair residential and commercial HVACR equipment.

Southern Illinois University/Carbondale **Bachelor's Degree**
Workforce Education and Development **12/2007**

Program emphasizes practical and theoretical knowledge in public vocational/technical education programs and prepares me to assess workforce environment training needs. Program teaches curriculum development techniques and mechanics of teaching today's workforce.

Community College of the Air Force **Associates Degree**
Aviation Operations **12/2004**

Curriculum includes Introduction to aviation/aeronautics, Air transport principles, aviation flight safety, basic and advanced fixed wing flight engineer technical training, flight regulations, and survival training.

Community College of the Air Force **Associates Degree**
Aircraft Systems Maintenance Technology **06/1999**

Core Curriculum includes general aircraft maintenance, structural maintenance, technical training on electrical/environmental systems, hydraulic, fuel, pneumatic, hydraulic, propulsion and egress systems.

Community College of the Air Force (CCAF) **Associates Degree**
Instructor of Military Science and Technologies **05/1999**

Core Curriculum includes practical and theoretical knowledge in military professional and technical education. Curriculum also included curriculum development techniques and the mechanics of teaching.

CERTIFICATIONS:

EPA Universal Refrigerant Certification	ESCO	2010 - present
Train the Trainer Trucklift Operator	NSC	2010 - present
Master Instructor Certification	USAF/AETC	08/2000
Occupational Instructor Certification	CCAF	05/2000

REFERENCES: Available upon request.

Director of Facilities and Risk Management

Deadline

Review of applications begins **Wednesday, June 09, 2021** and continues until the position is filled.

Southern University at Shreveport, Louisiana (SUSLA) is accepting applications for the **Director of Facilities and Risk Management**. SUSLA is a comprehensive community college serving Shreveport, Bossier City, and surrounding areas in Northwest Louisiana. It is one of five campuses constituting the Historically Black Southern University System. The University serves approximately 3,000 undergraduate students and offers 32 undergraduate degrees and certificate programs in a variety of fields including Allied Health, Nursing, Aerospace Technology, Business Studies, Behavioral Science/Education and Science & Technology.

Responsibilities

Reporting to the Vice Chancellor of Finance and Administration, the Director of Facilities and Risk Management provides leadership, strategic direction and management for the effective administration of the Facilities and Risk Management Department for a multi-campus institution. The Director of Facilities and Risk Management plans, schedules and implements facilities maintenance activities for the college by ensuring the routine servicing and completion of work order requests related to plumbing, electrical, painting, heating, ventilation, air conditioning, carpentry, lawn work, college vehicles and equipment. Maintains and coordinates schedules of maintenance projects, personnel, and activities; Administers service contracts with equipment vendors and service providers. Develops and implements policies and procedures relevant to facilities management operations such as new processes, space management and the annual budget. Establishes and maintains a comprehensive risk management program that includes security and safety. Maintains compliance with state, federal and OSHA rules and regulations. Establishes and maintains an inventory management program that includes, but is not limited to property management, fleet management, and IT property management.

Collaborates with the Accounting Department to write bidding specifications, select contractors and coordinate all aspects of facility renovation and construction projects; coordinates the capital outlay planning and request

process for facility renovations and construction. Establishes and coordinates a key control program. Responsible for maintenance of fire alarms, extinguishers, sprinklers and security systems. Coordinates the removal of hazardous materials and surplus items. Trains employees in hazardous materials safety procedures. Responsible for continuing the college's commitment to establishing and sustaining an environment of inclusiveness, supporting student learning, fostering a strong sense of community, and promoting growth through engagement in the life of the college.

The Director of Facilities and Risk Management is responsible for developing programs, services and policies that enhance the quality of experiences for SUSLA faculty, staff and students. Provides leadership for assessing the effectiveness and outcomes of the Facilities and Risk Management Department. Maintains up-to-date knowledge of current practices and trends in higher education facilities management. Prepares and submits all required Facilities Services reports for government, accreditation or other entities. Collaborates in the development and maintenance of the Facility website. Hires, supervises and evaluates the performance of assigned staff.

Specific duties are:

- Plans, organizes, controls and directs college-wide Facilities and Risk Management operations
- Develops and implements policies and procedures relevant to facilities management operations such as new processes, space management and the annual budget
- Plans, schedules and implements facilities maintenance activities for the college by ensuring the routine servicing and completion of work order requests related to plumbing, electrical, painting, heating, ventilation, air conditioning, carpentry, lawn work, college vehicles and equipment
- Develops and updates the college's Facilities and Risk Management Strategic Plan and Facilities Master Plan and assures their integration with other major planning efforts within the college
- Develops the budget for Facilities and Risk Management that adequately supports the goals of the college
- Provides leadership to Facilities and Risk Management staff to insure effective delivery of services that includes assessment and review, development of unit outcomes, compliance with accreditation standards, and other accountability efforts
- Establishes and maintains a comprehensive risk management program that includes security and safety; Maintains compliance with state, federal and OSHA rules and regulations

Establishes and maintains an inventory management program that includes, but is not limited to property management, fleet management, and IT property management

Collaborates with the Accounting Department to write bidding specifications, select contractors and coordinate all aspects of facility renovation and construction projects; coordinates the capital outlay planning and request process for facility renovations and construction

Establishes and coordinates a key control program. Responsible for maintenance of fire alarms, extinguishers, sprinklers and security systems

Coordinates the removal of hazardous materials and surplus items; Trains employees in hazardous materials safety procedures

Advises, consults, and coordinates with all campus entities regarding activities pertaining to Facilities and Risk Management

Responds to inquiries, resolves issues and conflicts and provides detailed and technical information concerning Facilities and Risk Management standards, requirements, practices, procedures, laws, regulations and policies

Direct all facets of the college's Facilities and Risk Management processes for fairness and compliance with local, state and federal laws and regulations

Provide leadership and counsel to Facilities and Risk Management employees about issues related to job performance

Supervise and evaluate the performance of assigned personnel; coordinate the work assignments of assigned personnel; review work to assure compliance with established standards, requirements and procedures; take the necessary steps to ensure smooth and timely service to all employees college-wide as well as to prospective employees

Motivates staff to improve quantity and quality of work performed and provides training and development opportunities as appropriate

Works closely with the Southern University System Office of Facilities to monitor relevant legal and legislative changes and court decisions and make administrative recommendations to assure compliance with applicable laws, regulations, standards, policies, procedures and requirements

Develop and implement measures and methodology for determining the effectiveness and efficiency the Facilities and Risk Management Department

Ensures Facilities and Risk Management functions are leading edge and adhere to the highest quality standards of customer service by implementing and maximizing the use of technology and other proven strategies

In coordination with the Chief Administrative/Operations Officer, participates in the development of rules, regulations, procedures, and policies applicable to Facilities and Risk Management

Collaborates with the Chief Administrative/Operations Officer and Cabinet administrators in the development and implementation of plans, strategies,

goals and objectives for the college and prepares reports to assist with college planning and decision-making
Regularly attends seminars, special conferences and professional meetings as time and budget permit
Regularly reads professional publications, articles, books, etc. to maintain knowledge of Facilities and Risk Management operations, best practices, policies, laws and regulations
Builds and strengthens an environment that fosters creativity, innovation, and professional development among the members of the Facilities and Risk Management department
Monitors Facilities and Risk Management website pages to make sure it is accurate and current
Establish procedures for property retention and disposal
Assure all Facilities and Risk Management practices comply with local, state, federal and accrediting body (COE, SACSCOC, etc.) regulations
Evening and weekend work and overnight travel may be required
Perform other duties as assigned

Minimum Qualifications

Bachelor's degree in Construction Management, Industrial Engineering, Architecture, Public Administration, Business Administration, or related field from an accredited college or university
One or more years of increasingly responsible administrative experience at or above the Coordinator's level (or equivalent) in Campus Management or Facilities Management OR Three years of experience as a facilities or maintenance coordinator at a comprehensive community college or university
Proof of one or more – CFC certification (global), journeyman's (city), HVAC, electrical, or plumbing license
A strong commitment to and passion for the mission of the comprehensive community college
Commitment to staff diversity, learning and development
Proficiency in Microsoft applications (Word, Excel and PowerPoint)
Eligibility for a Louisiana Driver's License

Preferred Qualifications

Master's degree in Architecture, Construction Management, Industrial Engineering, Public Administration, Business Administration, or related field from an accredited college or university
Five or more years of increasingly responsible administrative experience at or above the Director's level (or equivalent) in Campus Management or Facilities Management

An in-depth working knowledge of facility, maintenance, safety, and security rules, regulations and policies of the Southern University System and/or the State of Louisiana, and U.S. Department of Education
An in-depth working knowledge of national (COE) and regional (SACSCOC) accreditation principles relative to facility maintenance, safety, and security
Working experience with Ellucian's Banner Financial Module or other financial management system
Proficiency in Microsoft Project, Microsoft Access, AutoCAD or related software
Project management or construction management experience

Substitutions:

Ten (10) years of experience, five (5) of which must be at the supervisory level, may be substituted for the Bachelor's degree

Salary

\$50,000-\$65,000

Type

Full-Time

Application Procedure:

Send cover letter, resume, transcript(s), and three references to:

Quiana B Skidmore, Human Resources Analyst

ATTN: Director of Facilities and Risk Management

Southern University at Shreveport
3050 Martin Luther King, Jr. Drive
Shreveport, LA 71107
HResource@susia.edu

Southern University at Shreveport does not discriminate on the basis of race, color, national origin, gender, age, disability or any other protected class. Title IX Coordinator: Dr. Tuesday W. Mahoney, Fine Arts Building, Room C14, (318) 670-9201. Section 504 Coordinator: Dr. Anjelica Hert, NCR Building, Room 125, (318) 670-9367.

Reasonable accommodations may be made to enable individuals with disabilities to perform the duties.

Criminal background check and reference verification is required.

Southern University at Shreveport, an institution within the Southern University and A & M System, seeks to provide quality education for its students, while being committed to the total community. This institution prepares students for careers in technical and occupational fields; awards certificates, diplomas and associate degrees; and offers courses and programs that are transferable to other colleges and universities. Dedicated to excellence in instruction and community service, this open enrollment institution promotes cultural diversity, provides developmental and continuing education, and seeks partnerships with business and industry.

-EOE-

SOUTHERN UNIVERSITY AT NEW ORLEANS

6400 Press Drive

New Orleans, LA 70126

Phone: (504) 286-5311 Fax: (504) 286-5000

www.suno.edu



Office of the Chancellor

November 9, 2021

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

Dear Dr. Belton:

I am pleased to submit the name of Mr. James A. Matthews, III as Athletic Director and Head Men's Basketball Coach. Mr. Matthews is a graduate of Southern New Hampshire University and currently serves as Director of Intramural Sports and the University Center here at SUNO. Prior to his present position, Mr. Matthews served as SUNO's Associate Head Men's Basketball Coach for three years. He also served as a volunteer assistant men's basketball coach for three years before his employment at the University. I am recommending an annual salary of \$75,000.00 with a start date of November 1, 2021. Since the start date is before the November 26th meeting of the Board of Supervisors, I appreciate your willingness and that of Chair Rutledge to approve this appointment and request ratification at the upcoming meeting of the Board.

As Associate Head Coach, Mr. Matthews was directly involved in all aspects of the Men's basketball program. This includes but not limited to: daily practice sessions, games preparation, game scheduling, budget management, and travel arrangements. As Director of Intramural Sports, he has established a number of competitive games and other activities to enhance our students' collegiate experiences. As director of the University Center, Coach Matthews was instrumental in the reopening of the swimming pool and bowling alley while offering other extra-curricular activities during the evening and on weekends. Mr. Matthews is also responsible for starting the Esports program we currently have at the University.

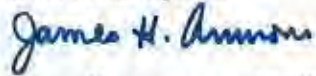
Coach Matthews is well-versed in National Association Intercollegiate Athletics (NAIA) Rules and Regulations. He has taken the lead in preparing the NAIA readmission application. Coach Matthews is viewed as a "team player" and is highly respected by his colleagues as well as our students.

"An Equal Educational Opportunity Institution"

I am convinced that he has the leadership skills to build a solid foundation for an outstanding department and highly successful athletic programs at SUNO.

Thank you for considering this request and submitting it for ratification at the November 26, 2021 meeting of the Southern University and A&M College System Board of Supervisors.

With kind regards,



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

APPROVED: _____

Dr. Ray L. Belton
President-Chancellor
Southern University and A&M College System

JOB CLASS			
JOB CODE			
CAL ID			

SOUTHERN UNIVERSITY SYSTEM

Personnel Action Form

POSITION NUMBER

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

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

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

Previous Employee: Yvonne Reid Reason Left: Athletic Department Suspended
 Date Left: July 21, 2020 Salary Paid: \$54,000

Profile of Person Recommended

Length of Employment: July 1, 2021 To June 30, 2022

Effective Date: November 1, 2021

Name: James A. Matthews, III SS# XXX-XX- Sex Male Race* Black

Position Title: Athletic Director/Head Men's Basketball Coach Department: Office of the Chancellor

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

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

Years Experience: _____ Southern University Experience _____
 Degree(s): Type/Discipline (BA-Education): Institution/Location (SU-Baton Rouge): Year:
Bachelor of Arts - General Studies with 2020
a concentration in Sports Medicine

Current Employer: Southern University at New Orleans

Personnel Action

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

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

Source of Funds: _____
 Identify Budget: _____ Page _____ Location _____
 Form Code: _____ Item # _____

Change of: _____
 From: _____ To: _____
 Position: Director of the University Center/Intramural Sports Athletic Director/Head Men's Basketball Coach
 Status: _____
 Salary Adjustment: \$64,272.00 \$75,000.00

Financial Aid signature (if applicable):

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

Source of Funds	Amount
418900 41310 61002 49000	\$75,000

Comments: (Use back of form)

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

DocuSigned by: <u>James H. Assessor</u> Supervisor Date: <u>11/10/2021</u>	Date: _____ Dean/Unit Head <u>James H. Assessor</u> Chancellor Date: <u>11/9/21</u>
Vice Chancellor DocuSigned by: <u>William M. Day</u> Director/Personnel Date: <u>11/10/2021</u>	Date: _____ Vice President/Finance <u>Dr. Teresa Harder</u> Business Affairs/Comptroller Date: <u>11/10/2021</u>
President Date: _____	Date: _____ Chairman/S.U. Board Of Supervisor

James A. Matthews

Career Overview

- A multi-talented team player eager to build and lead the Athletics program at Southern University at New Orleans .

Core Strengths

- Adaptability
- Strong organizational skill
- Conflict resolution
- MS Windows proficient
- Excellent communication skills
- Video Editing(Synergy)
- Listening skills
- Leadership skills

Additional Talents and Experiences

- **Conflict Resolution:** Responsible for handling customer account inquiries, accurately providing information to ensure resolution of product/service complaints and customer satisfaction.
- **Sales:** Consistently generated additional revenue through skilled sales techniques.
- **Monetary Transactions:** Handled cash, check, credit and automatic debit card transactions with 100% accuracy.
- **Product Promotion:** Up-sold products and motivated customers to upgrade current product plans.
- **Customer Service:** Researched, calmed and rapidly resolved client conflicts to prevent loss of key accounts.

Professional Experience

Southern University at New Orleans, New Orleans, Louisiana, United States

Director of the University Center, August 2020 – Present

- As the Director of the University Center, I am tasked with managing every aspect of the University Center. Responsibilities include but are not limited to; opening the UC at the beginning of the day and closing the UC at the end of the day, overlooking the bowling alley and it's operations, overlooking the swimming pool and it's operations, managing the game room, overseeing space distribution, set up for activities within the University Center, manage vendors, schedule and see to the success of activities within the UC, ordering

James Matthews

equipment, managing the budget, making sure conference rooms and study rooms are operational.

Southern University at New Orleans, New Orleans, Louisiana, United States

Director of Intramural Sports, February 2019 – Present

- In this capacity at the University, my responsibilities include but not limited to; creating recreational activities for the students to engage in, develop leagues, introduce new sporting activities that were not previously offered, managing the intramural budget, ordering equipment, tracking student participation, overall enhancing student life through sporting activities.

Southern University at New Orleans, New Orleans, Louisiana, United States

Associate Head Coach Men's Basketball, July 1, 2017 – April 2020

- At SUNO I was involved in all aspects of the Men's basketball program. I was involved with on-the-court coaching at practice and games; Creating and preparing practice plans and game strategies; analyzing game films and strategies and identifying opponents' strengths and weaknesses; conducting meetings with players(individually and as a team) to identify problem areas, and to track progress and motivate; researching/scouting future opponents to prepare for game strategy; organizing and scheduling team travel; individual player development; recruiting; developing game schedules; administrative duties such as managing the budget for men's basketball, organizing team travel, ordering equipment, and overseeing eligibility; monitoring academics of student athletes; attended all athletic staff meetings.

Southern University at New Orleans, New Orleans, Louisiana, United States

Volunteer Assistant Coach Men's Basketball, September 1, 2014 – June 30, 2017

- As a volunteer at SUNO, I was first tasked with creating a video room(recording practice and games, manually breaking down film without synergy, and video exchanges). As time passed, I started being involved with on the court coaching, player development, scouting opponents, and developing game strategies.

James/MG Electric, LLC, New Orleans, Louisiana, United States

Electrician, June 2009 – June 2017

- Responsibilities vary from day to day depending on the job we are on. They include; running wire, putting up light fixtures, working with outlets, re-wiring houses, working on and putting up electrical panels, and overall maintenance of electrical wires and appliances.

Radio Shack, Baton Rouge, Louisiana, United States

Customer Service Rep. September 2007 - May 2009

- The main responsibility at Radio Shack was product knowledge. That's where it started. Other responsibilities include; maintaining a professional appearance, greet customers,

James Matthews

answer customer inquiries, educate customers on products, and maintain store cleanliness. Earned management trust by serving as key holder, responsibly opening and closing store.

West Corporation, Baton Rouge, Louisiana, United States

Customer Service Rep., April 2006 - April 2007

- At West, I took inbound calls from various companies that were selling products. Responsibilities included reading from a script, taking customer information, and answering customer concerns. Regularly sought opportunities to up sell and add on additional merchandise.

Education

- Edna Karr Magnet School, New Orleans, Louisiana, United States
- Southern University, Baton Rouge, Louisiana, United States
- Sports Management Worldwide; Portland, Oregon, USA.

Digital Video Editing Certificate - 2014.

Training included: advanced video editor training including creating string trees, logging play types and play calls, importing video from multiple source types, how to locate specific examples of possession/clips, how to assemble edits and polish them for presentation style viewing as well as in depth training on Synergy Sports Technology's web based basketball interface. (Mentored by the team at Synergy Sports Technology & SMWW)

- Southern New Hampshire University, Manchester, NH

B.A. in General Studies with a concentration in Sports Management, July 1, 2020

References

- James Matthews – Owner of James/MG Electric, LLC – (504) 416-0305
- Dr. Lynn Lashbrook, President, Sports Management Worldwide, 503-445-7105
- Dr. Adriel Hilton – Vice-Chancellor for Student Affairs and Enrollment Management, Southern University at New Orleans, (305)491-7125
- George "Tic" Price – Athletic Consultant, Southern University at New Orleans/Former Head Coach(MBB), Lamar University, University of Memphis, UNO, (409)651-0523
- Bernard Griffith –Former Athletic Director, Southern University at New Orleans/Former Assistant Coach, Dallas Mavericks(NBA) (504) 452-9114
- Lynika Collins – Head Coach(WBB) University of the Virgin Islands/Former Asst. Athletic Director and Head Coach(WBB), Southern University at New Orleans, (504)432-7343
- Roderick Moy – Athletic Director and Head Coach, Abbeville High School, (318)348-2293
- Dale Valdery – Former Head Coach(MBB), Southern University at New Orleans/Former Assistant Coach(MBB), Southern University and Grambling State University, (504)912-8289
- Mike Newell – Head Coach(MBB), Dillard University, (205)609-7601
- Joey Cantafio - Director of Player Development(MBB), Vanderbilt University, (409)550-7282
- Jason Conner – Assistant Coach(WBB), University of Central Arkansas, (662)402-1129



Office of Facility Services

Physical Plant
Custodial Services
Landscaping Services
Fire & Life Safety
Risk Management & Insurance

Benjamin Kraft Building
James L. Hunt St.
P.O. Box 11815
Baton Rouge, LA 70813

Office: 225.771.4740
Fax: 225.771.2378

July 12, 2021

Mr. Benjamin Pugh,
Vice Chancellor for Finance
SUBR Campus

RE: Facility Services

Dear Mr. Pugh:

The office of Facility Services is seeking approval to create *an unclassified position (Director of Operations and Maintenance)* to work with all units assigned this department.

The duties of this position will involve the following:

- Makes decisions in the absence of the Executive Director and Assistant Director regarding the department's workload as it relates to purchasing, hiring, meeting with clients, payroll and inspecting on-campus projects performed by outside construction companies, etc.
- Coordinate with Foreman's, Supervisor's and employees as needed to solve problems or any concerns that the staff may encounter during work hours.
- Monitor the Superintendent of Operations and the Superintendent of Grounds work performance and duties assigned. Responsible for monthly reports relative to work productivity on campus projects, etc.
- Make recommendations as needed for overtime and cost effectiveness that may be beneficial for the department.
- Perform duties as deemed necessary requested by the Director of Facility Services

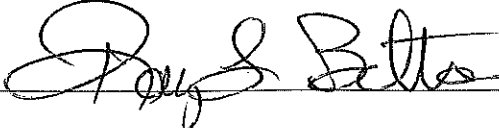
Therefore, I am requesting your approval in waiving the position to the public. It is my desire to hire someone who is familiar with this department. The funds for this created position can be funded from vacant positions assigned this unit and defunding the Facility Manager position and using those funds as well.

Your attention to this matter will be greatly appreciated and if you have any questions, please contact my office.

Respectfully,

Maurice Pitts
Executive Director

APPROVED: _____ Mr. Benjamin Pugh, V/C

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

POS CLASS				
EMP CLASS				
HF		RT		LV

SOUTHERN UNIVERSITY SYSTEM

Personnel Action Form

POSITION NUMBER

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

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

TYPE OF APPOINTMENT:

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

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

Profile of Person Recommended

Length of Employment December 1, 2021 To Ongoing
 Effective Date of Employment 12/1/21

Name Lee E. Melancon SSN xxx-xx-5063 Sex M Race* Caucasian
 (Last 4 digits only)

Position Title: Senior Program Manager Special Asst. Department: Facilities Operations Support
 to the Executive Director

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

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

Years Experience 30 ± Southern University Experience N/A

Degree(s): Type/Discipline (BA-Education): Institution/Location (SU-Baton Rouge) Year:
 Bachelor of Science Louisiana State University/Baton Rouge December 1992
 Bachelor of Arts Louisiana State University/Baton Rouge August 1995
 Master of Mass Communication Public Relations & Marketing May 1999

Current Employer City of Donaldsonville, LA

Personnel Action

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

Annual Salary \$72,000 Salary Budgeted \$72,000 Hourly Rate, if applicable: _____

Pay Cycle: _____ Biweekly X Monthly _____ Faculty

Source of Funds: 211001-26352 Identify Budget: _____ Location: General Funds

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 (Current)	Amount

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

*See Reverse Side

Graduate School signature (if applicable):

Supervisor <u>Melancon</u> 11/2/21	Dean/Unit Head <u>Dee Rugh</u> 11/17/21
Vice Chancellor <u>Bill Rugh</u> 11/10/21	Chancellor <u>Steve Benson</u> 11/10/21
Director/Personnel <u>David J. Wood</u> 11-9-21	Vice President/Finance _____
	Business Affairs/Comptroller _____
President _____	Chairman/S.U. Board of Supervisors _____

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

ETHNIC ORIGIN (Please check one):

_____ Hispanic or Latino _____ Non-Hispanic or Non-Latino

RACE (Please check all that apply):

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

COMMENTS:

Must be completed by hiring supervisor:

EMPLOYEE REGULAR WORK SCHEDULE: 8:00a - 5:00p (Monday - Friday)
EMPLOYEE DIRECT SUPERVISOR: Maurice Pitts
SUPERVISOR/DEPARTMENT CONTACT NUMBER: 771-6241
NUMBER OF EMPLOYEES SUPERVISED, (if any) _____

HR USE ONLY: STATUS (check one): _____ EXEMPT _____ NON-EXEMPT

GUIDELINES: All employees, students, graduate assistants being employed through the use of this form are to report to and be cleared by the Human Resources before any employment is offered and before starting to work. All students are to bring with them clearance from the Financial Aid office, Statement of Account (fee receipt), and a class schedule. All prospective employees/students must bring a pictured ID, social security card, birth certificate, certificate of naturalization, resident alien card, H-1B and J-1 visas, passport, and F-1/I-94/I-20. The latter seven (7) documents do not apply to U.S. Citizens.

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

CLASS OF EMPLOYMENT (VISA STATUS):

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

Do Not Write Below This Area - For Human Resource Use Only

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

- _____ Approved Position Vacancy Authorization Form (applicable for new and replacement positions)
- _____ Position Vacancy Announcement (position advertised before processing PAF, if applicable)
- _____ Application for Employment Form-Admin/Prof/Uncl Positions (Civil Service Application for classified employees)
- _____ Reference Check Form (reference check performed by hiring supervisor)
- _____ Authority to Release (signed by employee) (submitted to HR with Verification of Fingerprints form signed by State Police)
- _____ Criminal/Background Check Process (forms completed by employee/ submitted to State Police)
- _____ Exemptions Survey Form (signed by employee and budget head)
- _____ Proposed Employee Appointment Form (completed by hiring supervisor)
- _____ Proposed Employee Clearance Form (completed by hiring supervisor)
- _____ Letter of Justification for Restricted/ Job Appointment/Detail/CS Rule 6.5g appointments
- _____ Citizenship/Visa Status Verified, I-20/I-94 provided, if applicable

LEE E. MELANCON, III

Executive Summary

Lee Melancon is an innovative, accelerated, and highly motivated professional who possesses the emotional intelligence skills to lead, motivate, and demonstrate creative strategy in diverse business environments. With more than 20 years of strategic and organizational change management experience, Lee has led complex initiatives in municipalities, commissions and nonprofit organizations, industry, higher education, and small and emerging business.

Competency Strengths

Strategic Agility, Business Acumen, Innovation Management, Drive for Results, Organizational Agility, Politically Savvy, Managing Vision and Purpose, Creativity, Problem Solving and Decision Quality, Dealing with Ambiguity, Building Effective Team, and Developing Direct Reports and Others.

Education

Louisiana State University, Baton Rouge, LA

Bachelor of Science – Psychology

Minor – English, December 1992

Bachelor of Arts – Mass Communication

Minor – Marketing, August 1995

Master of Mass Communication

Public Relations & Marketing, May 1999

Thesis: Developing a Communication, Reward and Recognition Model to Increase Participant Retention In Clinical Trials

University of Phoenix, Baton Rouge, LA

Master of Management

Concentration – Business Administration May 2016

Career Experience

January 2017 – Present. Part-Time Promoted to Full Time (September 2019) Director of Community & Economic Development, City of Donaldsonville, LA.

Under the general direction of the Mayor and City Council, performed professional, administrative, and managerial duties related to directing, organizing and managing community and economic development functions and commissions, including planning and zoning, economic and downtown development, historic preservation, tourism, parks and recreation, business licensing, federal grants and programs associated with community development. Worked with businesses and residences in the City and coordinated with code and law enforcement as well as first responders on matters associated with planning, development, and execution of local, statewide, and federal grant and appropriated projects.

Responsibilities include:

- Plans, coordinates, and directs the implementation of the city master and economic plan with elected and appointed officials/commissioners.
- Develops, organizes, and facilitates on-going comprehensive planning processes and procedures for current and long range needs to reach goals in the city master and economic plan.
- Identifies alternatives for converting policy ideas into action plans affecting city developments, expansion/annexation, transportation, and related programs.
- Acts as the Chief Information Officer of the City under the direction of the Mayor.
- Researches and creates revenue generating measures (recommendations for permits, fees, taxes, taxing districts, etc.) to sustain and / or grow the City's General Fund.

LEE E. MELANCON, III

Responsibilities (cont.)

- Responsible for coordinating the City's Emergency Operations Plan and community health Initiatives, acts as the Emergency Operations Plan liaison for the City, works directly with FEMA, NFIP, GOHSEP, AOHSEP, Ascension Parish Sheriff's Office, The Donaldsonville Fire Department, Red Cross, and participates as a representative of the City in the Unified Command Team during natural disasters and effective mitigation measures due to the COVID-19 pandemic.
- Manages the day-to-day operations of the Community and Economic Development Department; initiates research studies regarding community improvement, economic development, social and mental welfare, education and workforce development, tourism, healthcare, housing, historic preservation, business recruitment and retention, recreation, entertainment, community pride, creative arts, etc.
- Created and oversees the Donaldsonville FIRST Program community hub initiative.
- Advocates and represents the city on local, state, regional, and federal associations, commissions, and / or conferences in order to provide the most up-to-date practices in municipal management.
- Oversees the planning and execution of all City commissions (Donaldsonville Downtown Development District, Historic District, Cultural District, and Main Street District) including governance, adherence to public policy, and communication of meetings/minutes according to policy and to provide leadership, technical insight, and recommendations related to planning, zoning, signs, ordinances and the city master and economic development plans.
- Establishes the primary communication plan to meet and communicate with all targeted publics of the City. Advises the Mayor on protocols to manage crisis situations.
- Communicates on a regular basis with media practitioners and organizations to ensure transparency and effectiveness of the municipal operation.
- Meets with businesses; develops profiles and maintains a positive relationship with businesses. Works with local Chamber of Commerce, Rotary, AARP, nonprofit and not-for-profit foundations, and charities to provide support to existing businesses and organizations.
- Develops and nurtures professional working relationships with property developers, business owners, and managers and encourages them to locate or expand their operations in the City.
- Oversees and administers business licensing and development services. Maintains effective customer service and follow-up with all stakeholders in need of assistance from the City.
- Conducts public meetings and hearings as needed to solicit public response, provide explanation of policy and project options; educates the public through media, reports, public meetings, and presentations.
- Works with the Mayor, City Council and attorneys on new ordinance creation, review, and adjustment.
- Attends hearings, reviews budgets and coordinates with Parish, State, and Federal officials/agencies.
- Produces and manages events, festivals, fundraisers, etc.
- Responsible for selling and developing sponsorships, financing infrastructure and development through grants (Louisiana CDBG, LGAP, USDA, FEMA, ARP, CARES ACT, etc.) appropriations, endowments, historic tax credit programs, restoration incentive grants, TIFs, economic overlay districts, and millages.
- Responsible for maintaining the City's website, social media, and all branded merchandise, advertising and promotion efforts, and signage to promote the City's brand.
- Creates and manages the City's Tourism Grant Program.
- Plans and executes departmental staffing plans according to budget.
- Assist the Mayor with management of all city contracts.
- Creates and manages the City's Human Resource and Development Department (recruits, retains, trains, and manages the City Stewardship Program).

LEE E. MELANCON, III

August 2003 – Present. Volunteer Executive Director, Microbusiness Enterprise Corporation of Ascension & Microbusiness Network of Louisiana (MBNLA).

Responsible for executive management of the entrepreneurship development center & the microbusiness statewide association including:

- Strategic planning and implementation of the organization master plan,
- Auditing and review of its goals, outcome measures reporting,
- Supervisory management of employees,
- Fundraising, grant writing and reporting,
- Certification, assessment, training and curriculum development for the Small and Emerging Business and Microenterprise Development Initiative clients in the areas of personal effectiveness training, economic literacy training, and entrepreneurship training,
- Board management and governance, quarterly board meetings,
- Management of all marketing, public awareness, and advocacy programs of the organization,
- Fiscal management and reporting of the organization, and
- Economic forecasting and research for trends related to the organization's service area.

Works closely with federal initiatives including USDA, HUD, CDBG, JOLI, Operation Jumpstart, and TANF programs, the State Department of Economic Development (LED), area Economic Development Corporations, and Chambers of Commerce to collaborate on small and emerging business, microenterprise, and entrepreneurship development.

Acted as curriculum developer and programmatic trainer / facilitator for the Microenterprise Development Initiative, the Louisiana Recovery Authority Technical Assistance to Small Firms Programs, the Louisiana Recovery School District High School Entrepreneurship Program, and the Louisiana Entrepreneurship Accelerator Program (LEAP). Served as a Coach for the Urban Entrepreneurship Partnership in Collaboration with the United States Urban League, the Marion Kauffman Foundation and the White House. Published the 2015 Louisiana State Plan for Microbusiness.

LEE E. MELANCON, III

June 1996 – August 2019. Partner/Senior Project Manager, MPower Group, LLC

Responsible for managing all operations for the agency, including planning/forecasting, process and performance management, sales, human resources, and implementation. As Managing Partner, is directly responsible for providing high-quality integrated strategic management consulting and implementation programs in the areas of family and community service non-profit organization, association, alliance/coalition, and municipality development, micro and small business enterprise development and management, health marketing and promotion, hospitality marketing and management, event marketing, entertainment/ producing, human resources marketing and development services, and clinical research trial marketing.

Skills include:

- Management consulting and contract management,
- Municipal master and economic planning and facilitation of planning process,
- Municipal public policy (city development, expansion/annexation, transportation, housing, ordinance review, and related programs),
- Revenue generation measures (including permits, fees, taxes, taxing districts, etc.),
- Community development strategy including social and mental welfare, education and workforce development, tourism, healthcare, housing, historic preservation, business recruitment and retention, recreation, entertainment, community pride, creative arts, etc.,
- Municipal communication planning / CIO and Crisis management,
- Public feedback research and strategy creation,
- Event, festivals fundraiser, etc. management,
- Sponsorship, fundraising through grants, appropriations, endowments, and taxing millage,
- Human Resource Development (candidate recruiting, selection, onboarding, training, retention, and stewardship/mentorship management),
- Marketing planning, public awareness and advertising campaigns,
- Digital marketing, social media, e-business consulting, interactive sales tool, virtual media, and training creation, and
- Corporate and creative image building, branding, and promotions management.

Support skills includes corporate facilitation and training, grant writing, graphic and website design and development, media buying, public relations / media campaigns, video and audio production.

LEE E. MELANCON, III

May 2014 – May 2019. Campus & Academic Director / Campus President

University of Phoenix, Baton Rouge Campus, Metairie Learning Center, Lafayette Campus

- Directs and oversees the operations of the campus, including academic excellence, classroom management, student experience, faculty engagement, market development, social responsibility, state and accreditation regulations, governmental affairs, and academic governance,
- Accountable for creating and implementing the campus strategic plan including strategy to improve campus goals and objective as set forth by the leadership as well as the campus leadership. Strategy includes progressive thought leadership programs in programmatic growth, market analysis, student retention/progression, student experience, and programmatic assessment,
- Responsible for campus growth through student recruitment, retention, and student success strategies,
- Responsible for market growth through strategic relationship management of Community College partners, corporate partners (new and existing), and management of all MOUs, articulation agreements, and academic pathways established by the University,
- Represents University of Phoenix in professional associations, civic and community social responsibility partners,
- Oversees campus budget and maintenance of the campus operating expenses (4 million), and
- Remains responsible for duties associated with the Director of Academic Affairs (see below for responsibilities).

National Initiatives

Chairs the University National Faculty Engagement Committee and the Experiential Learning Prototype. Also served as curriculum developer for the University Professional Continuing Education and Professional Development Departments specializing in Operational Leadership, Career Progression, Teamwork and Collaboration, Key Volume Indicator/Key Progress Indicator Outcomes in the Hospitality and Gaming Industry, Strategic Planning in Executive level and Skip Level Leadership Programs, and Master Competency Leadership and Staff Development.

November 2005 – May 2014. Director of Academic Affairs (Vice Chancellor of Academic Affairs/Chief Academic Officer) | South District Lead Director of Academic Affairs

Apollo Education Group / University of Phoenix, Louisiana System (Metairie, Baton Rouge, Lafayette, Shreveport/Bossier City & South District (Louisiana, Arkansas, Oklahoma, Kansas, Texas, New Mexico, and Arizona)

Responsible for communication, consulting, and directing collaborative efforts of Directors of Academic Affairs in the South District states. Maintain reports of Academic Quality Assurance and all Academic Quality Management Systems data indicators.

Also served as the Chief Academic Officer for the campus. Hired, trained, and conducted performance evaluations, and directed the workflow for the department management team and staff (College Chairs, Department Chairs & Coordinators). Accountable for participating in the development and implementation of campus goals, objectives, and strategies.

LEE E. MELANCON, III

Mastery Practice Areas

- Academic Quality Assurance Programs and Practice Across Curriculum and Campus/Modality,
- Faculty/Staff Engagement Models – LOMINGER, 212 Leadership, Quantum Engagement,
- Programmatic Assessment (Campus Assessment Committee, National Assessment Committee, National Assessment Conference Presenter – The Assessment Coach),
- Learning Theory and Models (Adult Learning Theory, Millennial Generation Learning,
- Scholarship Model (Boyer Model of Scholarship Practice, Application, and Integration into Publicity),
- Faculty Management Models / Academic Quality Management Systems,
- Faculty Assessment, Certification, Mentorship, & Development (Theory of Guided Learning),
- Online Learning Platforms, Online Assessment Practice, Online Curriculum & Development,
- Blended Modality Learning Methodologies, and
- Fiscal Management (Full execution of campus budget over 4 million).

May 2003 – November 2005. Campus College Chair, Undergraduate College of Business Administration and Management University of Phoenix, Louisiana Campus System.

Accountable for college program management. Maintained technical knowledge of the curriculum through workshops, publications, networks, and professional societies. Included maintaining knowledge of issues and trends related to the respective academic program(s). Also served as subject matter expert for curriculum development in school of business degree programs.

Organizations

Donaldsonville Area Foundation (2018-Present)

Friends of Bayou Lafourche (2017-Present)

Ascension Film Commission (2016-Present)

United Way Ascension Advisory Board (2018-Present)

Microbusiness Enterprise Corporation of Ascension (Ex-officio Board Member 2003 - Present)

Microbusiness Network of Louisiana (Founder, Acting Executive Director 2007 - Present)

Delta Mu Delta Professional Business Fraternity, Faculty Advisor (January 2012 - Present)

Alpha Phi Sigma Professional Association for Criminal Justice and Security, Faculty Advisor

Association for College of Business Schools and Programs (ACBSP)

Pi Sigma Epsilon Professional Sales & Marketing Fraternity

(V. P. of Membership 1991, V.P. of Administration 1994, Alumni Advisor 1999-05, National Council: Assistant Treasurer, 2002, National Council: VP of Alumni 2003-04, Secretary 2005-06, Executive Vice President, 2007-2009, President, 2009-2012, Past President)

Pi Sigma Epsilon National Educational Foundation (Secretary 2012-2014, Trustee 2014-Present)

Pi Gamma Epsilon Professional Service Fraternity, Founder/President (1992)

Sales and Marketing Executives International (Baton Rouge Chapter)

Baton Rouge Area Hospitality Sales Association (V.P. of Public Relations, 1999; Exec. V.P., 2000; President, 2001; Immediate Past President, 2002)

American Society of Training & Development (V.P. of Communications 2001)

Higher Education Alliance of Greater Baton Rouge Alliance (Founder/V.P. of Public Relations, 2000-03)

PSE Deep South Alumni Association (President, 2001-05)

LEE E. MELANCON, III



Civic Organizations

Benevolent & Protective Order of Elks Lodge 1153 Donaldsonville (Exalted Ruler, 2019-Present)

Rotary Club of Donaldsonville (2018-Present)

River Road African American Museum (Secretary, 2015-2017)

Baton Rouge Youth, Inc. (Public Relations Chair, 1998-2001)

Louisiana Children's Trust Fund Corporate Advisory Board (Public Relations Chairman & Contractor, 1995-2017)

References

Contact

Organization





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

October 25, 2021

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

RE: Salary adjustment for additional duties related to the SULC Minority Business Development Center for SULC Professor Charles Rice as Program Manager/Consultant

Dear Dr. Belton:

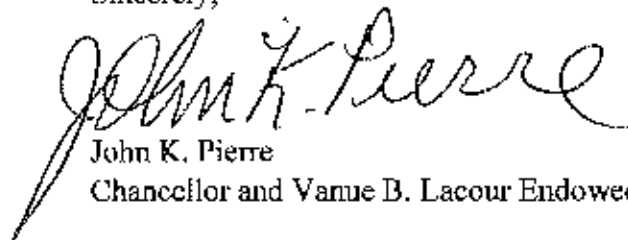
SULC Professor Charletta Fortson has secured a historic grant in the amount of \$1,875,000 over a five-year period from the Minority Business Development Agency (MBDA), a bureau of the U. S. Department of Commerce. This grant will be used to create a minority Business Development Center (MBDC) at the Southern University Law Center. Under the provisions of the grant and the budget approved by the MBDA, Professor Charles Rice has been approved by the federal agency to be the Program Manager and Consultant with compensation of \$45,000 per year as additional compensation for him to assume additional duties as the Program Manager and Consultant.

The grant period is from July 1, 2021, through June 30, 2026. The purpose of the MBDC is to provide technical assistance and business development services to minority business enterprises (MBEs) with gross revenue of \$500,000 or more. The MBDC is housed in the Innovation Center on the Baton Rouge Landmass and is the only MBDC in the State of Louisiana, and the only MBDC on an HBCU campus. The MBDC will provide an array of services to MBEs which include entrepreneurship training, business development, capacity building, legal consultations, and access to global markets.

I hereby request that the salary adjustment approved by the MBDA be authorized for Professor Charles Rice by the Southern University Board of Supervisors at its November 26, 2021, board meeting. The salary adjustment would be retroactive to September 1, 2021, and would end on June 30, 2026, or earlier if the grant is terminated.

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

Sincerely,

A handwritten signature in cursive script that reads "John K. Pierre". The signature is written in black ink and is positioned above the printed name and title.

John K. Pierre

Chancellor and Vanue B. Lacour Endowed Law Professor

JOB CLASS 3				
JOB CODE	F			
CAL ID	M			

/SOUTHERN UNIVERSITY SYSTEM/

Personnel Action Form

POSITION NUMBER	3	1	9	9	4	6
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CAMPUS: SUS SUBR SULAC SUAREC SUNO SUSLA

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

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

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

Profile of Person Recommended

Length of Employment 09/01/2021 To 06/30/2026
 Effective Date 09/01/2021

Name Charles Rice Jr. SS# XXX-XX-0399 Sex M Race* B
(Last 4 digits only)

Position Title: Visiting 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 30 Southern University Experience -0-
 Degree(s): Type/Discipline (BA-Education): Institution/Location (SU-Baton Rouge): Year:
B.S. Howard University, Washington, D.C. 1986
M.B.A. Tulane University, New Orleans, LA 2012
J.D. Loyola University, New Orleans, LA 1995

Current Employer Southern University Law Center

Personnel Action

Check One New Appointment Continuation Sabbatical Leave of Absence
 Transfer Replacement Other (Specify) _____ Salary adjustment/Minority Grant _____

Recommended Salary \$119,700.00 Salary Budgeted \$ 119,700.00

Source of Funds Grant # (1)320919-32030-61003-34100 and Grant #(2) 327575-31120-61003-34100

Identify Budget: Grant Location _____
 Form Code: BOR10 Page 1 Item # 1

Change of: _____
 Position From Visiting Professor To Visiting Professor
 Status _____
 Salary Adjustment \$74,700.00 \$74,700.00 plus \$45,000.00= \$119,700.00

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
320919-32030-61003-34100	\$74,700.00

*See Reverse Side

Graduate School signature (if, applicable):

[Signature] 10/25/2021
 Supervisor Date

[Signature] 10/25/2021
 Vice Chancellor Date

Director/Personnel _____ Date _____

President _____ Date _____

[Signature] 10/25/21
 Dean/Chief of Staff Date

[Signature] 10/25/21
 Vice President for Finance & Administration Date

Vice President/Finance _____ Date _____
 Business Affairs/Comptroller

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

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

ETHNIC ORIGIN (Please check one):

Hispanic or Latino Non-Hispanic or Non-Latino

RACE (Please check all that apply):

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

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

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

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

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

COMMENTS: Salary adjustment for additional duties related to the SULC Minority Business Development Center for SULC Professor Charles Ilce as Program Manager/Consultant.

EMPLOYEE REGULAR WORK SCHEDULE: Daily

EMPLOYEE DIRECT SUPERVISOR: Chancellor, John Pierre

NUMBER OF EMPLOYEES SUPERVISED, (if any) 220

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

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

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

CLASS OF EMPLOYMENT (VISA STATUS):

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
ENROLLMENT / FINANCIAL AVAILABLE
DOC ID # _____
US _____
OPT _____ 10/25/01
H1 _____
J1 _____
F1 _____
F0 _____

Do Not Write Below This Area

For Human Resource and Budgetary Control Use Only!

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

- Approved Position Vacancy Authorization Form (applicable for new and replacement positions)
- Position Vacancy Announcement (position advertised before processing PAF, if applicable)
- Application for Employment Form Admin/Exec/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

CHARLES L. RICE, JR

EDUCATION

TULANE UNIVERSITY, NEW ORLEANS, LOUISIANA
Master of Business Administration, May 2012

LOYOLA UNIVERSITY SCHOOL OF LAW, NEW ORLEANS, LOUISIANA
Juris Doctorate, May 1995

HOWARD UNIVERSITY, WASHINGTON, D.C.
Bachelor of Business Administration, Computer Based Information Systems, May 1986

EXPERIENCE

ENTERGY SERVICES INC.
ASSISTANT GENERAL COUNSEL
September 2018 - Present
Provides legal advice and litigation services to different Entergy Companies on an as needed basis.

PRESIDENT & CEO ENTERGY NEW ORLEANS INC.
June 2010 - September 2018
Responsible for the company's financial and operational performance, customer service, regulatory and governmental relations, economic development programs, external and internal communications, charitable contributions and environmental policy. At the core of operational responsibilities was management of the company's electric and gas distribution systems to New Orleans customers.

DIRECTOR OF REGULATORY AFFAIRS ENTERGY NEW ORLEANS INC.
February 2010 - June 2010
Managed all regulatory and governmental issues on behalf of Entergy New Orleans Inc.

DIRECTOR UTILITY STRATEGY
July 2009 - February 2010
Coordinated regulatory, legislative, and communication efforts to develop and execute a cohesive strategy to advance commercial objectives in Entergy's regulated service areas.

**BARRASSO USDIN KUPPERMAN FREEMAN & SARVER, NEW ORLEANS,
LOUISIANA**

Partner, July 2005 to July 2009

Practice areas: Products Liability, Complex and Commercial Litigation, Business Torts, General Civil Litigation, Zoning and Land Use and Government Relations.

**CITY OF NEW ORLEANS
CHIEF ADMINISTRATIVE OFFICER**

April 2003 to July 2005

Supervised and coordinated the activities of all city agencies and departments to promote cooperation of their activities and coordination of the delivery of services. Regularly interfaced with local, state and federal officials. Prescribed standards of administrative practice to be followed by all offices, departments and boards of the city. Prepared and executed the annual operating and capital budgets of the City of New Orleans. Supervised over 6000 employees with an annual operating budget of approximately 600 million dollars.

CITY ATTORNEY

June 2002 to April 2003

Supervised and directed all legal affairs of the City of New Orleans to include municipal and traffic court. Provided legal advice to the mayor and city council. Regularly interfaced with local, state and federal officials. Supervised a legal department with 60 attorneys as well as other support staff and personnel.

As City Attorney and Chief Administrative Officer, responsibilities included Economic Development Projects and public-private partnerships to include among other things the planning and negotiating which created the Algiers Tax Increment Financing District which resulted in creation of the Algiers Development District and Federal City, the Wal-Mart-St. Thomas Lower Garden District development, the Lowe's retail location on Elysian Fields, and renegotiation of the lease for Jazzland. Developed the priorities and projects as well as managed the informational campaign which resulted in the passing of the largest bond issue in the history of the City of New Orleans, as well as numerous projects in the DDD and French Quarter.

**ENERGY SERVICES, INC.
MANAGER, HUMAN RESOURCES LABOR RELATIONS/LITIGATION
SUPPORT**

August 2001 to June 2002

Provided counsel and guidance to senior management and human resources personnel on labor and employment issues, and labor strategy involving bargaining units and interpretation of bargaining unit contracts. Served as Corporate Compliance Officer for the Human Resources Department.

SENIOR COUNSEL-LITIGATION

August 2000 to August 2001

Practice areas: Commercial and Casualty Litigation

JONES WALKER, NEW ORLEANS, LOUISIANA

Associate, August 1996 to August 2000

Practice areas: Medical Malpractice, Products Liability, Commercial Litigation and General Civil Litigation.

LIGHTFOOT FRANKLIN & WHITE, BIRMINGHAM, ALABAMA

Associate, May 1995 to August 1996

Practice areas: Commercial Litigation, Toxic Torts, Products Liability, Labor & Employment and Business Torts.

Law Clerk May 1994 to August 1994

STONE, PIGMAN, WALTHER, WITTMAN & HUTCHINSON, NEW ORLEANS, LA.

BRACEWELL & PATTERSON, HOUSTON, TEXAS

LIGHTFOOT, FRANKLIN & WHITE, BIRMINGHAM, ALABAMA

Law Clerk May 1993 to August 1993

LEMLE & KELLEHER, NEW ORLEANS, LOUISIANA

BRYAN, JUPITER, LEWIS & BLANSON, NEW ORLEANS, LOUISIANA

OTHER WORK EXPERIENCE

CHIEF AUTO PARTS, HOUSTON, TEXAS

District Manager, 1991 to 1992

Supervised eleven stores with 7 million dollars in sales. Established goals for sales, profits and controllable expenses. Supervised, trained and developed 77 personnel.

PEPSICO/KFC DIVISION, HOUSTON, TEXAS

Area Manager, 1990 to 1991

Supervised twelve restaurants with 13 million in sales. Established goals for sales, profits and controllable expenses. Supervised, trained and developed 160 personnel.

UNITED STATES ARMY, FT. CAMPBELL, KENTUCKY

First Lieutenant, Military Intelligence, 1986 to 1990

Executive Officer: Supervised daily operations of a 60-man Military Intelligence Company. Platoon Leader: Supervised 12-man counterintelligence and radar surveillance platoon. Battalion Intelligence Officer: Planned and supervised intelligence and security for a 700-man combat battalion.

ASSOCIATIONS

Member of the Louisiana State Bar Association, Alabama State Bar Association, American Bar Association, and the National Bar Association. Admitted to practice before Federal and State Courts in Alabama and Louisiana. Visiting Committees Loyola University School of Law and the Howard University School of Business. Dillard University Board of Trustees, Independent Director-Adhera Therapeutics Inc., Civilian Aide to the Secretary of the Army (CASA) for South Louisiana and Omega Psi Phi Fraternity, Incorporated.

HONORS

- HONORARY DOCTOR OF LAWS, LOYOLA SCHOOL OF LAW, NEW ORLEANS, LOUISIANA, MAY 2018
- YOUNG LEADERSHIP COUNCIL ROLE MODEL AWARD, 2015
- HOWARD UNIVERSITY, SCHOOL OF BUSINESS ALUMNI EXEMPLAR, 2015
- NEW ORLEANS CITY BUSINESS LEADER IN LAW, 2008
- LOYOLA UNIVERSITY, SCHOOL OF LAW DISTINGUISHED MOOT COURT ALUMNI, 2004
- NEW ORLEANS CITY BUSINESS POWER GENERATION, 2003
- BETA GAMMA SIGMA BUSINESS HONOR SOCIETY

MILITARY AWARDS

- ARMY ACHIEVEMENT MEDAL
- AIRBORNE BADGE
- ARMY COMMENDATION MEDAL
- AIR ASSAULT BADGE

Vice Chancellor for Finance and Administration
Post Office Box 9212
Baton Rouge, LA 70813
Fax: 225 771-2018
Office: 225 771-5021

November 17, 2021

Dr. Ray L. Belton
President-Chancellor
Southern University
Baton Rouge, LA 70813

Dear Dr. Belton:

As you are aware, our office has been trying to fill the vacant Comptroller position within the Office of the Vice-Chancellor for Finance and Administration for some time.

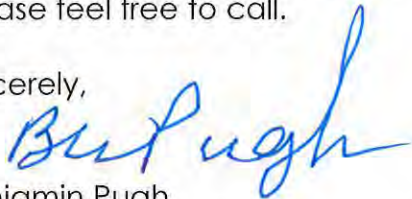
I am extremely happy to report we have identified a candidate who we feel possesses all the attributes necessary to be successful in this position.

Mrs. Theresa K. Rogers is a licensed Certified Public Accountant in the State of Louisiana, holds a Bachelor's and Master's degree in accounting from Southern University – Baton Rouge, and has over thirty years of governmental experience. (resume' attached).

Mrs. Rogers is currently serving as an auditor in our Internal Audit department. We are confident that her familiarity with the campus and Banner system will translate into a smooth transition. The salary offered and accepted is ninety-five thousand dollars (\$95,000) for a twelve-month appointment.

Your approval of this request is appreciated. If you have any questions or concerns, please feel free to call.

Sincerely,



Benjamin Pugh
VICE-CHANCELLOR FOR FINANCE AND ADMINISTRATION

cc: Flandus McClinton
Monica Mealie

APPROVED: _____

Dr. Ray L. Belton
President-Chancellor

JOB CLASS			
JOB CODE			
CAL ID			

SOUTHERN UNIVERSITY SYSTEM

Personnel Action Form

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

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

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

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

Previous Employee Mark Trepagnier Reason Left Deceased
 Date Left January 2017 Salary Paid \$85,000.00

Profile of Person Recommended

Length of Employment December 13, 2021 To _____
 Effective Date December 13, 2021

Name Theresa K. Rogers SS# 101466633 Sex Female Race* Black
(Last 4 digits only)

Position Title: Comptroller Department: Comptroller's Office

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 PAE, if applicable.)

Years Experience 42 Southern University Experience 3
 Degree(s): Type/Discipline (BA-Education): Bachelor of Science - Accounting Institution/Location (SU-Baton Rouge): Southern University and A&M College Year: 1973
Masters Professional Accountancy Southern University and A&M College 1999
Certified Public Accountant 1990

Current Employer: Southern University - Baton Rouge

Personnel Action

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

Recommended Salary \$95,000 Salary Budgeted \$95,000

Source of Funds 211001-26102-61002-26000

Identify Budget: _____ Location _____
 Form Code: _____ Page _____ Item # _____
 Change of: _____ From _____ To _____
 Position _____
 Status _____
 Salary Adjustment _____

Financial Aid signature (if applicable):

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

Source of Funds	Amount
211001-26102-61002-26000	\$95,000

Comments: (Use back of form)

Graduate School signature (if applicable):

*See Reverse Side
Monica Meale 11/15/21 Supervisor Date
Burt Pugh 11/15/21 Dean/Unit Head Date
Janell Lewis 11/15/21 Vice Chancellor Date
Blondine McClinton 11/15/21 Director/Personnel Date
 Vice President/Finance Date
 Business Affairs/Comptroller Date
 President Date
 Chairman/S.U. Board of Supervisors Date

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

ETHNIC ORIGIN (Please check one):

Hispanic or Latino Non-Hispanic or Non-Latino

RACE (Please check all that apply):

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

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

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

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

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

COMMENTS:

Employment may require occasional travel within the Southern University System campuses

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

EMPLOYEE DIRECT SUPERVISOR: Monica Meade

SUPERVISOR/DEPARTMENT CONTACT NUMBER: 771-5021

NUMBER OF EMPLOYEES SUPERVISED, (if any): _____

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

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

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

CLASS OF EMPLOYMENT (VISA STATUS):

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

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/Rec/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)

Theresa King Rogers

Objective

- To support the Department of Finance and Administration in obtaining its goals and objectives by adding to the value of its operations, to provide the best performance as a Comptroller and assistant to the Associate Vice Chancellor of Financial Operations, and to bring strong knowledge and experience in auditing and accounting, and to utilize this knowledge to meet the Southern University System's goals and objectives.

Education

BACHELOR OF SCIENCE | MAY 1973 | SOUTHERN UNIVERSITY, BATON ROUGE, LA

- Major: Accounting
- Related coursework: 27 hours of undergraduate accounting courses

MASTERS | MAY 1999 | SOUTHERN UNIVERSITY, BATON ROUGE, LA

- Major: Professional Accountancy
- Related coursework: 18 hours of graduate level accounting courses

CPA | JULY 1990 | STATE OF LA BOARD OF CPAS

- Certificate Number: 20341
- Status: Active License

Skills & Abilities

PEOPLE SKILLS

- Abilities to deal with all types of employees in all types of situations, assist personnel with job performance, show respect for the employees, listen to the employee's for understanding of job situations, and work as a team leader and player working toward common goals and objectives of department.

DECISION-MAKING

- Processes the skills to be strong and effective decision makers, along with the ability to select the best decision given based on the information provided and researched in the decision-making process.

COMMUNICATION

- Recognizes the importance of face-to-face communication and strives to make it the primary mode of communication with employees and with management.

LEADERSHIP

- Ability to find solutions to complex problems at the department's level and has the ability and skill to assist in getting the solutions implemented.

Experience

STAFF AUDITOR | SOUTHERN UNIVERSITY, BATON ROUGE, LA | 01/2019 - PRESENT

- Performs audits on university operations compliance with establish policies and procedures, state requirements, and standards,
- Conducts informational interviews to gather information necessary for audit
- Uses knowledge of IIA Standards and Guidance (IPPF), Code of Ethics, and SUS Internal Audit policies and procedures manual to ensure complete compliance
- Analyzes university compliance requirements and records with policies and procedures, state regulations, for accuracy and compliance,
- Presents objective recommendations to management and audit committee
- Prepares audit reports per policies, procedures, and standards
- Assist employees in the usage of Auto Audit various functions in the audit process

ACCOUNTANT 2 | SOUTHERN UNIVERSITY | 12/2016 - 12/2018

- Assisted employees of the University in their enrollment in health, life, and miscellaneous insurance programs,
- Responded to employee's questions and concerns as it relates to the insurance plans offered by the university,
- Explained the benefits of the insurance plans to give the employee an understanding of the plan so the employee can make an informed decision in their selection of a plan,
- Reconciled the monthly the plan invoices, researched any discrepancies in the billing as it compared to the payroll deduction, prepared the payment voucher for insurance invoices,
- Used the banner system and websites of insurance providers to ensure employees enrollment is correct per enrollment documents,
- Set up arrears for non-payments and refunds for overpayments, and
- Communicated with Office of Group Benefits, payroll department, insurance provides, and Human Resources files and records to confirm the correctness of deductions and payments.
- Aided in setup new deduction codes as needed.

ACCOUNTANT 2 | ELMHS, JACKSON, LA | 02/2015 - 12/2016

- Processed the request for clients' clothing and shoes and submitted request to warehouse for delivery to housing units,
- Managed security staff uniforms' issuance, returns and cleaning,
- Assisted in the performance of the annual inventory of agency's property,
- Collected, processed, and entered in state vehicle management system monthly vehicle maintenance records, gas purchases, and miles driven on all vehicles assigned to the agency, and
- Supervised requests for delivery and removal of furniture and fixtures submitted by staff at the agency.

FINANCIAL ANALYST | CITY OF BATON ROUGE/EBR | 09/10/2012 - 02/2015

- Managed federal and state grants that provided community services to the citizens of East Baton Rouge/City of Baton Rouge, such as Community Service Block Grant, Head Start Program Grant, Ryan White Grant, and Workforce Initiative Grant,
- Prepared all financials monthly, quarterly reports, monthly and year-end reports, and fund drawdowns to federal grantors,
- Filed all year-end federal requirement for Form A-133, performed year-end balancing of all federal funding and

- Interacted with federal agencies, outside auditor, management as needed for assistance and guidance with funding issues.

TAX AUDITOR | MS DEPARTMENT OF REVENUE, BROOKHAVEN, MS | 03/1/2011 - 09/7/2012

- Conducted an audit conference with taxpayers and/or tax representative to discuss the audit process and obtain an understanding of the taxpayer's tax filing history and requirements,
- Reviewed taxpayer's records and supporting documentation with the taxpayer to understand how the supporting documentation aided with the taxpayer's financial reports and/or tax returns,
- Assisted the taxpayer in obtaining an understanding of the tax laws and regulations,
- Prepared the assessment of additional taxes owed or refund of overpayment of taxes,
- Reviewed sales tax, withholding taxes, use taxes, and income taxes for the State of Mississippi, and
- Communicated with taxpayers, business owners, management, tax preparers, CPAs, and outside auditors.

AUDIT MANAGER | LA DHH, BATON ROUGE, LA | 10/16/2006 - 2/28/2011

- Directed the performance of external audits of contractors and private providers to ensure that federal funds administered by the Department as properly accounted for and the administration of the programs meet the compliance requirement of the established rules and regulations.
- Planned and directed the activities of six auditors to facilitate timely and accurate audits and ensured adequate training and knowledge of auditors for examination of a wide variety of agencies and funding.
- Coordinated audit projects, determined audit objectives, scope, timeframe, and staff assignments, reviewed work papers, audit findings, and written reports of auditors to ensure compliance with standards, and assisted with the preparation on notes and recommendations.
- Prepared annual job performance reviews and planning session, counseled with problem staff members and assisted staff in obtaining their job requirements.
- Communicated with Audit Director, management, other agency auditor, and Legislative Auditors.

INSTRUCTOR (ONLINE) | UNIVERSITY OF PHOENIX | 10/2007 - 01/2012

- Prepared course syllabus and classroom assignments,
- Interacted with students by answering questions and giving explanation on any classroom concerns,
- Explained the needed requirements to meet in determining whether a student is active in an online class,
- Counseled students with class assignments, attendance,
- Advised student as to future class enrollment,
- Graded and post all class assignments,
- Aided students outside of classroom discussions, and
- Prepared job references for student seeking employment.

AUDIT SUPERVISOR | LA PUBLIC SERVICE COMMISSION, BATON ROUGE, LA | 6/6/1999 - 10/14/2006

- Supervised a staff of six (6) auditors, assigned audit in accordance with the skill set and knowledge of the auditor in assigning audit assignments
- Reviewed all audit reports for accuracy, supporting documentations,
- Adherences to regulatory policies and procedures and commission's policies and procedures,
- Interpreted the rules and regulations of public utility accounting, accompanied each auditor at commission's hearing,
- Provided guidance and support to the supervised audit staff by preparing annual job performance and planning, counseled employees to ensure they are meeting their job requirements,
- Assisted the Audit Manager in the preparation of reports and other information requested by the members of the Commission, and
- Presented audit findings and recommendations to the Administrative Law Judge in a hearing setting.

FISCAL OFFICER | FELICIANA FORENIC FACILITY| 1979 - 1981

Payroll

- Managed the payroll, accounts payable and patient accounts functions of the agency,
- Prepared the annual budget request, managed agency's expenditures to ensure they are within the budgeted line items, prepared budget modification as needed,
- Prepared monthly, quarterly, and monthly financial reports and budget projections,
- Evaluated six employees' work performance by preparing their annual job performance and planning documents,
- Assisted employees in the performance of their job responsibilities, and
- Researched and performed special projects as assigned by the administrator.
- Staff supervised included two accountants, payroll clerk, patient's accounts clerk, and an administrative assistant.

PROFESSIONAL AFFILIATIONS:

Membership with Institute of Internal Auditors

Membership with Association of Governmental Accountant

REFERENCES PROVIDED UPON REQUEST



Office of the Chancellor

SOUTHERN UNIVERSITY AT NEW ORLEANS

6400 Press Drive

New Orleans, LA 70126

Phone: (504) 286-5311 Fax: (504) 286-5000

www.suno.edu

November 9, 2021

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

Dear Dr. Belton:

It is my pleasure to recommend Dr. Kelly Smith to fill a full time Nursing Faculty position for our new Bachelor of Science in Nursing program. The recommendation includes the rank of Assistant Professor and a 9-month salary of \$75,000 with a start date of November 1, 2021. Since the start date is before the November 26th meeting of the Board of Supervisors, I appreciate your willingness and that of Chair Rutledge to approve this appointment and request ratification at the upcoming meeting of the Board.

Dr. Smith holds a Bachelor of Arts (BA) and Bachelor of Science in Nursing (BSN) degrees from Dillard University, a Master of Nursing (MN) degree from Louisiana State University Health Sciences Center – New Orleans and a Doctor of Nursing Practice (DNP) degree from Loyola University. She also holds a current unencumbered nursing license as an APRN (advanced practice registered nurse) in the state of Louisiana.

Dr. Smith has extensive experience in nursing practice and nursing education. Her clinical experience includes ten years of practice in Community Health Nursing and 5 years as a statewide nurse consultant on health promotion issues for chronic disease and tobacco control for the Louisiana Office of Public Health. She also served four years as the Director of Health Services for the Louisiana Office of Juvenile Justice. In addition, she served for three years as a part time RN Supervisor for the Poydras Home, overseeing health care for seniors. She currently she serves as a Nurse Educator for the School of Public Health at Louisiana State University School of Health Sciences.

Her academic experience is also extensive having served for four years as Assistant Professor of Nursing at Dillard University School of Nursing and one year at Chamberlain College of Nursing at Ochsner, and as the Research Coordinator at LSU Health School of Nursing for two years.

Dr. Smith is also credentialed by the National League for Nursing as a Certified Nurse Educator (CNE). The CNE designation is earned by passing a voluntary national test that signifies expertise in professional nursing education including curriculum design, teaching, evaluation, and advisement.

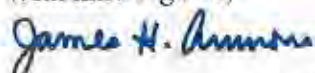
"An Equal Educational Opportunity Institution"

Finally, her references report that Dr. Smith is a person of strong work ethic, high integrity, and highly passionate and committed to nursing education especially in service to students of color.

These attributes along with her academic credentials, extensive clinical and academic experience, and her status as a CNE support her potential for successful service to SUNO and I recommend her for hire.

Thank you for considering this request and submitting it for ratification at the November 26, 2021 meeting of the Southern University and A&M College System Board of Supervisors.

With kind regards,



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

APPROVED: _____
Dr. Ray L. Belton
President-Chancellor
Southern University and A&M College System

JOB CLASS			
JOB CODE			
CAL ID			

SOUTHERN UNIVERSITY SYSTEM

Personnel Action Form

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

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

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

Previous Employee _____ Reason Left _____

Date Left _____ Salary Paid _____

Profile of Person Recommended

Length of Employment July 1, 2021 To June 30, 2022

Effective Date November 1, 2021

Name Kelly Smith SS# XXX-XX- Sex Female Race* Black

Position Title: Assistant Professor Nursing Department: Office of the Chancellor

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

New Position Expiration Date: _____

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

Years Experience _____ Southern University Experience _____

Degree(s)	Type/Discipline (BA-Education):	Institution/Location (SU-Baton Rouge):	Year:
	Bachelor of Arts	Dillard University New Orleans, LA	1982
	Bachelor of Science - Nursing	Dillard University New Orleans, LA	1995
	Master of Nursing	LSU Health Science New Orleans, LA	2002
	Doctor of Nursing	Loyola University New Orleans, LA	2016

Current Employer LSU Health Sciences-School of Public Health

Personnel Action

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

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

Source of Funds _____

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

Change of: _____ From _____ To _____

Position _____
 Status _____
 Salary Adjustment _____

Financial Aid signature (if, applicable):

List total funds currently paid this employee by Southern University:

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

Source of Funds	Amount
411001 42185 61002 46000	\$75,000.00

*See Reverse Side

Graduate School signature (if, applicable):

Document by: <u>Gregory D. Ford</u> Supervisor Date: 11/9/2021	Dean/Unit Head <u>James H. Ammon</u> Date: 11/9/2021
Document by: <u>Gregory D. Ford</u> Vice-Chancellor Date: 11/10/2021	Chancellor <u>Dr. J. Wade</u> Date: 11/10/2021
Document by: <u>Bethany M. Day</u> Director/Personnel Date: _____	Vice-President/Finance Business Affairs/Comptroller Date: _____
President Date: _____	Chairman/S.U. Board Of Supervisor Date: _____

CURRICULUM VITAE

NAME: Kelly D. Smith, DNP APRN PHCNS BC CNE

MAILING ADDRESS:

CURRENT POSITION:



PROFESSIONAL EDUCATION

Dates Attended	School/Location	Credits/Degrees
09/2013 - 05/2016	Loyola University/New Orleans, LA	DNP
09/1999 - 12/2002	LSU Health Sciences in New Orleans, LA	MN
01/1991- 05/1995	Dillard University New Orleans, LA	BSN
08/1978 - 05/1982	Dillard University New Orleans, LA	BA

LICENSURES/CERTIFICATIONS

07/95 to present. Registered Nurse, Louisiana State Board of Nursing
01/91 to present. Basic Life Support Provider: American Heart Association
11/2004 to present. Public Health Nurse Clinical Nurse Specialist, American Nurses Credentialing Ctr.
1/2005 to present. Advanced Practice Registered Nurse, Louisiana State Board of Nursing
2/2020 to present. Certified Nurse Educator, National League of Nursing

ACADEMIC EXPERIENCE

06/2019 to 06/2021. Research Coordinator – LSU Health School of Nursing, New Orleans, LA
01/2018 to 6/2019. Assistant Professor - Chamberlain College of Nursing at Ochsner, New Orleans, LA
01/2013 to 12/2017. Assistant Professor – Dillard University School of Nursing, New Orleans, LA

COURSES TAUGHT

Chamberlain College of Nursing:
Course Coordinator-Transitions to Nursing, Health and Wellness, and Community Health Nursing

Dillard University:
Course Coordinator NUR 451 and NUR 451 Lab, Community/Public Health Nursing.
Lecturer, clinical instructor, and activities involved in class presentations and evaluation.

Course Coordinator NUR 452, and NUR 452 Lab, Leadership & Management in Nursing.
Lecturer, clinical instructor, and activities involved in class presentations and evaluation.

Clinical instructor NUR 371 Lab, Childrearing Families.
Activities involved clinical skills, assignments, communication, and evaluation.

PROFESSIONAL DEVELOPMENT

- 7/2021. Addressing Health Equity During the COVID-19 Pandemic. 1 Contact Hour
- 7/2021. Current Trends and Regulations for Cannabis Products. 1 Contact Hour
- 6/2021. Virtual Conference: Women's Health Across the Lifespan. 4 Contact Hours
- 5/2021. Traveling in the Footsteps of Nightingale. 1.5 Contact Hours
- 5/2021. Intimate Partner Violence Nurse Examiner Certificate Program. 15 Contact Hours
- 4/2021. Virtual Conference: Sexual Assault, Domestic Violence, and Resilience.
- 3/2021. ISNA Strength in Diversity. 3 Contact Hours
- 2/2021. Texas IAIN Virtual Conference. 10.5 Contact Hours
- 7/2019. IAFN Adult SANE Online Course. 40 Contact Hours
- 3/2019. ATI Nursing Educator Summit. 21 Contact Hours
- 8/2018. Teaching Concept Based Nursing/Dr. Linda Caputi 8.25 Contact Hours
- 6/2018. Association of Community Health Nurse Educators 12.5 Contact Hours
- 6/2017. QESN Competencies 13 Contact Hours
- 6/2017. Mississippi Educational Consortium for the Doctor of Nursing Practice 6.83 Contact Hours
- 10/2016. ACEN Self-Study Forum 9.5 Contact Hours
Accreditation Commission for Education in Nursing
- 7/2016. NLN New Faculty Intensive Workshop 12 Contact Hours
National League for Nursing
- 4/2016. ATI Nursing Education Active Learning Strategies
Assessment Technologies Institute, LLC
- 2/2016. AACN 2016 Faculty Development Conference 14 Contact Hours
American Association of Colleges of Nursing

PROFESSIONAL EXPERIENCE

06/2021 to Present. Nurse Educator -- LSU Health Sciences – School of Public Health, New Orleans, LA
Develop continuing education for health care providers on STI/HIV treatment guidelines. Serve as co-lead on congenital syphilis case reviews in the state of Louisiana. Provide health education on related topics.

06/2017 to 11/2017. Contract Nurse Consultant – Orleans Parish Sheriff's Office, New Orleans, LA
Provide technical assistance to the Health Services Manager to develop a contract monitoring plan.

04/2016 to 01/2019. PRN Weekend RN Supervisor – Poydras Home, New Orleans, LA
Supervises LPNs and CNAs to ensure adequate care was provided to the residents. Served as a liaison to family members and external stakeholders for administration.

06/2014 to 06/2015. Practice Consultant -- Louisiana Healthcare Quality Forum, Baton Rouge, LA
Served as a resource to clinics and doctor's offices while transforming their workflow process to meet the National Committee for Quality Assurance standards to receive designation as a patient-centered medical home.

02/2010 to 01/2014. Director of Health Services – Louisiana Office of Juvenile Justice, Baton Rouge, LA
Administrative responsibility and oversight of medical and mental health services provided by the contracted healthcare provider at four secure care facilities that housed adolescent males.

01/2005 to 01/2010. Statewide Nurse Consultant -- Louisiana Office of Public Health, New Orleans, LA
Collaborated with multidisciplinary team members in public health to formulate and disseminate clinical guidelines, policy and procedures in genetics, chronic diseases programs, STD/HIV, and the tobacco control program.

PROFESSIONAL MEMBERSHIPS

- 05/2014 to present. Sigma Theta Tau Xi Psi Chapter-at-Large
(Member)
- 04/2016 to present. Alpha Sigma Nu Honor Society
(Member)
- 05/1995 to present. Dillard University Professional Organization of Nurses
(Member)
- 01/2014 to present. National League of Nurses
(Member)
- 02/2017 to 2019. Association for Community Health Nurse Educators
(Member)
- 09/2018 to present. Louisiana State Nurses Association
(Member)
- 09/2018 to present. New Orleans District Nurses Association

CIVIC ASSOCIATIONS

- 12/2008 to present. Alpha Kappa Alpha, Inc. Rho Pi Omega Chapter
(Secretary)
- 07/2018 to present. Hearts N Hands, LLC (Nonprofit)

(Board Member)
06/2020 to present. Sisterhood of Service Foundation (Nonprofit)
(Board Member)
07/2020 to present. Loyola University Alumni Association
(Board Member)

HONORS AND AWARDS

2016 Sigma Theta Tau Xi Psi Chapter-at-Large Research Day Graduate Poster Award
1994 Rita E. Miller Scholarship \$1,000
1994 National Black Nurse's Association Scholarship \$1,000
1993 P. K. Scheerle Scholarship \$1,000

GRANT AWARDS

2000. Wetmore Foundation for Tuberculosis Control Program (\$1,000)
2000 to 2003. LA DHH Office of Public Health Diabetes Program (\$3,000)
2002 to 2004. LA DHH Office of Public Health Adolescent School Health Initiative (\$5,000)
2002 to 2004. Baptist Community Ministry- School Based Health Center (\$3,000)
2002. American Dental Association Health Foundation (\$1,000)
2003. Wisner Foundation (\$1,000)

UNIVERSITY COMMITTEES

Admissions Committee Chair- Chamberlain College of Nursing
Faculty Advisor -National Student Nurses' Association Chamberlain College of Nursing
Faculty Senate – Dillard University
Admissions, Progression, Retention – Dillard University School of Nursing
Ad-hoc/Curriculum -- Dillard University School of Nursing
Co-Faculty Advisor – National Student Nurses' Association

PRESENTATIONS/PUBLICATIONS

06/2004. Panel Presenter, "Surviving the first Year and Beyond", National Assembly of School Based Health Centers.

11/2013. Smith, K. Maintaining health insurance for incarcerated youths. Corrections Today. November/December 55-57.

10/2016. Poster Presentation, "E-mentoring: A Strategy to Reduce Role Stress in Novice Nurse Faculty." Sigma Theta Tau International, Xi Psi Chapter-at-Large Annual Research Day.

10/2016. Panel Presenter, "Active Learning: Restructuring Classroom Teaching Experiences to Enhance Critical Thinking Skills", 2016 HBCU Faculty Development Network Annual Conference.

04/2017. Presenter, "Restructuring Classroom Teaching Experiences to Enhance Critical Thinking Skills", Dillard University Third Annual Teaching, Learning and Research Symposium.



SOUTHERN UNIVERSITY LAW CENTER

261 A. A. LENOIR HALL

POST OFFICE BOX 9294

BATON ROUGE, LOUISIANA 70813-9294

November 9, 2021

OFFICE OF THE CHANCELLOR

(225) 771-2552

FAX (225) 771-2474

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

RE: Salary Adjustment for Dr. Samantha Thompson for Additional Duties

Dear Dr. Belton:

Currently, Dr. Samantha Thompson serves as an Analyst for Institutional Effectiveness and Accreditation. The accreditation processes with SACSCOC and the ABA have become more complex, and Dr. Thompson has assumed extra duties that entail monitoring, coordinating, and communicating objectives related to the Law Center's faculty governance, compiling necessary reports, and collecting and analyzing data for continuous improvements.

As part of her additional duties within the Law Center Office of Institutional Accountability and Accreditation, Dr. Thompson will assist in training Law Center administrators and acclimating Law Center employees to new Annual Unit Planning (AUP) procedures, which will play an integral role in the Law Center's updated institutional effectiveness process. The institutional effectiveness cycle is a critical component utilized to ensure that the Law Center is in compliance with all regulatory and accrediting bodies including the Louisiana Board of Regents, SACSCOC and the ABA.

Dr. Thompson's current salary is \$59,700, and I would like to adjust her annual salary to \$72,000, an increase of \$12,300. I hereby ask that this request be presented to the Southern University System Board of Supervisors for consideration at its November 26, 2021, board meeting. The requested effective date for this adjustment is December 1, 2021.

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

Sincerely,

John K. Pierre

Chancellor and Vanue B. Lacour Endowed Law Professor

JOB CLASS 3				
JOB CODE	M			
CAL ID	U			

SOUTHERN UNIVERSITY SYSTEM

Personnel Action Form

POSITION NUMBER	3	M	9	8	9	4
-----------------	---	---	---	---	---	---

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

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

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

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

Profile of Person Recommended

Length of Employment 12/01/2021 To 06/30/2022
 Effective Date 12/01/2021

Name Samantha Thompson xxx-xx-5246 Sex F Race* B
 (Last 4 digits only)

Position Title: Analyst for Institutional Effectiveness and Acc. Department: Law Center-Institutional Support

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

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

Years Experience 14 Southern University Experience 2

Degree(s):	Type/Discipline (BA-Education):	Institution/Location (SU-Baton Rouge):	Year:
	<u>PH.D</u>	<u>Southern University and A&M College</u>	<u>2018</u>
	<u>M.S.</u>	<u>Southern University and A&M College</u>	<u>2014</u>
	<u>B.S.</u>	<u>Southern University and A&M College</u>	<u>2007</u>

Current Employer Southern University Law Center

Personnel Action

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

Recommended Salary \$72,000.00 Salary Budgeted \$72,000.00

Source of Funds General Appropriation/Grant

Identify Budget: State Location 311001-31120-61002-36000
 Form Code: BOR10 Page 1 Item # 1

Change of: _____ From _____ To _____

Position _____
 Status _____
 Salary Adjustment \$59,700.00 \$72,000.00

Financial Aid signature (if, applicable):



List total funds currently paid this employee by Southern University:



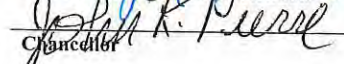
*See Reverse Side
 Comments: (Use back of form)

Source of Funds	Amount
311001-31120-61002-36000	\$59,700.00

*See Reverse Side

Graduate School signature (if, applicable):

 11-10-21
 Supervisor _____ Date _____
 11/10/2021
 Vice Chancellor _____ Date _____
 Director/Personnel _____ Date _____
 President _____ Date _____

 11/10/21
 Dean _____ Date _____
 11/10/21
 V/C for Fin. and Administration _____ Date _____
 11/10/21
 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: Salary Adjustment for additional duties, effective date, December 01, 2021.

EMPLOYEE REGULAR WORK SCHEDULE: Daily

EMPLOYEE DIRECT SUPERVISOR: V/C Regina James

NUMBER OF EMPLOYEES SUPERVISED, (if any) 4

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

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

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

CLASS OF EMPLOYMENT (VISA STATUS):

TYPE

- 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 CODE _____ EXPIRES _____
DATE US 11-10-21
BY Gregory K. Hall
HI
J1
F1
F0

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

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

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

CONTINGENT UPON AVAILABILITY OF FUNDS

SAMANTHA A. THOMPSON, PH.D.

QUALIFICATIONS PROFILE

AREAS OF EXPERTISE

Data Evaluation
Policy Analysis
Process Improvement
Program Management
Research and Development
Statistical Analysis
Strategic Engagement

Dynamic mission-driven leader who drives operational excellence through strategic thinking, effective communication and the implementation of best practices. Established ability to create and maintain relationships, manage complexity, and develop proactive and innovative solutions. Demonstrated ability to meet commitments while working in a fast-paced, highly collaborative environment requiring creative thinking. Proven reputation for the application of Decision Sciences for the development of strategies and improvement of core competencies. Honed understanding of cross-cultural dynamics, stakeholder engagement, executive-level writing, and mission-driven task execution.

RELEVANT EXPERIENCE

SOUTHERN UNIVERSITY LAW CENTER (SULC) • BATON ROUGE, LA

Analyst for Institutional Effectiveness

2020-Present

- Reports to the Vice Chancellor for Institutional Accountability and Accreditation
- Responsible for reviewing, researching, and processing data related to institutional compliance
- Assists with the development of a comprehensive, integrated system of data collection, research, assessment, evaluation and reporting that supports strategic, academic, and operational planning
- Organizes the required reporting for SULC's accrediting bodies: Southern Association of Colleges and Schools Commission on Colleges (SACSCOC), American Bar Association (ABA) Accreditation, and Association of American Law Schools (AALS)
- Coordinates the creation and implementation of the Office of Institutional Accountability and Accreditation procedures to ensure that all external reporting mandates for SULC are met
- Evaluates SACSCOC and ABA reports and other institutional accountability related activities

OAK RIDGE ASSOCIATED UNIVERSITIES (ORAU) • OAK RIDGE, TN

Postdoctoral Researcher

2019-2020

- Member of the Planning Committee for the inaugural *Oak Ridge National Laboratory HBCU/HSI Research Collaboration Workshop*- November 2019
- Author of white paper on barriers to underrepresented minorities (URM) participants at Department of Energy (DOE) laboratory
- Co-author of white paper on early engagement strategies for STEM (URM) students
- Organizer of an *HBCU Workshop for National Renewable Energy Laboratory (NREL)* - July 2019
- Analyzed research on Department of Energy Laboratories' minority participation
- Reviewed and investigated longitudinal data for current underrepresented minorities (URM) recruitment strategies at Oak Ridge National Laboratory
- Conducted assessment of capabilities/STEM Competencies for HBCU/MEIs to assist in the refinement of research alignment strategies

SOUTHERN UNIVERSITY OFFICE OF RESEARCH AND STRATEGIC INITIATIVES • BATON ROUGE, LA

PhD Research Associate

2015-2018

SAMANTHA A. THOMPSON, PH.D.

- Conducted research for special projects under the guidance of the Vice Chancellor of Research
- Assisted with the development, coordination, university engagement, and organization of special events for the Vice Chancellor of Research- *SU Futures Commission, SU/TMCF 1890's Global Engagement Initiative Delegation*
- Developed program reports, summaries and presentations for key stakeholders
- Transmitted confidential documentation for approval on behalf of the Vice Chancellor of Research
- Prepared supplementary materials for submission to funding agencies and foundations
- Utilized statistical techniques to collect and analyze data for grant proposals
- Spearheaded the submission of materials for required IRB, IACUC, and IBC reviews
- Strategic Plan Committee member and Graduate Student Contributor for Southern University's 2016-2021 Strategic Plan
- Maintain Office of Research and Strategic Initiatives databases and records

LOUISIANA OPTIC NETWORK INITIATIVE • BATON ROUGE, LA

Research Associate

2010–2012

- Leveraged analytical skills in assessing statistical data for comprehensive program review reports
- Directed strategic effort in preparing comprehensive program review reports
- Oversaw the LA-SiGMA project budget and research activities
- Managed and directed undergraduate student research activities

SOUTHERN UNIVERSITY A& M COLLEGE, COLLEGE OF BUSINESS • BATON ROUGE, LA

Program Coordinator

2008–2010

- Held accountability over the planning, budgeting vendor selection, and quality assurance for annual conference
- Displayed exemplary capability in preparing effective Leadership Program annual progress reports as well as in coordinating the Effective Leadership Program Conference in Cape Town, South Africa
- Developed and executed a set of comprehensive tracking processes to monitor program participant performance

SOUTHERN UNIVERSITY COMPTROLLER'S OFFICE • BATON ROUGE, LA

Grants Coordinator

2007–2008

- Exhibited exemplary leadership in reporting internal control issues to the management as well as in providing comprehensive recommendations to mitigate associated risks
- Applied best practices in executing complex general accounting functions, which included preparing journal entries, account analysis, and balance sheet reconciliations
- Spearheaded and managed Sponsored Program Accounting process while creating and updating policies and procedures
- Contributed strategic insight in designing and maintaining organizational tools to monitor grant progress against key milestones as well as to improve workflow efficiency of all support activities
- Took charge of collecting data for internal audits through financial research
- Ensured accountability and compliance through effective collaboration

TEACHING EXPERIENCE

COLUMBIA SOUTHERN UNIVERSITY • ORANGE BEACH, AL

Part Time Faculty (Online)

2019–2020

- Public Administration Ethics
- Organizational Theory

SAMANTHA A. THOMPSON, PH.D.

- Strategic Management
- MPA Seminar

SOUTHERN UNIVERSITY • BATON ROUGE, LA

2008–2018

Teaching Assistant

2008-2010

- Intro to Entrepreneurship
- Created and graded final class projects
- Responsible for assigning students' grades based on class participation and completed projects
- Engaged students for consultation when needed

Teaching Assistant

2008-2008

- Management Information Systems
- Led collaborative discussions for student group projects.
- Assisted with the dissemination of course materials
- Graded final assignments

INTERNSHIPS

CAPITAL AREA CASA ASSOCIATION •BATON ROUGE, LA

Policy Management Intern

2013–2013

EDUCATION

Doctor of Philosophy in Public Policy (GPA: 4.0/4.0) (2018)

SOUTHERN UNIVERSITY AND A& M COLLEGE, NELSON MANDELA SCHOOL OF PUBLIC POLICY • BATON ROUGE, LA

Course Certificate- Business Metrics for Data-Driven Companies (2016)

DUKE UNIVERSITY ONLINE

Master of Public Administration with Specialization in Public Policy (GPA: 4.0/4.0) (2014)

SOUTHERN UNIVERSITY AND A& M COLLEGE, NELSON MANDELA SCHOOL OF PUBLIC POLICY • BATON ROUGE, LA

Master of Business Administration with Specialization in International Business (GPA: 4.0/4.0) (2010)

SOUTHERN UNIVERSITY AND A& M COLLEGE, COLLEGE OF BUSINESS • BATON ROUGE, LA

Bachelor of Science in Business Management – Graduated *cum laude*. (GPA: 3.6/4.0) (2007)

SOUTHERN UNIVERSITY AND A& M COLLEGE, COLLEGE OF BUSINESS • BATON ROUGE, LA

College of Business Student Marshal | Honors College Academic Scholarship

PUBLICATIONS

Thompson, S. & Hoy, X. (2021, in print). How Leaders are Leveraging Efforts and Initiatives. In Smith-Ross, C. Editor (Ed.), Effects of the Covid-19 Pandemic on HBCUs Academic and Social Culture. Lewiston, NY: Mellen Press.

SAMANTHA A. THOMPSON, PH.D.

Johnson, M. S., & Thompson, S. (2021). Covid-19 crisis management at Historically Black Colleges and universities (HBCUS): a contemporary approach to governance and leadership. *Journal of Underrepresented & Minority Progress*, 5(SI), 27-46. <https://doi.org/10.32674/jump.v5isi.3049>

Johnson, M. S., & Thompson, S. (2020). The Necessity for Good Governance and Effective Leadership at Public State-Funded Historically Black Colleges and Universities (HBCUs) in the Midst of COVID-19. *International Journal of Multidisciplinary Perspectives in Higher Education*, 5(2), 129-133. <https://www.ojed.org/index.php/jimphe/article/view/265>

Thompson, S. (2018). "Ghana's Changing Tide: A Case Study of Internationalization of Education at A Ghanaian Higher Education Institution" (Doctoral dissertation). Available from ProQuest Dissertations & Theses Global database. p 1- 189.

Thompson, S., Nchise, A., Ngwa, O., Conti, A., Mbarika, V., Duggan, E. (2015). "Jamaica's Internet Story based on the GDI Framework," *International Journal of Information Systems in the Service Sector (IJISSS)*, IGI Global, vol. 7(3), pages 59-83, July.

PROFESSIONAL DEVELOPMENT

- 2022 American Educational Research Association (AERA) Annual Meeting (**Proposal Accepted**)
- 2021 Southern Association of Colleges and Schools Commission on Colleges Annual Meeting
- 2021 Southern Association of Colleges and Schools Commission on Colleges Institute on Quality Enhancement
- 2020 Southern Association of Colleges and Schools Commission on Colleges Virtual Annual Meeting
- 2021 American Bar Association Virtual Site Evaluation Workshop
- 2021 American Bar Association Annual Questionnaire Training
- 2020 American Bar Association Annual Questionnaire Training
- 2020 Assessment Institute
- 2021 Assessment Institute

ACADEMIC AFFILIATIONS

President & Treasurer: Southern University Graduate Student Association (SUGSA)

Member: Association for Public Policy Analysis and Management (APPAM)

Member: National Association of Graduate Professional Students (NAGPS)

AWARDS AND HONORS

Beta Gamma Sigma - Business Honors Society
HBCU-UP ACE Travel Award (\$5,000) (2017)
SUGSA Scholarship (2018)
Advancing Diversity and Inclusion (ADI) Grant

Alpha Mu Gamma- Foreign Languages Society
Southern University 20 for 20 Scholarship (2014 - 2018)
SUGSA Travel Awards (2014-16)
Travel Opportunity Award (\$5,000) (2017)

References Available upon Request



October 11, 2021

Dr. Bijoy Sahoo
Executive Vice Chancellor for Academic Affairs and Provost
Southern University and A&M College
Baton Rouge, LA 70813

RECEIVED

OCT 11 2021

Office of the Executive Vice President
for Academic Affairs and Provost

RE: Associate Dean and MBA Director

Dear Dr. Sahoo,


This letter is in reference to the recommendation for filling the position for the Associate Dean and MBA Director in the College of Business. As you are aware Dr. Ashagre Yigletu after serving in this position for 15, years has taken the leadership in the Graduate School for the University. I have formed a search committee with the senior faculty from all academic programs in the College and the results of the search are attached for your review. We have submitted a PVA that was approved and announcements were advertised in local and national outlets for the position. We had 13 candidates that were reviewed with four being selected for final interviews by the search committee and with presentations to the general faculty and Dean. Three finalists were submitted for the position by the search committee.

Dr. Derrick Warren was the highest ranked candidate and is my recommendation to fill the position on a permanent basis. Dr. Warren has the academic and to a greater extent the professional experiences necessary to move the MBA program to new heights based his academic and professional expertise having served at IBM for 32 years. While there, he rose to the level of Vice-President of Strategy and Analytics which included major international responsibilities. Dr. Warren has the technology skills and the professional network to expand the reach of our AACSB accredited MBA and graduate Supply Chain Management certificate programs. His service as the Southern University Baton Rouge National Alumni Director provides the experience to develop the professional ecosystem that can serve our students for life-long learning.

Therefore, I request that Dr. Derrick Warren be approved for the Associate Dean's position at the rank of Associate Professor of Management in the Department of Management and Marketing. In addition, I recommend that he be eligible for tenure after three years of service if he so elects to apply early. In the case of salary, I recommend a 12-month salary of \$139,256. In addition, Warren will be eligible to write and/or participate in grants that can provide 20 percent additional compensation over his base salary under approved conditions and will also be eligible to apply for endowed professorships in the College based on research which provides a stipend. As always, we highly appreciate your assistance and cooperation in this matter.

Sincerely,

Donald R. Andrews
Donald R. Andrews, PhD
Dean

Approval  Date October 11, 2021
Dr. Bijoy Sahoo, Executive Vice Chancellor for Academic Affairs and Provost



Office of the Dean
College of Business
P. O. Box 9723
Baton Rouge, Louisiana 70813

Voice: (225) 771-5640
FAX: (225) 771-5262

October 11, 2021

Dr. Derrick Warren
College of Business
Southern University
Baton Rouge, Louisiana 70813

Dear Dr. Derrick Warren:

I have provided information to Dr. Bijoy Sahoo, the Executive Vice Chancellor for Academic Affairs and Provost on the ratings provided by the search committee for the Associate Dean and MBA Director in the College of Business. Based on these ratings, I have recommended that you be offered the position. This recommendation is subject to approval by Dr. Sahoo, Executive Vice Chancellor for Academic Affairs at Southern University in Baton Rouge, Louisiana. You are being offered employment as Associate Dean and MBA Director at the rank of Associate Professor of Management in the Department of Management and Marketing with a 12-month salary of \$139,256. I have recommended that you be eligible for tenure after three years of service if you so elect to apply early. In addition, faculty that write and/or participate in grants can receive 20 percent additional compensation over their base salary under approved conditions. You are also eligible to apply for endowed professorships in the College based on your research which provides a stipend.

This offer is subject to you providing all required information, including your resume, original transcripts, copies of major publications, three reference letters and clearing all university required background checks. Since you are already employed by the University several of these requirements should be waived. We will check with Human Resources for clarification. We need these documents for developing the Personnel Action Form (PAF) required for initiating your employment. The PAF is subject to approval by the Southern University Board of Supervisors. Please send a letter indicating your acceptance of our offer to Dr. Bijoy Sahoo, the Executive Vice Chancellor for Academic Affairs with a copy to me as soon as possible.

The College of Business is accredited by AACSB-International. There are many projects and programs that are being developed in the College in relation to the MBA program. We are excited about you joining our College on a full-time basis and feel that your expertise will be highly important in moving our programs forward. You are expected to maintain your academic qualifications based on our definition as provided by our faculty development policy, which is based on AACSB International guidelines and standards as related to our mission.

Sincerely Yours,

Donald R. Andrews

Donald R. Andrews, Dean

JOB CLASS				
JOB CODE				
CAL ID				

SOUTHERN UNIVERSITY SYSTEM

Personnel Action Form

POSITION NUMBER									
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RECEIVED

CAMPUS: SUS SUBR SULAC SUAREC SUNO SUSLA

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

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

Office of the Executive Vice President for Academic Affairs and Provost
CIVIL SERVICE

Previous Employee ASHAGRE YIGLETU Reason Left TRANSFERRED
Date Left September 1, 2020 Salary Paid \$130,000.00

Profile of Person Recommended

Length of Employment July 1, 2021 To June 30, 2022
Effective Date November 1, 2021

Name DERRICK WARREN (U01783603) SS# XXX-XX-3128 Sex M Race* B
(Last 4 digits only)

Position Title: Associate Dean / MBA Director Department: Masters of Business Dept. (MBA)

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 38 Southern University Experience 5

Degree(s):	Type/Discipline (BA-Education):	Institution/Location (SU-Baton Rouge):	Year:
	PhD - Bus. Admin	Georgia State University -	2019
	MBA - Bus. Mgmt.	University of South Florida	1996
	BS - Comp. Sci	SUBR	1982

Current Employer SUBR

Personnel Action

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

Recommended Salary \$139,256.00 Salary Budgeted \$139,256.00

Source of Funds State Funds / Master Business Administration

Identify Budget: 211001-22202-21000 Location _____
Form Code: _____ Page _____ Item # _____

Change of: _____
Position Interim Associate Dean / MBA Director Associate Dean / MBA Director
Status Unclassified Unclassified
Salary Adjustment \$120,000.00 \$139,256.00

Financial Aid signature (if, applicable):

List total funds currently paid this employee by Southern University:

Source of Funds	Amount
111005-11158-61002-16000	\$139,256.00

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

*See Reverse Side

Graduate School signature (if, applicable):

Supervisor: [Signature] 10/12/21 Date
 Vice Chancellor: [Signature] 10/12/21 Date
 Director/Personnel: [Signature] 11/5/21 Date
 President: [Signature] Date

Bear/Unit Head: [Signature] 10/12/21 Date
 Chancellor: [Signature] Date
 Vice President/Finance Business Affairs/Comptroller: [Signature] 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: Associate Dean & MBA Director at a 12-month salary of \$139,256.00. He will be replacing Dr. Ashagre Yigletu who transferred to the Graduate School to be the Dean of that program. Offering Dr. Warren employment as Associate Dean and MBA Director at the rank of Associate Professor of Management in the Dept. of Mgmt. & Mktg. You are being recommended to be eligible for tenure after three years of service, if you so elect to apply.

EMPLOYEE REGULAR WORK SCHEDULE: Monday – Friday

EMPLOYEE DIRECT SUPERVISOR: DEAN DONALD ANDREWS 771-2763

NUMBER OF EMPLOYEES SUPERVISED, (if any) 2

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!

SOUTHERN UNIVERSITY
2021 MAR - 8 A 10:33

RECEIVED

FEB 03 2021

SOUTHERN UNIVERSITY, BATON ROUGE, LA 70813

Office of the Executive Vice President
Academic Affairs and Provost

SUS SUBR SULAC SUAREC SUNG SUSLA

POSITION VACANCY AUTHORIZATION

REQUEST THAT THE POSITION Associate Dean and Graduate Programs Director AS DESCRIBED BELOW
BE AUTHORIZED AS A VACANCY FOR College of Business
(Department or Unit)

<input checked="" 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 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

*requires the approval of System President

VACANCY DESCRIPTION AND JUSTIFICATION

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

The Associate Dean and Graduate Programs Director's duties include overseeing and managing graduate programs of the College of Business - MBA, Online MBA, JD/MBA and Graduate Certificate in Supply Chain Management programs, teaching courses in the candidate's field of specialization, coordinate strategic plan, and curricula, faculty and student developments. Applicants should have an earned MBA and doctorate from an accredited university at least in one of the functional areas of business; and, with a strong record of administrative, scholarly and professional accomplishments.

Salary/Range: Competitive Previous Incumbent (if replacement):
Ashagre Yigletu, Ph.D.

Approved Disapproved *Donald R. Adams* 10/30/20
Department Head Date

Approved Disapproved *Donald R. Adams* 10/30/20
Dean/Director/Supervisor of Budget Unit Date

COMPTROLLER'S OFFICE ONLY	
Funds Available	
<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
<u>2M9964</u>	
Signature	Date
<u><i>C. J. [Signature]</i></u>	<u>2/2/21</u>
Budget Number	
<u>211001-2202261002271000</u>	

HUMAN RESOURCES OFFICE ONLY	
Existing/Approved Position	
<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
Job Code:	Cal Id:
<u>M</u>	<u>U</u>
Job Class:	<u>21940</u>
Verified By:	Date:
<u><i>Michelle Williams</i></u>	<u>2/22/21</u>

Approved Disapproved *R. [Signature]* 2/3/21
Vice Chancellor Date

Approved Disapproved *R. [Signature]* 2/3/21
Vice President/Provost Date

Approved Disapproved _____ Date
President Date

An Equal Opportunity Employer


GF




DR. DERRICK V. WARREN

Interim Associate Dean & Graduate Programs Director
Director Of Alumni Affairs
Executive Director - Southern University Alumni Federation

 Baton Rouge, La.

 www.linkedin.com/in/dvwarren/

 dwintlbiz@outlook.com

EDUCATION

GEORGIA STATE UNIVERSITY, Atlanta, Georgia, Robinson College of Business

Doctorate in Business Administration – August 2019;

Dissertation: *Digital Member Network Implementation and Coproduction:*

An Investigation of an Alumni Association Network.

https://scholarworks.gsu.edu/bus_admin_diss/119/

UNIVERSITY OF South Florida, Tampa, Florida

Master of Business Administration (MBA) – Business Management

SOUTHERN UNIVERSITY and A & M COLLEGE, Baton Rouge, Louisiana

Bachelor of Science – Computer Science – Business Option with Honors (Cum Laude)

BADGES, CERTIFICATIONS & CERTIFICATES

[Click on link to view credential](#)

UNIVERSITY OF SOUTH FLORIDA, Office of Corporate Training and Professional Education

Diversity, Equity and Inclusion in the Workplace Certificate 2021:

https://www.credly.com/badges/83d4c582-c8e3-4cc1-b526-fbb59b36fc29?source=linked_in_profile

MASSACHUSETTS INSTITUTE OF TECHNOLOGY, Sloan School of Management

Certificate of Completion – Blockchain Technologies: Business Innovation and Application – 2018

GEORGIA STATE UNIVERSITY, Atlanta, Georgia, Robinson College of Business

Executive Doctorate Teaching Certificate – Master Teacher Program – fall 2017

IBM SKILLS ACADEMY BADGES/CERTIFICATIONS

[Click on link to view credential](#)

Enterprise Design Thinking Practitioner Badge – Spring 2020:

<https://www.credly.com/badges/a9d103ea-45e4-4da0-a5cc-bd4a5c33088f>

Enterprise Design Thinking – Team Essentials for Artificial Intelligence (AI) Badge – Spring 2020:

<https://www.credly.com/badges/89782e47-3def-4687-a6a6-f0f20b03692a>

Cybersecurity – Instructor Badge – Spring 2020:

https://www.credly.com/badges/f5209e39-ade8-46a0-8b88-dbf01e6bef3?source=linked_in_profile

Artificial Intelligence – Instructor Badge – summer 2020:

<https://www.credly.com/badges/7952571c-dda2-46f9-9263-1e71e9245df1>

Data Science – Instructor Badge – Spring 2020:

<https://www.credly.com/badges/153c4c94-0c02-481b-8617-078a8dbf7548>

Cloud Computing – Instructor Badge – Spring 2020:

https://www.credly.com/badges/824bd147-f9ba-4225-ab1f-0979a1b5ec0d?source=linked_in_profile

Blockchain – Instructor Badge – fall 2020:

<https://www.credly.com/badges/423442cf-ad42-42f8-acf5-66c31604cad3>

Internet of Things – Instructor Badge – fall 2020:

<https://www.credly.com/badges/d7c15995-7ae1-473d-8c02-020fdb84b2ea>

QUALITY MATTERS CERTIFICATIONS

Click on link to view credential

Teaching Online Certificate – Spring 2020:

<https://www.credly.com/badges/1c87c113-eb5a-4cf7-93a3-db7dd5452a88>

QM Policy Awareness Certificate – Spring 2020:

<https://www.credly.com/badges/7d0e47f1-7d35-4841-9d48-78183f1eed04>

Evaluation of Course Design Certificate – Spring 2020:

<https://www.credly.com/badges/eee1359c-ad3a-4fe6-8157-a1e28ba96ec5>

Technology Skills Self-Assessment – Spring 2020:

<https://www.credly.com/badges/9a842bcb-6396-40db-aed9-7559921f15c2>

Connecting Learning Theories to Teaching Strategies Certificate – Spring 2020:

<https://www.credly.com/badges/b9b92af4-f76a-4664-8ce8-7964746b194c>

Creating Presence Certificate – Spring 2020:

<https://www.credly.com/badges/bf72f1e6-f052-4d73-b973-32a9df42a631>

Learner Assessment Certificate – Spring 2020:

<https://www.credly.com/badges/b141df75-afb6-41fc-8eb7-3dc46ae030fa>

Orienting Learners Certificate – Spring 2020:

<https://www.credly.com/badges/0f4f35c2-91eb-46a3-8bc5-a00b3ce272a4>

Applying the QM Rubric Certificate – Spring 2018:

<https://www.credly.com/badges/ec0951fe-665a-441d-87c3-1fb1afe5b68f>

ACADEMIC CAREER HIGHLIGHTS

Southern University

Baton Rouge Interim Associate Dean and Graduate Programs Director 2021 - Present

- TedX Speaker at Inaugural TEDxScotlandville; Talk Title: 'Facing Fear, Finding Fulfillment and Fueling Fun Using First Time Experiences'. May 2021: <https://tedxscotlandville.com/talkers/>
- Co-Developed 2021 – 2023 Southern University College of Business (CoB) Strategic Plan with CoB Graduate Faculty, Dean Dr. Donald Andrews and Dean Dr. Ashagre Yigletu
- Law.Agriculture.Arts.Business.Science.Engineering.Technology (LAB2SET) initiative Academic Director: LAB2SET, with the SU Law Center as the lead campus, will provide access to Southern University stakeholders and the communities we serve with key academic and technological resources. A special focus will be on underrepresented and undeserved communities.
- Coached SU Team in Thurgood Marshall College Fund (TMCF) and NBA 'Innovate the Future' Challenge resulting in a 3rd Place finish (out of over 100 entries).
<https://www.subr.edu/news/southern-students-place-third-in-tmcfnba-challenge>
- Coached SU Team in Battle of the Brains Competition – 2019, 2020 and currently coaching 2021 Team.
- Coached SU Team in Bayou Classic Biztech Competition – 2017 – 2019 and currently coaching 2021 Team.
- Currently coaching graduate and undergraduate teams for the National Black MBA Association (NBMBA) Case Competition to be held the week of September 6 – 10, 2021.

Southern University System (SUS) IBM Single Point of Contact (SPOC) 2019 - Present

- Secured approximately \$16,000,000 in technology assets for SUS; Trained and secured digital credentials for 25 Faculty and over 300 students in Artificial Intelligence, Blockchain, Cloud Computing, Cybersecurity, Data Science, Design Thinking, Internet of Things and Quantum Computing – Spring 2020 – Spring 2021.
<https://newsroom.ibm.com/2021-05-07-IBM-Extends-HBCU-Initiatives-Through-New-Industry-Collaborations>
- Gained 3 Faculty Seats for SUS on HBCU Quantum Initiative.
<https://www.subr.edu/news/ibm-education-and-research-initiative> ; <https://www.prnewswire.com/news-releases/ibm-establishes-first-quantum-education-and-research-initiative-for-historically-black-colleges-and-universities-301132889.html>
- Facilitated the awarding of IBM Masters Fellowships to 3 SUBR students totaling \$48,000. SU received more fellowships than any other HBCU.
https://www.research.ibm.com/university/awards/masters_fellowship_awardees.html

COURSES AND LECTURES TAUGHT/PRESENTED

Adjunct Professor, Principles of Management (Undergraduate).

Southern University Baton Rouge – College of Business (2021 – Present)

- Taught Principles of Management with focus on industry applications and technology

Adjunct Professor, Internet of Things (Undergraduate).

Southern University Baton Rouge – College of Business (2021 – Present)

- Taught IBM Internet of Things (IoT) course including lectures, hands-on labs and workshops. Digital credential available for students who completed the above and passed final examination.
- Added digital credentialing in Design Thinking, Data Science and Big Foundations to Fall 2020 and Spring 2021 Courses

Adjunct Professor, Production Management (Undergraduate).

Southern University Baton Rouge – College of Business (2020 – Present)

- Taught Production/Operations Management with focus on industry application and supply chain management.
- Provided an engaging, experiential, and action-based learning environment to encourage student success
- Added digital credentialing in Design Thinking, Data Science and Big Foundations to Fall 2020 and Spring 2021 Courses

Adjunct Professor, Data Science (Undergraduate).

Southern University Baton Rouge – College of Business (2021 – Present)

- Taught IBM Data Science course including lectures, hands-on labs and workshops. Digital credential available for students who completed the above and passed final examination.
- Added digital credentialing in Design Thinking, Data Science for Business and Big Data Foundations to Fall 2020 and Spring 2021 Courses

Director, SU System IBM Skills Academy Boot Camp (Undergraduate and Graduate Participants).

Southern University System (2020, December)

- Camp Academic Director for SUS Boot camp with over 80 registrants and 50 completers.
- Taught Artificial Intelligence (AI) with a 100% examination pass rate for digital credential (90% on first attempt)
- Awarded Design Thinking, Design Essentials for AI, Data Science and Big Data Foundations' digital credentials to class participants after completion of course requirements.

Teach the Teacher (T3) Trainer, IBM Skills Academy Boot Camp (Faculty and Staff).

Southern University System (2020, December)

- Trained nine SUBR and SUNO faculty and staff on IBM Skills Academy offerings for one week in preparation for 2 week SU System Boot camp.
- Trained faculty in delivery of Artificial Intelligence (AI), Data Science, Design Thinking, Internet of Things Lectures, Hands-on workshops and labs.

Instructor, SUBR College of Business University Center for Economic and Entrepreneurial Development.

Business and Entrepreneurship Advancement Program (BEAP) – Undergraduate, Graduate and Adult Learners. (2021, June – July)

- Created 'Technology for Entrepreneurs' course titled 'What the TECH is going on?' for BEAP initiative (Week 6, Session 11 and 12). https://www.canva.com/design/DAEkY00r360/XeO8167jyjnhv3Vpu7ebA/view?utm_content=DAEkY00r360&utm_campaign=designshare&utm_medium=link&utm_source=publishpresent
- Introduced and awarded IBM Design Thinking digital credentials to class participants.
- Introduced additional learning platforms including Skillsbuild, Hubspot Academy and Grow with Google, Coursera to further engagement certification and micro credential attainment.

Instructor, Management Information Systems (Undergraduate and Graduate)**Southern University Baton Rouge – College of Business; 2021 – Present**

- Taught Management Information Systems to various faculty and staff over the summer of 2021. Courses will continue in the fall of 2021 and spring of 2022. Digital credentials in Design Thinking awarded to participants.

Lecturer, Tax and Nonprofit Status Workshops (Graduate and Adult Learners).**Southern University System (2021, January – May)**

- Developed course on Tax and Nonprofit status attainment/maintenance for graduates.
- Provided consulting that helped participants incorporate and secure nonprofit status.

Lecturer, Enterprise Design Thinking.**Southern University, Leroy Roquemore Computer Science Symposium. (March, 2021)**

- Coached Faculty and students on ways to access and complete the IBM Enterprise Design Thinking. Badges/micro certifications were awarded upon course completion.

Lecturer, IBM Global University Programs.**Southern University at New Orleans College of Business and Information Systems Convocation (2021, March).**

- Introduced IBM Global University Programs to faculty, staff and students in the college. Demonstrated how to access lectures, courses, technology assets on the platform for ongoing support and usage. This included badges/micro certifications and software.

Lecturer, IBM Global University Programs.**Southern University at Shreveport (2021, April)**

- Introduced IBM Global University Programs to faculty and staff at Southern University – Shreveport. Conducted workshop on the lectures, courses, technology assets on the platform for ongoing support and usage. This included badges/micro certifications and access to software tools of relevance to the existing curriculum.

GRANTS, ACADEMIC AND UNIVERSITY SYSTEM AWARDS

- Minority Business Development Center. Southern University System (led by the Southern University Law Center). Co-Principal Investigator (Co-PI). 5 Year Grant totaling \$1,875,000 (\$375,000 per year). Summer 2021 – 2026
- Cyber-Tip Grant from the Cybersecurity Education Management Council (CEMC) Fund. Southern University System. Co-Principal Investigator (Co-PI) Awarded in spring 2021 totaling \$205,519. Spring 2021.
- Key contributor to Southern University's Metamucil HBCU Challenge 1st place finishes in 2019 and 2021. These awards were based on SU System stakeholder registrations and totaled \$10,000 per year (\$20,000 total for both years). <https://www.youtube.com/watch?v=ZNPLDnb0iEU>
- Key contributor in Southern University – Baton Rouge's Top 3 finishes in the Home Depot Retool Your School contest. 2019 award was \$30,000. 2020 award was \$50,000. 2021 award was \$40,000 (totaling \$120,000). The awards were used at the SUBR Cade library and to place student collaboration stations on the Bluff and around Lake Kernan. <https://corporate.homedepot.com/newsroom/retool-your-school-2021-winners>
- Key contributor to Southern University – Shreveport's Top 10 finish in the Home Depot Retool Your School contest in 2021. The award was \$20,000. (See link above).
- IBM Academic Initiative. Southern University System. IBM – SU System Single Point of Contact. 1 Year Award totaling \$15,744,000. 2020 – 2021

REFEREED JOURNAL, BOOK & INDUSTRY MAGAZINE PUBLICATIONS

- Warren, D.V. (2017). Cloud-based business services innovation: A risk management model. International Journal of Information Management Volume 37, Issue 6, December 2017, pages 639-649:
<https://isiarticles.com/bundles/Article/pre/pdf/83187.pdf>
- Warren, D.V. (2019). Digital Member Network Implementation and Coproduction: An Investigation of an Alumni Association Network. Over 125 downloads; 306 abstract view and 642 social media shares, likes and comments.
https://scholarworks.gsu.edu/bus_admin_diss/119/
- Warren, D.V. (2021). Expert Author. The HBCU Experience: Southern University Edition, 2021.
<https://www.theHBCUexperiencemovement.com/the-HBCU-experience-the-southern-university-system-edition/>
- Warren, D.V. (2020, 2017 Editions). Editor. Introductory Book Section. Southern University Alumni Federation Directory
- Warren, D. V. (2022). Editor. Southern University Alumni Oral History Project (In Process)
- Warren, D.V. (2003) IBM on Demand Thinking Ad Series. CIO Magazine, Forbes Magazine, Time Magazine, Business Week Magazine Wall Street Journal.
https://books.google.com/books?id=rAkAAAAAMBAJ&pg=PA20&lpg=PA20&dq=Derrick+Warren++IBM&source=bl&ots=2C03dHHiHu&sig=ACfU3U2Ela72UsEwXcrTkkBCYN2_6WihA&hl=en&sa=X&ved=2ahUKewiwiaDzyuvxAhVfAp0JHdXrBg406AEwEnoECBE0Aw#v=onepage&q=Derrick%20Warren%20-%20IBM&f=false
- Warren, D.V. (2005) Consulting for Engineers. National Society of Black Engineers (NSBE).
<https://www.google.com/books/edition/NSBE/4khQAAAAAYAAJ?hl=en&gbpv=1&bsq=Derrick+Warren++IBM&dq=Derrick+Warren++IBM&printsec=frontcover>

HONORS, AWARDS AND PROFESSIONAL AFFILIATIONS

- National Alumni Director of the Year (2018, September). National Black College Alumni Hall of Fame (NBCHOF).
https://www.southerndigest.com/article_47918c72-c07d-11e8-8760-b34c705f1a31.html
- President's Award. 2018, 2019. Southern University Alumni Federation
- Distinguished Service Award. (2018, MARCH). Southern University Alumni Federation. Lafayette, Chapter. Lafayette, La.
- Excellence in Leadership Award. 2017. The Home Chapter of Southern University Alumni Federation
- Jaguar Foundation of Atlanta 'Man of the Year – Technology'. (2014, August). Commerce Club, Atlanta, Ga.
- Lifetime Professional and Public Service Achievement Award. IRFR. (2019, July). New Orleans, La.
- IBM Golden Circle (Top Company Award). 2004
- IBM Hundred Percent Club
- National Society of Black Engineers Recognition (2005). Region III Regional Conference. Atlanta
- Commencement Speaker, Southern University at Baton Rouge. Fall 2011. Baton Rouge, La.
- Southern University Human Jukebox Association, Life Member
- National, Regional, State and Chapter Brother of the Year. (1981-82). Alpha Phi Alpha Fraternity, Inc. (National award presented at the Los Angeles National Convention.
- Southern University Alumni Federation, Life Member and Diamond Life Donor
- Kappa Kappa Psi Band Honorary Fraternity
- Kappa Phi Kappa Honorary Education Fraternity
- John G. Lewis Masonic Lodge
- Student Government Association (SGA) President. Southern University – Baton Rouge
- SGA Junior Class President – Southern University – Baton Rouge
- HBCU Executive Order Initial Signing. Invited To The White House By President Ronald Reagan.

RESEARCH INTERESTS

- Alumni Engagement and Satisfaction
- Information Technology Adoption and Coproduction
- Education Pedagogy Innovation
- Data Science and Analytics
- Cybersecurity for Business
- Technology Pedagogy for Nontechnical learners
- Artificial Intelligence, Machine Learning and Deep Learning
- Entrepreneurship
- Technology for Business Majors and Owners
- Student recruitment, retention and reclamation

CONFERENCE PAPERS, HEARINGS AND INVITED PRESENTATIONS

- Warren, D. V. (2022). Editor. *Southern University Alumni Oral History Project (In Process)*
- Warren, D.V. (2021, June). Southern University System – *IBM Academic Initiative Lessons Learned* (June 2021). Invited Speaker. – IBM Global University Relations Monthly Call - Naguib Attia – Vice President and Host.
- Warren, D.V. (2021, June). 'A Year in Review'. Speaker. Southern University Alumni Federation – Virtual Leadership Summit.
- Warren, D.V. (2021, June). 'Why Southern University? Why Not?' Invited Speaker. Southern University Alumni Federation – Houston Chapter Scholarship Event.
- Warren, D.V. (May, 2021). Expert Author. *The HBCU Experience: Southern University Edition, 2021*. <https://www.thehbcuexperiencemovement.com/the-hbcu-experience-the-southern-university-system-edition/>
- Warren, D.V. (2021 April) Southern University College of Business Strategic Planning Session. *MBA Strategic and Tactical Plan Presentation*.
- Warren, D.V. (2021, 22nd and 23rd of March). *Digital Credentialing*. Invited Speaker. Southern University – New Orleans Virtual College of Business Assembly and Town Hall.
- Warren, D.V. (2021, March). 'Why Southern University? Why Not? Digital Credentialing'. Invited Speaker. California Community College Recruiting Series.
- Warren, D.V. (2021, March). *BSTEAM: Business.Science.Technology.Engineering.Agriculture/Art.Math*: Bridging the technology divide with engaged scholarship and corporate partnerships. Leroy Roquemore Symposium.
- Warren, D.V. (2021, March). 'IBM Academic Initiative'. Invited Speaker. SU at Shreveport Academic Affairs Meeting.
- Warren, D.V. (2021, January). 'IBM Academic Initiative: Digital Credentialing'. Invited Speaker. Southern University College of Business Faculty Convocation
- Warren, D.V. (2020, 2017 Editions). Editor. *Introductory Book Section*. Southern University Alumni Federation Directory
- Warren, D.V. (2020, November). 'Senior Talk with Clara Hubbard'. Radio Interview and Invited Panelist
- Warren, D.V. (2020, October). *International Communications and Cultural Dynamics: Jack Talks with Jamie Humphries @ SFASU, Texas A&M – Stephen F. Austin University*
- Warren, D.V. (2020, September). Congressional Black Caucus Foundation Panel Discussion. *Now is Our Time Financing Our Future: How HBCU Investment Spurs America's Greatness*. Replay <https://www.youtube.com/watch?v=-ehFMN100kc&t=942s>
- Warren, D. V. (2020, September). 'The Importance of Historically Black Colleges and Universities'. Department of Labor, Health and Human Services Committee Hearings. Washington, DC. https://www.google.com/books/edition/Departments_of_Labor_Health_and_Human_Se/3Ab9LFCUTIkC?hl=en&gbpv=1&dq=Derrick+Warren+-+IBM&pg=PA715&printsec=frontcover
- Warren, D.V. (2020 23 September). IBM Black Community Town Hall Keynote: *Giving Back Through IBM Global University Programs*. Zoom Video Conference

- Warren, D.V. (2020 21 September). Congressional Black Caucus Foundation: White House Initiative on HBCUs Panel: *IBM Education and Industry Impact*.
- Warren, D.V. (2020, November). *'IBM and SJM Holdings: Playing to Win with Next Best Actions'*. (2014, July). Macau, China
- Warren, D.V. (2020, November). *'Capstone Reviewer'*. Southern University Law Center
- Warren, D.V. (2020, November). *'HP Business Challenge Reviewer'*. Southern University Law Center
- Warren, D.V. (2020, August). *'IBM Academic Initiative'*. Invited Speaker. DXC Team Meeting
- Warren, D.V. (2020, August). *'IBM Academic Initiative'*. Invited Speaker. SU Law Center
- Warren, D.V. (2020, August). *'IBM Academic Initiative'*. Invited Speaker. SU Ag Center
- Warren, D.V. (2019, September). *'Back To School Scholarship Program'*. Bastrop, La.
- Warren, D.V. (2016, September). *'Cloud Based Business Services Innovation: A Risk Model'*. Engaged Management Symposium. Paris Dauphine University, Paris France. <https://executive-doctorate.dauphine.fr/details-dune-actualite/article/6e-conference-internationale-engaged-management-scholarship-ems.html>
- Warren, D.V. (2017, March). *'Southern University Founder's Day Luncheon'*. Invited Speaker. SUAF Lafayette Chapter. Lafayette, La.
- Warren, D.V. (2014, September) *'IBM and Galaxy: Playing to Win'*. Galaxy Headquarters. Macau, China
- Warren, D.V. (2014, July). *'Global Technology Services – Offering Management Development Transformation'*. Huawei Global Headquarters. Shenzhen, Peoples Republic of China.
- Warren, D.V. (2014, July) *'IBM Customer Experience Lab: An Introduction'*. IBM – SJM Client Meeting. Hong Kong, China.
- Warren, D.V. (2014, July) *'SJM Macau Customer Journey Map'*. Sociedade de Jogos de Macau, S.A. (SJM) Headquarters. Hong Kong, China; Macau, China
- Warren, D.V. Mikael Edhom; Dr. Sourav Dutta. (2014, May) *'Information Communications Technology (ICT) Trends': Point of View: Ubiquitous Connectivity*. Huawei Global Headquarters. Shenzhen, Peoples Republic of China.
- Warren, D.V. (2013, December). *'Integrated Product Delivery (IPD) Post Assessment'*. Huawei Global Headquarters, Shenzhen, Peoples Republic of China
- Warren, D.V. (2013, February). *'IBM Global Delivery'*. Huawei Global Headquarters, Shenzhen, Peoples Republic of China
- Warren, D.V. (2012, October). *'Project Orion Global Governance and Compliance: A Model Discussion'*. Astellas Headquarters. Chicago, Illinois.
- Warren, D.V. (2012, October). *'Life Sciences Imperatives Conversation'*. IBM- Astellas Meeting Astellas Headquarters. Chicago, Illinois.
- Warren, D.V. (2012, October). *'IBM – Astellas Innovation Discovery and Final Presentations'*. Astellas European Headquarters. London, England.
- Warren, D.V. (2012, September). *'IBM – Astellas Overview and Asia Pacific Governance Presentation'*. Astellas Japan Headquarters. Tokyo, Japan.
- Warren, D.V. (2011, September) *'IBM Managed Storage Solutions'*: Dow Chemical Headquarters. Midland, Michigan.
- Warren, D.V. (2011, July). *'Let's Build a Smarter Planet'*. USF EMBA Grand Challenge. University of South Florida Executive MBA Monthly Lecture Series. Tampa, Florida.
- Warren, D.V. (2011, June). *'Platform Infrastructure Delivery Optimization'*. Global Technology Services Dow Chemical Headquarters. Midland, Michigan.
- Warren, D.V. (2011, May) *'IBM@Dow Infrastructure Delivery Optimization'*: Dow Chemical Headquarters. Midland, Michigan.
- Warren, D.V. (2011, March) *'IBM Client Financial and Innovation Models'*: Dow Chemical Headquarters. Midland, Michigan.
- Warren, D.V. (2010, September). *'Sales Solution and Value Transformation (SSVT) Model'*. Global Technology Services North America IOT, Quarterly Managers IOT Meeting.
- Warren, D.V. (2010, May). *'Increasing Value, Effectiveness and Efficiency'*. Global Technology Services North America IOT, Quarterly Managers IOT Meeting.
- Warren, D.V. (2010, January). *'MTN Group and MTN Nigeria 2010 Framework'*. Mobile Telephone Networks (MTN) Briefing. Sandton, South Africa

- Warren, D.V. (2009, September). *'IBM@MTN Executive Company Board Presentation'*. Mobile Telephone Networks (MTN) Briefing. Sandton, South Africa
- Warren, D.V. (2009, August). *'MTN Group Delivery Readiness'*. Mobile Telephone Networks (MTN) Briefing. Sandton, South Africa
- Warren, D.V. (2009, August). *'MTN Nigeria Delivery Readiness'*. Mobile Telephone Networks (MTN) Briefing. Lagos, Nigeria
- Warren, D.V. (2009, June). *'Roles and responsibilities: BIL-BAM-SDM-BLI-BDM'*. Mobile Telephone Networks (MTN) Briefing. Sandton, South Africa
- Warren, D.V. (2009, March). *'IBM@MTN Stakeholder Mapping and Value Creation'*. Mobile Telephone Networks (MTN) Briefing. Sandton, South Africa
- Warren, D.V. (2006, September) *'Critical Factors in the Strategic Development of Project Management'*. International Project Management Forum. Hong Kong, China.
- Warren, D.V. (2006, June) *'IBM Asia Pacific: Project Executive Competency'*: Seoul, South Korea.
- Warren, D.V. (2006, June) *'IBM Asia Pacific: Project Executive Competency, a Strategic Management Approach'*. IBM South Korea Client Innovation Forum: JeJu Island, South Korea.
- Warren, D.V. (2006, December) *'IBM Asia Pacific: Project Executive Competency, A Strategic Management Approach'*. IBM Taiwan Executive Conference. Taipei, Taiwan.

BOARDS, COUNCILS AND COMMITTEES

- Southern University – Baton Rouge Graduate Faculty Council. Chair, Strategic Planning and Governance Committee. Spring 2021 - Present
- Southern University College of Business MBA Advisory Board (2021 - Present)
- Southern University College of Business Advisory Council (2021 - Present)
- Southern University 'Don't Wait, Vaccinate' Committee (2021)
- HBCU Quantum Coalition – SUS Member (2020 - Present)
- SU Coronavirus Taskforce (2020 - Present)
- South Big Data Hub's Education and Workforce Working Group (2020 - Present); Georgia Tech
- IBM Louisiana Stakeholder Working Group (2019 - Present)
- Doctor of Nursing Practice (DNP) Advisory Committee (2020 - Present)
- Southern University Alumni Tech Team - 2018 - Present
- Scotlandville Advisory Committee - 2018 - Present
- Southern University Alumni Federation Executive Board (2016 - Present)
- Southern University Alumni Federation Executive Council (2016 - Present)
- Southern University System Foundation Board (2016 - Present)
- Southern University Homecoming Committee (2016 - Present)
- Southern University Graduation Committee (2016 - Present)
- Southern University Spring fest Committee (2016 - Present)
- Southern University Founder's Day Committee (2016 - Present)
- Southern University Bayou Classic Committee (2016 - Present)
- Southern University SU Day at the Capitol (2016 - Present)
- Southern University HBCU Day at the Capitol (2019 - Present)
- Southern University Vice Chancellor of Student Affairs Search Committee (2018)
- Southern University 'SU Votes' Committee (2016 - Present)
- The Leading Niche Board of Directors (2016 - 2017)
- Thurgood Marshall Scholarship Fund Technology Committee - (2003 - 2006)
- IBM Technology Leadership Team (2000 - 2015)
- Southern University System Foundation 1880 Society Founding Member (2014 - Present)

PROFESSIONAL SUMMARY

Large, Complex Program Leadership

Analytics Advocate

Educational Excellence

Technology Transformation

Engaged Scholarship Enthusiast, Blockchain and Cryptography Advocate, Business, Science, Technology, Engineering and Math (STEM) Evangelist, Corporate and Alumni Relations Ambassador, Business Researcher, IT Consulting Partner, Account Executive having led teams across Africa, America, Asia Pacific and Europe. Skilled in executing creative solutions that make the “complex, simple” across technical and cultural dimensions. Additional Competencies include:

- Data Science & Analytics
 - Business Research
 - Blockchain
 - Cybersecurity
 - Artificial Intelligence
 - Design Thinking
 - The Internet of Things (IoT)
 - Financial Planning
 - Delivery Excellence
 - Business Optimization
- Client Satisfaction
 - Stakeholder Management
 - Integrated Product Development
 - Cloud Sales and Solutions
 - Large Account Leadership
 - Organizational Change Management
 - Strategic Governance
 - Technology Trends and Implementation

VALUE ADDED ACHIEVEMENTS AND PROFESSIONAL EXPERIENCE:

Interim Associate Dean and MBA Director – Southern University College of Business – Southern University System – BATON ROUGE, LOUISIANA: 2/2021 – Present

As Interim Associate Dean and MBA Director, I collaborate with faculty, staff, students and administration to advance the college of business and specifically the MBA Program at Southern University Baton Rouge.

- As IBM Single Point of Contact, led the training efforts of 25 Faculty and over 500 students resulting digital credentials and micro-certifications in Artificial Intelligence, Blockchain, Cloud Computing, Cybersecurity, Data Science, Design Thinking, Internet of Things and Quantum Computing
- Helped secure \$15,744,000 in technology assets including SPSS Modeler, iLog Optimizer and i2 Analytics across the Southern University System. These tools are key for student and faculty research and analytics training.
- Worked with faculty and students in capturing 3 IBM HBCU Masters Fellowship Awards totaling \$48,000.
- Coach Interdisciplinary Team of SU students to a 3rd place finish in the NBA TMCF ‘Innovate the Future’ Challenge – 2021
- Co-Principal on CEMC Fund Grant (Cybersecurity) that received \$205,519. This grant will help deliver Cybersecurity education to SU student and underserved communities.

Executive Director – Southern University Alumni Federation (SUAF) and Director of Alumni Affairs (SUAA) – Southern University System – BATON ROUGE, SHREVEPORT and NEW ORLEANS, LOUISIANA: 7/2016 – Present

In the dual role of Director of Alumni Affairs and Executive Director of the SUAF, I drive alumni engagement, strengthen relationships, modernize current operational platforms and create lifelong supporters of the Southern University System.

<https://thedrumnewspaper.info/meet-derrick-warren-the-new-suaf-executive-director/>

- Implemented Association Management System which included new website functionality, app, and career services center and education partnership. Key outcome was membership growth of over 75%.
- Program Managed Alumni House Renovation and House Technology Updates. Fall - spring 2017 - 2018 (\$100,000 Project).
- Published 2 Alumni Directories (2016 and 2020); SU Oral History Project in Progress
- Part of Team that Created SU 40 under Forty Awards recognizing high achieving alumni from around the world. Three Cohorts currently announced. 2018 - 2021.
- Led the resolution of 16 year tax liability (2005 - 2021) resulting in the mitigation of over \$46,000 in tax debt and removal of liens. Put in place Accounting Software (QuickBooks), retained Tax Accountant and Auditor to ensure ongoing future compliance.
- Helped increase SUAF membership by over ~30% and active chapters by over 5% in 5 years as Executive Director
- Reactivated and Re-Branded the SUAF/SUAA Student Alumni Association (The 41 Club)
- Worked with SUAF Executive Board to create new membership campaigns and membership kit
- Redesigned and Relaunched Alumni Magazine in hardcopy and digital format

Chairman - Universal Decentralized Asset Platform (UDAP) Foundation - SINGAPORE: 3/2017 - Present

As Chairman of the UDAP Foundation, I nurture, harvest and grow the community ecosystem in support of the UDAP mission of "Tokenizing Everything". UDAP is a blockchain middleware for non-currency asset lifecycle management. UDAP reduces the cost of building asset oriented applications.

<https://www.udap.io/>

- Established UDAP Foundation Business and Marketing Plan yielding community growth and exposure globally
- Worked with UDAP Founders and Development Team to establish online and social media presence
- Foundation memberships on Facebook, Instagram, Twitter, Telegram, LinkedIn, Twitter, YouTube, Reddit and Medium. Combined communities total thousands of followers
- Secured four Advisers with diverse skills across information technology, business, and crypto and education industries
- Expanded UDAP partnerships and alliances with complementary organizations in North America and Asia

President - Pinnacle Software Solutions - ATLANTA, GEORGIA: 10/2015 - 5/2016

As Pinnacle President, I provided leadership direction and clear sense of purpose to Pinnacle Software existing team, partners and stakeholders while working with the Board on company relevance and future Transformation Programs.

- Worked with Pinnacle Team to position future opportunities and strategies for growth
- Enhanced Pinnacle's culture, vision and key goals through the identification and sharing of leading software firm practices
- Analyzed the existing client base and current contracts to ensure effective operations, delivery, and positive client satisfaction
- Identified and helped establish alliances and partnerships with other organizations

VP & Partner - Strategy and Analytics, Global Business Services (Gbs) - Shenzhen, China: 1/2013 - 2/2015

Strategy and Analytics Engagement Partner providing Integrated Product Development (IPD), Services Transformation, Knowledge Management and Sharing, Program Cost Management, Open Source expertise and leading practices which resulted in bottom line year to year growth and the development of new revenue streams for the client.

- Led team of consultants, subject matter experts and architects in designing and deploying Strategy, Analytics, Services Transformation, Cloud, Social and Open Source engagements

- contributing several million dollars in Client and IBM signings, profit and revenue growth
- Taught and Implemented Leading Practices on Integrated Product Development including design, development, deployment, and optimization; Governance, roles and responsibilities for Integrated Product Development Teams (IPMTs) with strengthened accountability systems put in place; Drove service product enablement at the Global, Regional and Country level
- Educated key client Executives and Leaders on Portfolio, Platform, Pipeline and Market Management leading practices which contributed toward the introduction of new offerings and business growth
- Created Industry Journey Map for Macau Based entertainment companies sharing data analytics and next best action tools that transformed current state into a modernized future state

VP & Senior Global Program Executive – GLOBAL TECHNOLOGY SERVICES (GTS) - NORTH AMERICA/UK/JAPAN and additional worldwide locations: 1/2011 – 12/2012

Led Account Team for Global Industrial Sector client and Life Sciences Engagement providing Network, Platform, Field and Project Services, Service Desk, Workstation/Software Packaging, Voice Optimization and Business Continuity and Resiliency Services

- Improved Client Satisfaction year to year and achieved perfect 10 in company survey
- Negotiated and closed five year \$70M Storage Optimization/Cloud Storage agreement and first Cloud deal within sector valued at approximately \$2M TCV
- Generated over \$33 Million in base growth revenue
- Helped team secure finalist selection and eventual signing of Global Life Sciences client operating across three geographies
- Delivered / Transformed infrastructure and project services resulting in over 16 Million in YTY savings

VP – GTS Strategic Outsourcing (So) Sales – North America: 6/2010 – 12/2010

SO Sales and Sales Solution and Value Transformation (SSVT) leader for IBM GTS North America. Part of globally integrated team responsible for revitalizing our client value proposition, facilitating the Integration of SO and ITS Offering Management as well as enabling more efficient/effective client engagements.

- Contributed to IBM's top line business objectives of revenue and profit by enabling 28 key pilot deal teams; These deals were won or down-selected totaling over \$1.5B of TCV
- Personally, led SSVT Training and Offering Education sessions for over 1000 IBM GTS Sales professionals across the US and Canada ensuring methodology adoption and implementation
- Created and Balanced Scorecard and worked with Client Solution Executives (CSEs), Business Development Executives (BDEs), Project/Delivery Executives, Deal Hub and other support personnel to create reusable assets and components in support of business standardization, simplification and value creation

VP and Senior Global Project Executive (PE) – Johannesburg, South Africa: 3/2009 – 6/2010

Client relationship and account management leader for IBM Infrastructure and Application Maintenance Services for one of Africa's Largest Mobile Telephone Operators with over 100 Million subscribers across Africa and the Middle East.

- Championed operational excellence, delivery effectiveness/efficiency, strong account health, audit/controls compliance, high client satisfaction across the IBM account relationship
- Exceeded Account Revenue target by \$15.8M and drove signings up over 300% YTY (highest in SS Africa)
- Implemented a Billing Center of Excellence and Technical Review Board (TRB) improving accuracy

VP – Client Services and Project Executive Competency – Asia Pacific: 3/2006 – 2/2009

Profit & Loss Leader for Asia Pacific (AP) Strategic Outsourcing (SO) Accounts driving double-digit revenue and profit growth across 16 countries including Australia, Brunei, China, Hong Kong, India, Indonesia, Japan, Korea, Malaysia, New Zealand, Philippines, Singapore, Sri Lanka, Taiwan, Thailand and Vietnam

- Drove positive double digit account revenue, profit and signings growth for nine consecutive quarters with marked improvement in Client Satisfaction across geography
- Mitigated millions in base account erosion through innovation and value add program implementation
- Established PE Competency in geography and increased certifications by 4X

IBM Vice President – Client Services and Project Executive Competency, Asia Pacific, Tokyo, Japan And Shanghai, PRC (2006 - 2009)

Profit & Loss Leader for Asia Pacific Strategic Outsourcing Accounts driving double digit revenue and profit across Asia Pacific region and restoring Japan growth. Also established and led skills development and PE Enablement initiatives across 16 countries including Australia, Brunei, China, Hong Kong, India, Indonesia, Japan, Korea, Malaysia, New Zealand, Philippines, Singapore, Sri Lanka, Taiwan, Thailand and Vietnam.

- Drove positive double digit account revenue growth for 9 consecutive quarters (over 52% YTY)
- Increased Gross Profit margins and market share double digit across Integrated marketing Teams (IMTs)
- Drove higher signings (double digit)
- Marked improvement in Client Satisfaction across geography
- Mitigated millions in base account erosion through innovation and value add program implementation
- Improved Troubled/At-risk Accounts YTY and established management system to prevent reoccurrence
- 4X increase in certifications across the Project Executive competency
- Led Technical Resources Program increasing the number and diversity of technical talent across the region through focused initiatives designed for retention and skill development

IBM Vice President and Global Relationship Partner – Large Distribution Sector Client, Parsippany, NJ/New York, NY (2004 -2006)

Managed, rejuvenated and turned around financially challenged contract from underperforming/negative to overachieving/positive.

- Collaborated with client and IBM Team addressing key Financial Challenges and improved Client Financials from negative \$31 Million to positive \$13 million
- Captured significant new business including a \$50 million TCV Business Continuity and Resiliency Services contract, Multi-million High-End Web Development Deal and Travel Services Contracts
- Improved Client Satisfaction year to year by 1.5 points
- Enhanced Service Delivery in all contract areas thus improving overall tone of account and relationship
- Increased C-Suite references on account from One to Four
- Championed Service Delivery Excellence Initiatives enabling the team to meet or exceed key service level agreements
- Implemented "Spirit" Campaign yielding morale improvements, business impact reduction, employee/client teaming and recognition
- Dramatically improved communications through Monthly Line Management Calls, Client Speaker Series, webcasts, Team Fusion Event and executive interviews across the Project Office, Service Delivery, Finance Teams and client business units; This strengthened the relationship, brought additional clarity around joint alliance objectives and addressed key client pain points.

IBM Senior Project Executive – Large Retail Client, Duluth, Georgia (2001 – 2004)

Delivered innovation, value and rapid growth for client and IBM introducing new services that helped fuel year to year business success.

- Collaborated with client to develop extensive cost takeout strategy netting over \$10 million in YTY savings
- Over achieved financial targets for three consecutive years through base growth and the addition of value added services
- Exceeded 2001, 2002 and 2003 externally administered customer satisfaction objectives receiving client evaluated perfect “10” ratings each year
- Leveraged industry knowledge and helped client establish Merchandising and Advertising Initiatives using IBM Research, Business Partners and Institute for Business Value
- Ensured client audit readiness by achieving an “A” rating (highest) on Internal and External Audits
- Developed client Alliance (Set/Met) objectives which focused on stability , high availability and innovative solution delivery
- Established Architecture Leadership Committee which created a “One Team” View of the client enterprise
- Secured client’s commitment to serve as one of the IBM Strategy and Change Organizations’ first retail Business Value Alliance members
- Championed Service Delivery Excellence Initiatives exceeding all service level agreements
- Created concept for and implementation of IBM Client Project Dashboard which allows for accurate tracking and status reporting of key projects and proposals for Sr. Executives and CIO
- Led IBM/client operations through three of its most stable IT holiday periods in company history.

IBM Director – e-BUSINESS – SERVICE DELIVERY CENTER – WEST, Boulder, Colorado (2000 – 2001)

Thought leader for e-business team delivering Universal Server Farm (USF) management, architecture, account management, transition, middleware integration, help desk, database, networking services to Fortune 500 companies in Boulder, CO, Columbus, OH, San Paolo, Brazil, Mexico City, Mexico, and Buenos Ares, Argentina.

- Drove 300% YTY customer account growth., 400% YTY server growth, and 900% YTY URL growth
- Led team in developing an enhanced 24 by 7 support model yielding improved site mean time to recover
- Facilitated major switch transition and related hardware/software upgrades significantly enhancing USF infrastructure, heightening availability, reliability, and serviceability
- Created numerous “Best Practices Initiatives” for IBM and clients that refocused new services and contributed to business growth and effectiveness
- Ensured Service level attainment across enterprise with many accounts experiencing 100% availability
- Established an SDC-West Speed Team reducing cost, cycle time, and improved quality of service

Various Project Executive, Management and Leadership Roles – Columbus, OH, Washington, DC, Lexington, KY, Sterling Forest, NY, Somers, NY, Tampa, FL (1983 – 1999)

Proven innovative Leader with the ability to drive growth, lead transformation, develop new business and translate ideas into results

- Led talented and diverse team of e-business professionals in stabilizing, upgrading, migrating and relaunching site in preparation for holiday season. This included building new systems/network facilities and expanding existing facilities with new technology
- Results yielded 4X improvement in hits, visits, page views, as well as a 2X improvement in conversion rates. Online store revenues increased 5X (500%) while still exceeding SLA objectives
- Implemented client solution ahead of schedule (implemented in 12 days). Once launched, site remained 100% available.

- Established Project Office, led Contract Initiation and Financial Transition for large Financial Services client
- Set invoice methodology and developed tracking vehicle to manage contract deliverables status
- Transitioned key Mainframe and Distributed SMC disciplines (Change, Problem, Backup/Recovery, Operations, Request for Service)
- Created client Balanced Scorecard which was reviewed monthly with key customer executives
- Led successful transition of multi-million dollar Bank mainframe, network operations, midrange, help desk, and other key business services contract from national services vendor to IBM Global Services – South
- Authored Remote Print Request for Proposal (RFP) resulting in key contract signing
- Analyzed, reviewed, and created print recommendations for bank (which were accepted).
- Developed overall disaster recovery plan and led successful 48-hour disaster recovery exercise restoring mainframe systems, establishing network connectivity, and testing critical applications.
- Worked directly with client application development teams to implement new software products and upgrade existing products, systems, and applications in support of Year 2000 activities.
- Managed team of over 120 application development professionals in delivery of state of the art solutions utilizing object-oriented, client/server, Java, Internet, web and host-based technologies. Solutions developed in support of IBM's Year 2000 National Practice, Consulting Practices and services offerings.
- Delivered over \$14 million dollars in cost savings to IBM through creative development initiatives
- Increased patent registrations in the areas of year 2000 services and debugger development. Reduced expense exposures year to year by over half a million dollars.
- Business Recovery Services Customer Support and Delivery Manager implementing planning and recovery services for over 3000 customers spanning all industries.
- Effective and efficient management and support of hardware/software assets totaling over \$120,000,000.
- Increased recovery service delivery customer satisfaction to an industry high rating of over 95% NSI.
- Successfully recovered customers impacted by Hurricanes Luis, Opal, Emily, Andrew, the Midwest floods, and the 1994 LA earthquake.
- Increased department morale index by 44 points from a rating of 56 to 100 (the highest in the corporation)
- Implemented Service Delivery Cost Reduction Program that resulted in over \$2,100,000 in savings.
- Assisted in announcement and roll-out of Networking Services headquarters relocation from US to England
- Implemented IS Services Platform across all IBM Information Network processors and Rolm Systems.
- Led implementation into US of MVS/Application System and VM/Application from England.

PROFESSIONAL REFERENCES

Lauren States

Fellow, Executive-in-Residence
Harvard University
+1(914)993-5035 | laurenstates@icloud.com

Relationship

Technical Leadership Team and Cloud Business Colleague at IBM Corporation from 2004 through 2015

Kenneth R. Davis

President
Jaguar Foundation of Atlanta
+1(678)428-0828 | kendavis@goodsuccesscompany.com

Relationship

Jaguar Foundation – 2012 – Present; Advisory Board Member of Jaguar Foundation of Atlanta from 2015 through Present

Colleen Rafferty

General Manager, IBM Global IT (Retired)
IBM Global Technology Services
+1(949)302-8232 | colleenraff@gmail.com

Relationship

Vice President, Asia Pacific Client Services under Colleen at IBM from 2006 through 2009; Project Executive under Colleen from 2001 through 2005

Kenn Turner

Director, Diversity & Inclusion/Compliance
Massachusetts Port Authority
+1(617)568-3142 | kturner@massport.com

Relationship

Southern University (Band and Alumni); Various Business and Professional Projects from 1978 through present

Michael Adams

Attorney
Decuir, Clark and Adams
+1(225)405-1997 | michael@decuirlaw.com

Relationship

Southern University Alumni; SU SGA Leadership Council from 2012 through present

LINKEDIN REFERENCES at <https://www.linkedin.com/in/dvwarren/>



Paul D. Perry

Lead Project Manager at Verizon Business

June 29, 2016, Paul D. worked with Dr. Derrick V. in different groups

Derrick Warren is a highly respected IBM Vice President and Executive Manager that is very knowledgeable, articulate and well known worldwide. I respect his leadership, mannerism and passion to resolve difficult situations professionally. Derrick was a Key Speaker on several of our worldwide Technical Leadership Exchange Conferences. His sessions consistently received very high ratings from the global community year after year. As a Certified Project Manager Board member, Derrick was very thorough with his interview techniques for potential PM candidates. He ascertained their skills and knowledge to determine if they truly were certifiable to become an IBM Certified Project Manager. Thank you Derrick for setting an extraordinary example of how to become a successful Leader, Executive and Project Manager.



Thomas Hannah

Director, Customer Services Executive at Fujitsu America

May 4, 2016, Thomas reported directly to Dr. Derrick V.

Derrick Warren is a profoundly talented IT executive with extensive international experience on large customer engagements. I worked with Derrick on a global IT outsourcing engagement with a large chemical company. He navigated through complex client negotiations in order to achieve significant cost savings while simultaneously securing several multi-million dollar scope expansions. Derrick also effectively recruited, organized, and coached the account leadership team to exceed targets for revenue, profit, and customer satisfaction. He is well versed in technology and business trends, and he uses his knowledge to continually drive value for his customers. Derrick is an asset to any organization that is fortunate enough to work with him!



Debra Miller

Marketing Consultant at nClouds

April 19, 2016, Debra worked with Dr. Derrick V. in different groups

Derrick did a phenomenal job as Program Manager of this large US retailer, which earned him sales awards and also contributed to his promotion to Vice President. He was able to expand IBM's business at this retailer by focusing on the client's business imperatives, and how IBM could help address those imperatives. He would be an asset to any group or company who values his leadership and strategic approach.



Luis R. Hernandez

Retired

May 23, 2012, Luis R. reported directly to Dr. Derrick V.

Derrick is very creative and forward looking executive that looks at the entire picture, people, strategy and operations. Derrick is a pleasure to work with because of his energy and genuine interest to help you succeed.

LINKEDIN REFERENCES at <https://www.linkedin.com/in/dvwarren/>



Edward Bracken, MBA, PMP

IBM Services Sales Leader for RedHat Acquisition at IBM

May 7, 2012, Dr. Derrick V. was senior to Edward but didn't manage directly

Derrick always plays integral part of teams by providing exemplary business judgment and recommendations for the mission at hand. He has extraordinary people skills. He steps up to complex personnel/business issues to solve problems. His customer facing skills are very strong. He has managed employees and lead accounts in technical and business environments. He is self-motivated and consistently demonstrates that he is a team player that shows positive results. As I worked with Derrick, you could see that he genuinely cared for the people around him. I would strongly recommend him.



Walter Gunter (he/him/his)

Head of Finance Talent Strategy at CVS Health

May 4, 2012, Dr. Derrick V. was senior to Walter but didn't manage directly

Derrick has been a transformational leader in our business. In my prior experience with him, he came into a difficult customer situation and was able to provide stability and greatly improve the relationship. He was also key in resolving a series of issues that were hindering our business performance. In short, Derrick's combination of high-value soft skills and operational leadership make him a highly valued sales leader.



Seane Shaw

Creating unique and exceptional buying experiences around the world!

Intercontinental Hotel Group

May 3, 2012, Seane worked with Dr. Derrick V. in different groups

I've had the pleasure of knowing Derrick for more than 10yrs as a friend and mentor. Derrick's leadership style, expertise and enthusiasm that he brings to the business is what makes him successful. He's an effective communicator and knows how to bring value to the client. His work ethic and dedication is his mantra! As a testament to that; I've seen Derrick grow over the years and make substantial contributions to IBM the corporation and I'm excited to see what's next!



Greg Beneteau

IBM Healthcare Technical Leader — Cerner

May 1, 2012, Greg worked with Dr. Derrick V. in different groups

I've been impressed with Derrick since meeting him when he was the Project Executive with Federated Systems Group (now Macy's) — anyone who has worked in retail understands the challenging client environment that he thrived in! Worked directly with Derrick in one of his latest roles (Vice President, IBM Global Technology Services, Strategic Outsourcing Sales — North America) — he inspires the people he works with and applies his considerable multi-disciplined expertise to move the needle. Thinks strategically, with a good ear for the "voice of the customer", and understands how to communicate that to the rest of the company.

WARREN'S WORK AND WISDOM

Global Impact: TedxScotlandville



Civic Duties



IBM On demand Thinker International Campaign




Derrick Warren, IBM website.com, IBM retail industry

Hungry frogs and variable costs.

Rana clamitans. The common green frog? Or on demand business case study? In a single summer, this three-inch carnivora devours almost 10,000 flies. It's his opportunity. His seasonal spike. And he jumps on it.

Odds are, you could use a little amphibious instinct. That ability to quickly leap out of hibernation and into your high season. Or to adjust to a change in supply or demand. Or customer preference. Or a new trend. Day to day, opportunities change. Needs vary. So should your business.

You don't want to pay year-round for resources you need only during the rush. Paying for what you need only when you need it is on demand business. And it goes way beyond IT. It's about viewing every bit of your cost structure as potentially variable. Potentially more efficient.

The frog knows: When the flies are out, chase flies. When they aren't, don't.

On demand business starts with on demand thinking.

We have 180,000 experts who can help you make your business more variable. With the business expertise to see possibilities and the IT capabilities to deliver on them, IBM can bring more flexibility to your business, your technology and your culture. On demand business. Get there with on demand people. Call 800 IBM 7080 (ask for thinking) or visit ibm.com/services/thinking.

Can you see it?

WARREN'S WORK AND WISDOM

Jaguar Foundation Man of the Year Award



National Alumni Director of the Year



Southern University Commencement Speaker



Personal Journey: HBCU Experience



Universal Decentralized Asset Protocol (UDAP) Chairman



IBM Annual Report with former IBM CEO Ginny Rometty



IBM - SU System In-Kind
Award Presentation



Philanthropy



Derrick Warren
Director
SU Alumni Affairs

Warren's Words of Wisdom

By Derrick V. Warren, Director of Alumni Affairs – SUBR '82 Computer Science

Since graduating from my beloved Southern University over 35 years ago and spending time working for Fortune 500 IBM as a Vice President, I've learned and experienced a few valuable revelations. Captured here are Ten Tenets of wisdom and advice from an SUS alumnus.

- 1. Be a Problem Solver.** Don't simply point out problems, recommend a solution. Also learn how to work through differences with people. Conflict is inevitable. Embrace it and learn how to settle, negotiate and talk through disagreements without violence. Disagree without being disagreeable.
- 2. Have Fun, but focus on the main thing.** The main thing is you and your education. Be disciplined, persistent, and passionate and prayerful. In fact, PRAY FIRST. You're here to earn a degree. It is okay to have fun and participate in the full college experience, but do not lose focus on graduating, being part of organizations that complement your degree and participating in activities that advance your goals. Prayer will help you stay focused.
- 3. You Are SOUTHERN.** Treat Southern's name and brand as your own. You are Southern! What you do and say is a reflection of Southern. Be very careful what you post on social media as it could impact your life and career. Have a positive attitude in life and on social media. Never post anything that you would not want to see on the front page of the newspaper.
- 4. Have a Plan and Set Short, Intermediate and Long Term Goals.** If you fail to plan, you plan to fail. Think. Plan. Act. Review.
- 5. Don't Give Anyone Permission To Make You Feel Inferior.** Unfortunately, you will meet some people in life who will try to tear you down. Practice self-love, self-care, self-growth and self-confidence. Rebuke and repel anyone who is not constructive in their words and actions toward you. Ensure that you take time for you. This includes meditation, exercise and proactively taking steps that keep both your mind and body healthy.



- 6. Focus on Relationships and Results.** Don't just network, build relationships with people and companies. Build on those relationships through integrity (saying what you will do and doing what you say) as well as executing with valuable results. Live. Love. Learn. Laugh. It sometimes seems as if we have learned to love things and use people. Let's reverse that by loving people and using things.
- 7. Fail Forward.** You will make mistakes. Don't let mistakes deter you from your goals. Use them as learning lessons to propel you forward.
- 8. Be Grateful and Pay It Forward.** You have been a recipient of many gifts. You have also received grace and mercy (grace being unmerited favor and undeserved blessings and mercy being forgiveness for bad things that you have done). Show gratitude to those who have shown you kindness and forgiveness. Show kindness and forgiveness to others as you go through life. This is truly the best way to 'pay it forward' and thank those who gifted you.
- 9. Find a Mentor/Be a Mentor.** In fact, find several diverse mentors. You can never have too many. They serve different purposes and have different skills. Do this as soon as possible. Everyone needs a guide to help them navigate life (personally and Professionally). As previously stated, pay it forward and do the same for someone else. Always remember, "Iron sharpens iron."
- 10. Be better today than yesterday.** This is the essence of growth. Strive to make today a better day than yesterday and tomorrow, better than today. In fact, help everyone around you do the same. This way we all win!

EXCELLENCE Defines Us.

PRIDE Sustains Us.

TRADITION Guides Us.

WE ARE SOUTHERN!

SOUTHERN UNIVERSITY AT NEW ORLEANS

6400 Press Drive

New Orleans, LA 70126

Phone: (504) 286-5311 Fax: (504) 286-5000

www.suno.edu



Office of the Chancellor

November 9, 2021

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

Dear Dr. Belton:

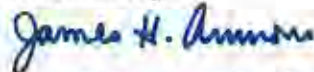
I am pleased to submit the name of Ms. Florence Regine Williams to become the interim Sports Information Director (SID) at Southern University at New Orleans (SUNO). The Sports Information Director's duties are in addition to Ms. Williams' current position as the Director of Communications and Public Relations. I am recommending a \$5,000.00 increase for taking on this additional responsibility. With approval, her annual salary will be \$64,000.00, and her start date will be November 1, 2021. Since the start date is before the November 26th meeting of the Board of Supervisors, I appreciate your willingness and that of Chair Rutledge to approve this appointment and request ratification at the Board's upcoming meeting.

Ms. Williams began working at SUNO in August 2021. During her brief tenure, she has been an asset to the University with her knowledge of communication media, professionalism, and work quality. Before accepting her current position, Ms. Williams worked as the Communications Specialist and Social Media Manager for the Southern University and A&M College System.

Ms. Williams is a team player and is highly respected by her peers for her willingness to assist others and the caliber of work she produces. I am convinced that she has the professional skills to promote and publicize our future student athletes and the athletic programs at SUNO.

Thank you for considering this request and submitting it for ratification at the November 26, 2021 meeting of the Southern University and A&M College System Board of Supervisors.

With kind regards,



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

APPROVED: _____

Dr. Ray L. Belton
President-Chancellor
Southern University and A&M College System

"An Equal Educational Opportunity Institution"

JOB CLASS				
JOB CODE				
CAL ID				

SOUTHERN UNIVERSITY SYSTEM

Personnel Action Form

POSITION NUMBER

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

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

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

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

Profile of Person Recommended

Length of Employment July 1, 2021 To June 30, 2022

Effective Date November 1, 2021

Name Florence R. Williams SSN xxx-xx- Sex Female Race* Black

Position Title: _____ Department: Office of the Chancellor

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

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

Years Experience _____ Southern University Experience _____

Degree(s):	Type/Discipline (BA-Education):	Institution/Location (SU-Baton Rouge):	Year:
	Bachelor of Arts-Mass Communication	Southern University Baton Rouge	2017
	Master of Business Administration	T.S.U. Shreveport	2019

Current Employer Southern University at New Orleans.

Personnel Action

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

Recommended Salary \$59,000.00 Salary Budgeted \$64,000.00

Source of Funds _____

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

Change of: _____

Position _____ From _____ To _____
 Status _____
 Salary Adjustment \$58,000.00 \$64,000.00

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
418900 41310 61002 49000	\$5,000.00
411001 48130 61002 48000	\$58,000.00

*See Reverse Side

Graduate School signature (if, applicable):

Supervisor: _____ Date 11/9/2021
 Dean/Unit Head: _____ Date 11/9/2021
 Vice-Chancellor: _____ Date 11/10/2021
 Director/Personnel: _____ Date _____
 President: _____ Date _____

_____ Date 11/9/2021
 _____ Date 11/10/2021
 _____ Date _____
 _____ Date _____



FLORENCE REGINE WILLIAMS, MBA

COMMUNICATIONS PROFESSIONAL

EDUCATION

Southern University
Baton Rouge
B.A., Mass Communication
Spring 2017

LSU, Shreveport
Master of Business
Administration
Fall 2019

SKILLS

Photography
Filming
Film Editing
Writing/Editing
Social Media
Event Planning
Marketing
Budgeting
Adobe Creative Suite
MS Office Suite
Final Cut Pro
Recruit
HigherEd Instructor

EXPERIENCE

DIRECTOR OF COMMUNICATIONS AND PUBLIC RELATIONS • SOUTHERN UNIVERSITY AT NEW ORLEANS (NEW ORLEANS, LA) AUGUST 2021-PRESENT

- Serves as a primary media contact person and university spokesperson
- Prepares and disseminates pertinent and timely information to the campus and public
- Create and implement integrated, outcomes-based marketing and communications plans across the university
- Guide the development of strategic, coordinated, and cost-effective media, both paid and earned, integrating university communications vehicles and strategies (print, online, social media, media relations, content marketing)
- Ensure accurate, timely, and consistent information across the university's spectrum of communications and achieve marketing, media relations, enrollment, and advancement goals
- Develop/maintain brand standards and engaging communications partners across campus to drive a positive, uniform brand and message
- Establish and maintain marketing metrics, assess outcomes, and adjust strategy as needed, maintaining strong media relationships and providing for the timely release of university information, including that of a sensitive nature
- Ensures all events are planned to capture the attention of the intended audience and the media. Manages the production of each event ensuring all appropriate sponsorships are achieved and all details are managed in a creative, timely and cost-efficient manner
- Ensures the development of advertising and promotional plans and manages the annual advertising and promotional budget

COMMUNICATIONS SPECIALIST AND SOCIAL MEDIA MANAGER • SOUTHERN UNIVERSITY SYSTEM (BATON ROUGE, LA) AUGUST 2019- AUGUST 2021

- Assists with developing campus communication strategies
- Respond to media inquiries, prepares press releases, internal and external news wires, and schedules press conferences
- Coordinates interviews and public appearances of unit personnel in support of marketing efforts

- Provides Public Relations for special projects/annual events
- Provides Marketing for the University
- Activates relevant partnerships with other brands and lead initiatives that expands and enhances SLIS's footprint
- Maintain a day-to-day presence and manage University's social communities
- Manages and creates content on all social media channels with a following of over 100K following
- Tracks key analytics and provides frequent reports on trends, constituent growth, and brand visibility
- Writes, proofs, and researches material for special projects
- Writes stories and department-length pieces

PUBLIC RELATIONS SPECIALIST AND RECRUITER • SOUTHERN UNIVERSITY A&M COLLEGE-OFFICE OF ADMISSIONS AND RECRUITMENT (BATON ROUGE, LA) OCTOBER 2018-AUGUST 2019

- Managed all social media channels (Facebook, Instagram and Twitter) for the Office of Recruitment and Enrollment Management.
- Acted as a liaison between OREM and the System Office of Communications.
- Wrote and produced video content for recruitment, financial aid, etc.
- Executed events for in- and out-of-state territories such as High School Day, High School Blitz, Bayou Classic Red Carpet Gala, etc.
- Managed/coordinate campus tours for more than 500 students per week.
- Recruit high school and transfer students around the U.S.

RECEIVED

OCT 14 2021

REQUEST FOR LEAVE OF ABSENCE FORM
SOUTHERN UNIVERSITY SYSTEM

Office of the Executive Vice President
for Academic Affairs and Provost

CAMPUS: SUS SUBR X SULAC SUAREC SUNO SUSLA

Name of Employee: Yaser Banadaki SSN: [REDACTED]

Address: [REDACTED] Phone: [REDACTED]

Title: Associate Professor of Computer Science Highest Degree: PhD

Birth Date: [REDACTED]

NO. OF CONSECUTIVE FISCAL YEARS ACTIVE SERVICE AT THIS INSTITUTION: 6

EFFECTIVE DATE OF LEAVE: August 8, 2022 ANTICIPATED RETURN DATE: January 4, 2023

Purpose of leave Requested (click one):

- a. Professional or Cultural Improvement (Must have prior approval from Chancellor) X
b. Rest and Recuperation (Statement from two (2) physicians* must be attached)
c. Independent Study or Research Statement
d. Military
e. Maternity (Statement from one (1) physician* must be attached)

TYPE OF LEAVE REQUESTED (check one):

- a. with pay X
b. without pay

LENGTH OF LEAVE REQUESTED: (No. of weeks, not to exceed 36 weeks) 18 weeks

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

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

Table with 3 columns: Benefit Name, Yes, No. Rows include Teacher Retirement, State Retirement, Group Insurance, and Elected Supplemental Benefits.

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

10/06/21 DATE Yaser Banadaki SIGNATURE OF APPLICANT

PRIOR LEAVE RECORD FROM THIS INSTITUTION:

Date of Last Leave: NA
Purpose of Last Leave:

TYPE OF LAST LEAVE:

With pay Amount:
Without Pay
Length of last leave:

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

Signatures and dates of Campus Chancellor and System President.

Signatures and dates of Appropriate Committee Chairperson and Chairman of the Board.

JOB CLASS				
JOB CODE				
CAL ID				

SOUTHERN UNIVERSITY SYSTEM

Personnel Action Form

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

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

<input checked="" type="checkbox"/> Academic	_____ Non-Academic	<div style="border: 1px solid black; padding: 5px; color: blue; font-weight: bold; font-size: 1.2em;">RECEIVED</div> <div style="color: red; font-weight: bold; font-size: 0.8em;">OCT 11 2021</div> <div style="font-size: 0.7em;">Office of the Executive Vice President for Academic Affairs and Provost</div>
_____ Temporary	_____ Part-time (_____ % of Full Time)	
<input checked="" type="checkbox"/> Tenured	_____ Undergraduate Student	
_____ Tenured Track	_____ Graduate Assistant	
<input checked="" type="checkbox"/> Other (Sabbatical Leave)	_____ Retiree Return To Work	
	_____ Civil Service	

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

Profile of Person Recommended

Length of Employment _____ August 8, 2022 To _____ Jan 4, 2023
Effective Date _____ August 8, 2022

Name _____ Yaser Banadaki SS# _____ Sex _____ Male Race* _____
(Last 4 digits only)

Position Title: _____ Associate Professor Department: _____ Computer Science

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

U	-	S
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_____ New Position Expiration Date: _____
(Position vacancy authorization form must be processed and approved to fill existing and new positions. Position must be advertised before processing PAI, if applicable.)

Years Experience _____ 14	Southern University Experience _____ 6
Degree(s): Type/Discipline (BA-Education): _____	Institution/Location (SU-Baton Rouge): _____ Year: _____
PhD/ Electrical and Computer Engineering _____	Louisiana State University, Baton Rouge, LA _____ 2016
MS/ Electrical and Computer Engineering _____	Louisiana State University, Baton Rouge, LA _____ 2016
BS/ Electrical and Computer Engineering _____	Karaj University, Tehran _____ 2006

Current Employer _____ Southern University - Baton Rouge

Personnel Action

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

Recommended Salary _____ \$37,823 (= \$75,646 /2) Salary Budgeted _____ \$37,823

Source of Funds _____ Computer Science (State Funds)

Identify Budget: _____ 211001-22477 Location _____ Computer Science
Form Code: _____ 01 Page _____ 1 Item # _____ 1

Change of: _____
Position _____ From _____ To _____
Status _____
Salary Adjustment _____

Financial Aid signature (if, applicable):

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

Source of Funds	Amount

Comments: (Use back of form)

*See Reverse Side

Graduate School signature (if, applicable):

Sudhir Trivedi 10-06-2021
 Supervisor _____ Date _____
 Vice Chancellor _____ Date 10/15/21
 Director/Personnel _____ Date 11/2/21
 President _____ Date 10/19/21

_____ 10/12/2021
 Dean/Unit Head _____ Date _____
 Chancellor _____ Date _____
 Vice President/Finance _____ Date _____
 Business Affairs/Comptroller _____
 Chairman/S.U. Board _____ Date _____
 of Supervisors

Bluf 11/5/21

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 EPAF is for sabbatical leave to conduct research in machine learning research and establish partnership with the Harvard University. Duration is from August 2022 to January 2023.

EMPLOYEE REGULAR WORK SCHEDULE: _____

EMPLOYEE DIRECT SUPERVISOR: _____

SUPERVISOR/DEPARTMENT CONTACT NUMBER _____

NUMBER OF EMPLOYEES SUPERVISED, (if any) _____

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

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

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

CLASS OF EMPLOYMENT (VISA STATUS):

<u>TYPE</u>	<u>CODE</u>	<u>EXPIRES</u>
United States Citizen/Certificate of Naturalization	US	
Resident Alien	RA	
H-1 Visa (Distinguished Merit & Ability)	H1	
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)

September 24, 2021

Professor Yaser Banadaki
Southern University and A & M College
801 Harding Blvd.
Baton Rouge, LA 70807

Dear Yaser,

I am delighted to invite you to spend your sabbatical leave at the Harvard Materials Research Science and Engineering Center (MRSEC) during the Fall of 2022. My colleagues and I strongly support your sabbatical leave and look forward to hosting you, as it will further strengthen the fruitful partnership between Southern University and Harvard University.

The research and academic objectives proposed for your visit to use machine learning (ML) to advance particle location in colloidal experiments are well aligned to ongoing research in our MRSEC. This collaboration will involve harnessing the large data sets from our nucleation and dislocation experiments to resolve the current bottleneck in 4D confocal image processing and data mining. The academic objective is to expand the "SUBR-Harvard Partnership" that will enhance graduate research and develop curriculum at Southern University. The plan also includes writing of joint grants to develop inter-campus online courses to be used by the students at Southern University in post graduate training and outlining a curriculum that can support associated degree programs.

Your sabbatical activities will enrich the outreach activities of our partnership with Southern University. As part of our commitment to the success of your sabbatical, the MRSEC at Harvard will provide access to our shared facilities to support your research activities during the sabbatical period. It is expected that Southern University will be responsible for your travel, local housing, salary, and any specialized research supplies required for your research.

Your sabbatical will further strengthen the pathways between our two institutions for increasing the participation of students and faculty in machine learning, specifically, and materials research, more broadly. We truly value your willingness to share your expertise in computational products and materials science as well as your experience as an academician at Southern University in Baton Rouge. We look forward to working closely with you to successfully fulfill the objectives of your sabbatical visit.

We are looking forward to interacting with you from June through December 2022.

Sincerely,



Jennifer A. Lewis
Director, Harvard MRSEC



COLLEGE OF SCIENCES & ENGINEERING
OFFICE OF THE DEAN

Post Office Box 9969
Baton Rouge, LA 70813
Office: (225) 771-5290
Fax: (225) 771-5721

October 11, 2021

Subject: Support letter for sabbatical leave of Dr. Banadaki

Dear SLEC committee members,

I am pleased to confirm that the College of Sciences and Engineering (CSE) strongly supports Dr. Yaser Banadaki's application for a sabbatical leave to conduct research in a machine learning-based material design and characterization project at Harvard University during the Fall of 2022. This will enhance research, collaboration, and educational activities at Southern University through strengthening the SUBR-Harvard partnership.

The proposed research clearly articulates advanced machine learning and material science project and the CSE will benefit from enhancing the research collaboration with Harvard University. The Harvard Materials Research Science and Engineering Center (MRSEC) is pioneer research facility in the nation to create new classes of soft functional materials. The proposed sabbatical project will increase Dr. Banadaki's knowledge and ability to direct research in machine learning-assisted materials research, and lay the foundation for future research, teaching, or curriculum development at Southern University. The sabbatical research plan also includes writing of joint grants that enhance graduate research and develop inter-campus online courses to be used by the students at Southern University in post graduate training that can support associated CSE degree programs.

As Associate Dean of the CSE for Research and Graduate Programs, I found Dr. Banadaki extremely dedicated to research and education. Dr. Banadaki has demonstrated an excellent record of research too. Just for 2020, he secured grants in a total of \$750,000 from various agencies including National Science Foundation, National Security Agency, Proctor & Gamble, Microsoft, and Louisiana Board of Regents. Dr. Banadaki has recently received an outstanding research award in 2020 among more than 200 faculty at Southern University. I am confident he is the best candidate to conduct this research during his sabbatical at Harvard to bring his knowledge and understanding to enhance our research activities at Southern University. Dr. Banadaki's experience and success in his prior machine learning projects make me confident that he will successfully complete the proposed project to achieve the objectives of this sabbatical leave.

If the sabbatical leave is granted with full pay during Fall semester, it is my intent to support the remaining amount of his sabbatical (travel, residence, etc.) from the budgets allocated for faculty professional development in our federally funded CREST Center for Next Generation Multifunctional Composites (NextGen Composites Phase II). Dr. Banadaki's proposed research during this sabbatical supports the mission of our center to develop synergistic and pioneering research based on multiscale and multifunctional composite materials and computation models. It also aligns with CREST supplemental award for collaboration with Harvard University.

Sincerely,

A handwritten signature in black ink that reads "Patrick Mensah". The signature is written in a cursive style with a long, sweeping underline.

Patrick Mensah, PhD
Formosa Endowed Professor
Associate Dean for Research and Graduate Programs
College of Sciences and Engineering

Cover Page

Title

A Sabbatical Leave to Conduct Research in Machine Learning-based Material Design and Characterization Project and Strengthen the Research Partnership between Harvard University and Southern University Baton Rouge

Period of requested Leave:

Fall 2022 (August-December 2022)

Name and Rank of Applicant:

Yaser Banadaki, PhD
Associate Professor of Computer Science, (Tenured)
Department of Computer Science

Date of faculty appointment at SUBR: December 2015

Date of last sabbatical request: None

Signatures and comments

Approve Reject

Program Director's Signature: _____ NA _____ Date: _____
Program Director's Comments: _____

Sudhir Trivedi 10-06-2021
Chairman, Department of Computer Science: **Dr. Sudhir Trivedi**, Date: _____
Chairman's comments: I strongly support Dr. Banadaki's application. This interaction with Harvard will be beneficial to Computer Science Department.

Patrick Carriere 10/12/2021
Dean, College of Sciences and Engineering: **Patrick Carriere**, Date: _____
Dean's comments: Southern University will benefit from this experience by strengthening collaborative research and educational activities with Harvard University

Abstract

This request is for sabbatical leave in the fall semester of 2022 (i.e., from August 2022 through the end of the Fall semester in December 2022) to visit Harvard University and enhance research, collaboration, and educational activities at Southern University through strengthening the SUBR-Harvard partnership. Activities carried out during the leave will enable and strengthen collaborative research activities between SUBR and Harvard. First, I am planning on expanding my research in machine learning techniques and create new classes of functional materials for various potential applications in sensing and robotic technology and many other scientific discovery missions. Specifically, I will be using the state-of-the-art method of deconvolution with iterative locating and pixel identification from random forests as training data to create the next generation convolutional neural network (CNN)-based particle locating, along with a physically motivated image model to generate synthetic data. Second, I plan on strengthening the "SUBR-Harvard Partnership" by enhancing graduate research and developing a curriculum through inter-campus online courses to be used by the students at Southern University in post-graduate training and outlining a curriculum that can support associated degree programs. Results of the sabbatical activities have the potential for positively impacting SUBR in the areas of online education and increase the participation of students and faculty in machine learning applications. Additionally, the sabbatical research will provide me with valuable experience in expanding my machine learning research at Southern University by writing collaborative grant proposals with Harvard University. If the sabbatical leave is granted with full pay during the Fall semester, the remaining amount of my sabbatical (travel, residence, etc.) will be covered by a federally funded grant. I am a tenured associate professor in Computer Science and have been employed by SUBR since 2015. This is my first application for a sabbatical leave.

Description of Proposed Sabbatical Leave and Activities

1. Detailed Statement of Sabbatical Plan and Activities while at Harvard University.

The goal of this sabbatical is to enhance graduate research and develop curriculum at Southern University and write joint grants to develop inter-campus online courses to be used by the students at Southern University in post graduate training and outlining a curriculum that can support associated degree programs. This SUBR-Harvard Partnership will support and promote collaborative research in artificial intelligence and machine learning research and contribute to the development of the academic program. The research and educational plan for this sabbatical leave include two objectives below:

Objective 1: Using Machine Learning (ML) to Advance Particle Location in Colloidal Experiments.

Colloidal experiments are useful for real-space visualization of microstructure and dynamics in condensed phases, such as the motion of dislocation line through a crystal, deformation of gel strands in a colloidal gel, and correlated microscopic rearrangements in a dense colloidal dispersion near the glass transition. Recent advances in imaging and experimental techniques have resulted in orders of magnitude increase in the scale of the experiments. Previous experiments collected ~50k particle positions over ~20 time points. Current experiments measure 1-2 million particles during stress studies over hundreds to thousands of time points. Future experiments will soon push this envelope even further to access long-time dynamics and complicated deformation profiles. However, harnessing the data from these experimental designs and imaging requires advances in image processing. The current bottleneck is the processing of the images and data mining of the analyzed images using new artificial techniques for computer vision such as a deep convolutional neural network.

Objective 2: Expanding the "SUBR-Harvard Partnership" to Enhance Graduate Research and Curriculum Development at Southern University.

The second component of this sabbatical visit is to expand the "SUBR-Harvard Partnership" that will enhance graduate research and develop curriculum at Southern University. The plan also includes writing of joint grants to develop inter-campus online courses to be used by the students at Southern University in post-graduate training and outlining a curriculum that can support associated degree programs. This sabbatical will further strengthen the pathways between two institutions for increasing the participation of students and faculty in machine learning, specifically, and materials research, more broadly. There is a shortage of 1.5 million professionals with AI-based analytical skills for big data problems in the United States. Computing and Machine learning makeup the largest occupation groups in STEM, acquiring AI and computing skills and graduate research from research-intensive institutes such as Harvard is essential for the innovation and competitiveness of our underserved students, placing them on a trajectory for high-potential employment and successful STEM career pathways.

2. The Objectives and Significance of the Proposed Activities.

The objectives and significance of the proposed research activities pertaining to Objective 1. machine learning is the facet of computer science in which professionals give computers the ability to learn a task without being specifically programmed to do so. The prior particle locating techniques developed basic

image restoration through bandpass filtering and boxcar moving average, paired with centroid fitting to isolated bright spots. Known and well-documented limitations in accuracy and robustness with incremental improvements over the years (sub-pixel biasing, gaussian background subtraction, iterative locating). The new machine learning technique is based upon deconvolution as optimal image restoration paired with nonlinear least-squares fitting of isolated spot size. The ML-assisted computer vision can be constructed based on convolutional neural networks with particle sizing and identification of non-particle debris. The proposed research will use the existing state-of-the-art method of deconvolution with iterative locating and pixel identification from random forests as training data to create the next generation CNN-based particle locating, along with a physically motivated image model to generate synthetic data. The application of this new method can be applied in a wider class of important problems, of course, in both physical and biological systems.

The objectives and significance of the proposed activities pertaining to Objective 2. The SUBR- Harvard Partnership will (a) create a research pathway for students to attend cutting-edge research facilities at Harvard, (b) develop a research and mentoring program for graduates and undergraduate students at SUBR, and (c) develop inter-campus online courses to be used by the students at Southern University in postgraduate training and outlining a curriculum that can support our associated degree programs. The collaboration with Harvard for inter-campus online courses related to machine learning offers many benefits for SUBR faculty and students by engaging faculty around course development and design. Machine learning is an interdisciplinary field and critically essential to broaden its application in our disciplinary fields at Southern University to train the students who can confront the challenges and effectively analyze big data problems in their disciplines. Thus, one of the main tasks of this sabbatical leave is to develop an online computer science course in this area that can be used by undergraduate and graduate students at Southern University Baton Rouge.

3. The Value of the Proposed Activities to Dr. Banadaki's SUBR Obligations and the Value to Southern University's Strategic Plans.

The proposed sabbatical will enhance my international research collaboration, provide a unique opportunity to practice my profession in a new arena and positively impact my teaching/course development skills. The objectives of this sabbatical are inline with SUBR's strategic plans and mission of providing advanced education and research experience and engaging in scholarly and research endeavors. Thus, the research and academic activities that will be related to the sabbatical activities will positively impact SUBR immediately and, in the long run, in many ways. Below several are enumerated.

- Formation of a partnership between the two institutions of higher learning.
- Interaction and participation of academically qualified undergraduates and graduate students, and possibly faculty in Harvard.
- Enhance the graduate program in Computer Science.
- Expand SUBR's research infrastructure-students and faculty from each institution will perform research activities at their home institution and also participate in visits to the partnership institution to conduct research there.

- Enrichment of the educational activities by providing access to academic programs at Harvard including online courses for newly proposed online master degree in computer science.
- Enhance the SUBR faculty's ability to seek research funding to support collaborative initiatives.

4. Feasibility and Methods of Accomplishing the Objectives

The research activities are in line with my funded research program. As commented above, my current research focuses on a machine learning application. I have developed a vigorous and well-funded research program in machine learning and cybersecurity with funding from NSF, NSA, NASA, LA BoR, and private agencies, totaling over \$1.5 million. To expand my research effort and increase the feasibility of the sabbatical, I have developed a collaborative relationship with colleagues in this area at Harvard University. To date, we have discussed research ideas in several zoom meetings. I plan to attend the Fall MRS meeting and 89th New England Complex Fluids Workshop in early December 2021. I presented my research idea on using graph convolutional neural network (GCNN) for 3D inorganic networked structures to the team composed of SUBR and Harvard faculties during our collaborative meetings in Spring 2021. These collaborations will be enhanced by my sabbatical visit to facilitate a long-term and fruitful partnership between SUBR and Harvard University to expand the graduate studies at Southern University. The Sabbatical will increase the writing of joint grants to develop inter-campus online courses to be used by the students at Southern University in post-graduate training and outlining a curriculum that can support associated degree programs. The partnership will also provide opportunities for other students and faculty to engage in training opportunities, development and implementation of academic programs, and to engage in collaborative research activities.

Attached is a letter of support from Harvard University for the proposed sabbatical visit.

5. Applicant Qualifications to Conduct and Carry out the Sabbatical Activities

My teaching and research experience has prepared me well for this prestigious sabbatical visit to Harvard University, Cambridge, MA. I have developed a vigorous and well-funded research program in Machine Learning and Cybersecurity with funding from NSF, NSA, NASA, LA BoR, and private agencies. My research endeavors include interdisciplinary research themes of national priority, bringing new functionality and innovations to design predictive models of real-world problems. I have a broad range of research experience in applying computational analysis and machine learning in a variety of research projects ranging from electronics, photonics, and nanotechnology to cybersecurity and quantum computing. My integrated background provides me an opportunity to explore interdisciplinary research, interaction, and collaboration. During the last three years, I secured over \$1.5 million federal and state supports for my research and published over 70 research articles in highly peer-review journals and conferences. I am also an author of a book on computational modeling of materials and devices to address the emerging design of next-generation computer hardware. A complete list of my publications and research funding may be found in my curriculum vitae. I have been selected as an Outstanding Researcher of Southern University in 2020.

I have been trained graduate students in machine learning applications in sciences and engineering. I have trained a good number of graduate and undergraduate students in diverse areas of research in computer science, machine learning, and cybersecurity which has helped to strengthen my research and leadership experiences. I have enhanced the undergraduate and graduate research at Southern by mentoring, training, and graduating undergraduate and graduate students in computer science. Of the undergraduate students I have mentored in my research program, many of them have gone on to graduate or professional school and have entered Ph.D. programs. During their undergraduate training, these students made presentations at scientific and technical conferences and were my collaborators on peer-reviewed publications. I have supervised graduate and undergraduate students for data-driven interdisciplinary projects that led to numerous awards, including five Best Paper Awards in three consecutive Annual Meetings of the Louisiana Academy of Sciences. The organizational and administrative skillset required for running a research laboratory, interdisciplinary training of students (including undergraduate and graduate) and mentoring of young scholars for successful careers. In my research, I established a rigorous and practically meaningful research group for AI + X to explore the possible ways that artificial intelligence could develop and impact the world. I strongly believe in the important role of interdisciplinary collaborations to open new research frontiers and design innovative predictive models of real-world problems. Through collaboration across disciplines, I aggressively seek grants from federal funding agencies to develop and maintain a vibrant, externally funded research group. I recently received funding from NSF to extend AI at Southern University to other disciplines. I established a certificate program in Computing and Data Education for our students in engineering and sciences. I expect machine learning research to be a significant area of growth in the coming decade.

My research and scholarly interests lie at the heart of leading applications of artificial intelligence. With this experience, background and interest, I can bring the needed energy and enthusiasm to the teaching and research programs at Southern University. For the past six years, I have been involved in several aspects of organizing and supporting our master and bachelor programs in computer science, raising extramural funds, serving as an undergraduate coordinator and successful competitive and federal fundings for the department of computer science. I established many research, education, and outreach programs for undergraduate and graduate programs in computer science. Three examples of externally-funded programs include Southern University - Computing and Data Education (SU-CoDE) Program, Southern University - Cybersecurity Talent Initiative Program (SU-CyberTIP), and Southern University – GenCyber Cybersecurity Program. As you know, this includes facilitation, procurement, and administration of extramural funding from local, state and federal funding agencies. Before assuming the current position, I had the good fortune of obtaining extensive academic and research experience in various capacities at several Universities, including Louisiana State University, and in various research laboratories, including an R&D researcher at SAMSUNG. My research contributions have been pioneering in computational and machine-learning-assisted models and have influenced the design of current experiments. I developed an effective micro-genetic algorithm that led to “Electrically Controllable and Tunable Electromagnetic-Field Absorber/Emitter using Graphene/2D Material Multilayer Nanostructures,” US Patent #16/714,711. I have written a leading research handbook entitled “Graphene nanostructures: modeling, simulation, and applications in electronics and photonics,” which has been published by Taylor and Francis. I recently co-

authored a textbook, “Artificial Intelligence in Power and Renewable Energy,” which will be published by The Institute of Engineering and Technology (IET).

I have extensive undergraduate and graduate teaching experience in a variety of academic settings. I place much value on teaching and mentoring not only graduate students but also undergraduates and underrepresented groups. My teaching philosophy is based on two basic principles: (1) promote students’ critical thinking and sense of self-confidence in course work, and (2) develop an interactive educational environment that is conducive to learning—inspired by my supervisors and mentors, I also worked closely with my students. Many of my research accomplishments were achieved in collaboration with students in my research group, and I think training them in coursework tightly integrated with research played a significant role in achieving these accomplishments. I have invested many hours in them, not just in the classroom but in group meetings and one-on-one discussions, during which we spent many hours on the whiteboard developing research ideas. I am proud of the accomplishments of my students: they have gone on to postdocs and graduate programs at LSU, University of Georgia, and cutting-edge research corporations such as IBM, Microsoft, and Google. I taught a wide range of computer science and engineering courses, including most or all the core subject matter at both the undergraduate and graduate level, with outstanding reviews from the students (average student evaluation score: 97%) and commendations from the department chair. These include novel courses on AI and cybersecurity, which I designed myself and integrated research directly into the classroom. I have highly impacted the undergraduate and graduate programs by launching new certificate programs and new courses in data science and cybersecurity, as well as establishing numerous activities such as workshops, summer camps, and scientific symposia. I developed new courses that cover the various aspects of artificial intelligence, cybersecurity, and computer architecture. With my research-oriented courses, a critical component is a final project, in which students delve into the research literature and find a paper of interest. My former industrial experience at Samsung has contributed to my effectiveness as a supervisor, helping students from conceptualization to construction and testing. I hold many industry certificates and badges in Data Science, Cybersecurity, Cloud Computing, Artificial Intelligence, Quantum Computing, Internet-of-Thing, and Blockchain that will help me design hands-on course content in correlation with industrial demands.

I have maintained significant and balanced involvement in Professional and Scientific Societies. I have been called upon to serve on various committees for a handful of scientific societies. I am an associate editor of emerging computer hardware for the Journal of Circuits, Systems and Computers (since 2016). I was a member of the organizing committee of the IEEE Conference on Nanoelectronics and Information Systems and IEEE International Conference on Smart Electronic Systems. I was also a member of the editorial board of IEEE Transactions on Computer-Aided Design, IEEE Transaction on Nanotechnology, IEEE Access. I am also a Research Associate of Quantum Science and Technologies Group at the Hearne Institute for Theoretical Physics and a member of the High-Performance Computing (HPC) Center and Center for Advanced Microstructures and Devices (CAMD) at Louisiana State University. Serving on editorial boards of pertinent journals are examples of service that keep me on the cutting edge of research and education. My services in various academic and professional society committees also allow me the benefit of significant administrative and leadership experiences in a variety of settings and circumstances.

My research experience is broad-based, with a focus on Artificial Intelligence and Cybersecurity. Good fortune and kind peers have made it possible for me to have continuous funding support throughout my academic career, with over \$1.5 million in extramural funding support. I established the Computing and Data Education program, funded by NSF, that aims to harness the role of computation and data science and prepare diverse professionals. The goal of this research and education program is to train the underrepresented students who can effectively analyze big data problems and make decisions based on their findings in the computationally driven world. I am also leading the Cybersecurity Talent Initiative Program, funded by the LA board of regents, that aims to enhance, expand, and infuse nine NIST-based cybersecurity courses into the existing curricula of three SUS campuses of SUBR, SUNO, and SULC and offer an Undergraduate Certificate in Cybersecurity (SUS-UCC). In another project, I am leading GenCyber Cybersecurity Program, which founded by National Security Agency, which aims to improve cybersecurity awareness. My projects and research endeavors include interdisciplinary research themes of national priority, with special emphasis on Artificial Intelligence and Cyber Security. My research goal is to employ data science and AI for underrepresented discoverers in Engineering and Science, and leverage project efforts to develop STEM talent of underrepresented minorities for prosperous careers in the Research and Development (R&D) sectors. In addition to my individual grants, I have participated in several collaborative grant projects, which have also been funded. Visible research and scholarly activities in areas of national priorities have allowed me to be in touch with the national, regional and local researchers impacting and broadening the applications of artificial intelligence. I have established a very successful track record in attracting not only research funding to support my own research and scholarly work, but also for other colleagues through an interdepartmental interdisciplinary training program. My research interests, (current and ongoing research), as well as current and past grant funding activities, are listed in the curriculum vitae.

I firmly believe that it is vital to implement cutting-edge research, train top-quality undergraduate students and graduate students with the aim of building a strong infrastructure in artificial intelligence, cybersecurity, and related disciplines. My experience in research and graduate education matches quite well with the expectations of the proposed sabbatical and its goals and offers an excellent opportunity to launch a productive research and education partnership. If the sabbatical leave is granted with full pay during the Fall semester, the remaining amount of my sabbatical (travel, residence, etc.) will be covered by a federally funded grant.

YASER BANADAKI

Department of Computer Science,
Southern University and A&M College,
Baton Rouge, LA 70813

Email: yaser.banadaki@sus.edu

Address: 114E Thurman Hall
Research Group Homepage:
<http://ymbanadaki.wixsite.com/yaser>

1. EDUCATION

Ph.D.	Electrical and Computer Engineering
08/2012-05/2016	Louisiana State University, Baton Rouge, LA 70803
M.Sc.	Electrical and Computer Engineering
08/2012-05/2016	Louisiana State University, Baton Rouge, LA 70803
M.Sc.	Electrical and Computer Engineering
08/2006-08/2009	National University, Tehran
B.Sc.	Electrical and Computer Engineering
08/2002-08/2006	Karaj University, Karaj

2. RESEARCH EXPERIENCE

- Machine Learning and Data-driven Knowledge Discovery in Sciences and Engineering.
- Cyber Security and Intrusion Detection using Deep Learning Techniques.
- Quantum in Computing and Nanoscale Electronics and Photonic Devices.
- Computational Analysis and Optimization for Emerging Materials, Devices and Sensors.

3. PROFESSIONAL APPOINTMENTS

04/2021- present	Associate Professor & Undergraduate Coordinator Department of Computer Science Southern University, Baton Rouge, LA
06/2021-07/2021	Visiting Professor Grainger College of Engineering University of Illinois, Urbana Champaign, IL
07/2017-05/2021	Assistant Professor Department of Computer Science Southern University, Baton Rouge, LA
08/2015-07/2017	Assistant Professor Electronics Engineering Technology Southern University, Baton Rouge, LA
05/2016-present	Research Associate Hearne Institute for Theoretical Physics Louisiana State University, Baton Rouge, LA
09/2012-12/2015	Instructor and Teaching Assistant Louisiana State University, Baton Rouge, LA
07/2008-09/2010	Instructor Azad University, Karaj
07/2007-09/2011	R&D Electronics Engineer SAMSUNG Electronics Ltd., Tehran

4. ACADEMIC AWARDS AND HONORS

12/2020	Awarded as an Outstanding Researcher of 2020 at Southern University
3/2019-21	3 consecutive Best Paper Awards, Louisiana Academy of Science
01/2017	IEEE Best Paper Award, Intl. Sym. on Nano and Info. Systems (iNIS)
09/2011	Best Research Award, Nanotechnology Council
09/2008	Best Presentation Award, Nano Thailand Symposium

5. FUNDED PROJECTS

I secured several federal and state grants, totaling over \$1,500,000, and received an outstanding researcher award for year 2020 at Southern University.

I. Current Research Grants

6. Targeted Infusion Project: Computing and Data Education (SU-CoDE), National Science Foundation, **\$399,982**, 07/01/2020 – 06/31/2023 (Role: PI).
5. Southern University Cybersecurity Talent Initiative Program (SU-CyberTIP), Louisiana Board of Regent, **\$205,000**, 07/01/2021-06/30/2022 (Role: PI).
4. Southern University GenCyber Youth Camp, National Security Agency, **\$149,696**, 09/01/2021 – 03/31/2023 (Role: PI).
3. IGM--A Framework for Harnessing Big Hydrological Datasets for Integrated Groundwater Management, NSF RII EPSCoR, **\$199,168**, 09/01/2020-08/31/2024 (Role: institutional PI)
2. Southern University GenCyber Youth Camp, National Security Agency, **\$97,696**, 07/01/2020 – 03/31/2022 (Role: PI).
1. Computer Engineering and Big Data Education (CEBDE) Program, Microsoft Co., 01/10/2021-01/09/2022, **\$200,000** (Role: Co-PI).

II. Past Research Grants

11. Robotic and Intelligence Laboratory, Proctor and Gamble, **\$20,000**, 08/01/2020-07/30/2021, (Role: Co-PI).
10. Machine Learning-based Control System to Monitor and Improve the Additive Manufacturing Process, CIMM Seed Grants, LA BoR & NSF EPSCoR, **\$10,000**, 09/01/2020 – 06/30/2021, (Role: PI).
9. Develop an Intelligent software to analyze and improve flaws in the printed parts/layers of additive manufacturing, Supervised Undergraduate Research Experiences (SURE), LA BoR & NSF EPSCoR, **\$5,000**, 06/01/2020 – 05/30/2021 (Role: PI).
8. Robotic and Sensor Laboratory, Proctor and Gamble, **\$10,000**, 04/01/2020 – 03/31/2021 (Role: PI).
7. An Experiment to Study Terrestrial Gamma Flashes and the Role of Energetic Particle Acceleration in Lightning and Severe Weather Events, NASA EPSCoR, Louisiana Board of Regents, **\$183,100**, 06/01/2017 – 05/31/2019 (Role: SI).
6. Evaluation of netSecurity's software in detecting and preventing advanced attacks and data breaches in real-time, netSecurity, **\$25,000**, 06/01/2019 – 05/31/2020, (Role: Co-PI).

5. Machine learning for scaling down additive manufacturing in 3D metal printing, CIMM Seed Grants, LA BoR & NSF EPSCoR, **\$10,000**, 06/01/2018 – 05/31/2019, (Role: PI).
4. Developing data-driven machine intelligence of additive manufacturing process, Supervised Undergraduate Research Experiences (SURE), LA BoR & NSF EPSCoR, **\$5,000**, 06/01/2018 – 05/31/2019, (Role: PI).
3. The study of flaws in the printed parts/layers by scaling down the build dimension in 3D metal printing, Supervised Undergraduate Research Experiences (SURE), LA BoR & NSF EPSCoR, **\$5,000**, 06/01/2017 – 05/31/2018 (Role: PI).
2. DFT calculations for various dopant concentrations of high-entropy alloys in 3D metal printing, Supervised Undergraduate Research Experiences (SURE), LA BoR & NSF EPSCoR, **\$5,000**, 06/01/2017 – 05/31/2018 (Role: PI).
1. Machine learning for Establishing an Adaptive Learning System, **\$4500** NSF Travel Award for CSforAll workshop, (Role: PI).

III. Pending

2. Excellence in Research: Enhancing Educational Infrastructure and Interdisciplinary Research by Bridging Environmental and Computational Sciences at SUBR, NSF HBCU EIR, ~\$400,000, (Role: Co-PI).
1. Excellence in Research: Machine Learning Based Extreme Environment Materials Design, NSF HBCU EIR, ~\$400,000, (Role: Co-PI).

6. PUBLICATIONS

I published two books, two chapters, an US Patent, and over 60 peer reviewed research articles, (Over 380 citations as of 08/30/2021).

I. Books

2. Y. Banadaki and S. Sharifi. "Graphene nanostructures: modeling, simulation, and applications in electronics and photonics." Taylor and Francis, Pan Stanford Publishing, 2019, ISBN-13: 978-9814800365, ISBN-10: 9814800368.
1. R. Belu and Y. Banadaki, "Artificial Intelligence in Power and Renewable Energy," IET, Dec. 2021 (In preparation).

II. Chapters in Books

2. A. Srivastava, X. H. Liu and Y. Banadaki, "Overview of carbon nanotube interconnects," in *Carbon Nanotubes for Interconnects: Process, Design and Applications*, Edited by A. Todri-Sanial, J. Dijon and A. Maffucci, Springer, 2017, ISBN 978-3-319-29746-0.
1. A. Srivastava and Y. Banadaki, "Graphene transistors - present and beyond," in *Nano-CMOS and Post-CMOS Electronics: Devices and Modelling*, Edited by S. P. Mohanty and A. Srivastava, The Institute of Engineering and Technology (IET), 2016, ISBN-10: 1849199973, ISBN-13: 978-1849199971.

III. Patents

1. Y. Banadaki, J. Dowling, S. Sharifi, "Electrically Controllable and Tunable Electromagnetic-Field Absorber/Emitter using Graphene/2D Material Multilayer Nanostructures." Published on 6/17/2021. Application # 16/714,711.

IV. Journal Articles

20. Y. Banadaki, "Detecting malicious DNS over HTTPS traffic in domain name system using machine learning classifiers," *Journal of Computer Sciences and Applications*, vol. 8, no.2, pp. 70-75, 2020.
19. S. Sharifi, Y. Banadaki, G. Veronis, J. Dowling, "Towards classification of experimental Laguerre–Gaussian modes using convolutional neural networks," *Optical Engineering*, vol. 59, no. 7, p. 076113, 2020.
18. Y. Banadaki, "Enhancing the role of machine learning in STEM disciplines through supervised undergraduate research experiences," *Literacy Information and Computer Education Journal*, vol. 11, no.2, pp. 3417-3423, 2020.
17. Y. Banadaki, "Evaluating the performance of machine learning algorithms for network intrusion detection systems on the internet of things infrastructure," *Journal of Advanced Computer Science and Technology*, vol. 9, no. 2, 2020.
16. S. Sharifi, Y. Banadaki, T. Cullen, G. Veronis, J. P. Dowling, T. Corbitt, "Design of microresonators to minimize thermal noise below standard quantum limit", *Review of Scientific Instruments*, vol. 91, no. 5, p. 054504, 2020.
15. Y. Banadaki, N. Razaviarab, H. Fekrmandi, S. Sharifi, "Toward enabling a reliable quality monitoring system for additive manufacturing process using deep convolutional neural networks", *Advances in Manufacturing*, 2020 (Under Review).
14. H. Fekrmandi, J. Allen, B. Dadashzadeh, Y. Banadaki, "Modular design and sensorless control of a robotic crawler for small diameter complex piping" *ASME Journal of Autonomous Vehicles and Systems*, 2020.
13. Y. Banadaki, "On the use of machine learning for additive manufacturing technology in industry 4.0," *Journal of Computer Science and Information Technology*, vol. 7, no. 2, pp. 61–68, 2019.
12. D. Pleshinger, S. Alnussirat, J. Arias, S. Bai, Y. Banadaki, M. Cherry, J. Hoffman, E. Khosravi, et al., "Gamma-ray flashes produced by lightning observed at ground level by TETRA-II", *Journal of Geophysical Research - Space Physics*, vol. 124, no. 11, pp. 9229–9238, 2019.
11. S. Sharifi, Y. Banadaki, V. F. Nezhad, G. Veronis, and J. P. Dowling, "Aperiodic multilayer graphene based tunable and switchable thermal emitter at mid-infrared frequencies", *Journal of Applied Physics*, Vol.124, p. 233101, 2018.
10. H.C. Hou, Y. Banadaki, S. Basu, S. Sharifi, "A cost-efficient surface enhanced Raman spectroscopy (SERS) molecular detection technique for clinical applications" *Journal of Electronic Materials*, Springer, vol. 47, pp 5378–5385, 2018.
9. Y. Banadaki and A. Srivastava, "Effect of edge roughness on static characteristics of graphene nanoribbon field effect transistor," *Electronics*, vol. 5, no. 1, p. 11, 2016.
8. Y. Banadaki, S. Sharifi, W. Craig III and H. Hou, "Carbon nanotube ring oscillator for detecting ionized radiation," *Journal of Materials Science and Engineering B*, vol. 6, no. 7, pp.205-212, 2016.

7. Y. Banadaki, S. Sharifi, W. O. Craig III, and H. C. Hou, "Power and delay performance of graphene-based circuits including edge roughness effects," *American Journal of Engineering Research*, vol. 5, no. 6, pp. 1-13, 2016.
6. S. Sharifi and Y. Banadaki, "Investigation of chirality dependence of carbon nanotube-based ring oscillator," *International Journal of Modern Engineering Research*, vol. 6, no. 6, pp. 10-18, 2015.
5. H. C. Hou, Y. Banadaki, S. Sharifi, S. Basu, S. Maulik, S. Yang, and S. Sharifi, "Characterization of sputtered nano-Au layer deposition on silicon wafer," *International Journal of Advanced Research Trends in Engineering and Technology*, vol. 3, no. 12, pp. 1-6, 2015.
4. Y. Banadaki, A. Srivastava, "Investigation of the width-dependent static characteristics of graphene nanoribbon field effect transistors using non-parabolic quantum-based model," *Solid State Electronics*, vol. 111, pp. 80-90, 2015.
3. Y. Banadaki A. Srivastava, "Scaling effects on static metrics and switching attributes of graphene nanoribbon FET for emerging technology," *IEEE Transaction on Emerging Topics in Computing*, Vol. 3, no. 4, pp. 458-469, 2015.
2. A. Srivastava, Y. Banadaki and Md. S. Fahad "Dielectrics for graphene transistors for emerging integrated circuits," *IEEE EDS/ECS Dielectrics for Nanosystems*, vol. 61, pp.351-361, 2014.
1. M. Sharifi, Y. Banadaki, "General SPICE models for memristor and application to circuit simulation of memristor-based synapses and memory cells," *Journal of Circuits, Systems and Computers*, vol. 19, no. 2, pp. 407-424, 2010.

V. Selected Conference Papers

29. Azeema Sadath, Y. Banadaki, F. Tsai, "Attack detection in water distribution systems using artificial intelligence," *AGU Fall Meeting*, Virtual 2021.
28. Soha Ghaemimood, Y. Banadaki, F. Tsai, "Application of text-mining and image processing techniques on digitizing drillers logs and developing big geological and hydrological well log datasets," *AGU Fall Meeting*, Virtual, 2021.
27. Y. Song, F. Tsai, Y. Banadaki, "Lithofacies modeling utilizing generative adversarial networks and geostatistics," *AGU Fall Meeting*, Virtual 2021.
26. F. Wu, Y. Banadaki, F. Tsai, P. Clement, "Advancing STEM Education by Promoting Water Literacy in K-12 Education," *AGU Fall Meeting*, Virtual 2021.
25. Y. Banadaki, J. Brook, S. Sharifi, "Design of intrusion detection systems on the internet of things infrastructure using machine learning algorithms," *SPIE Smart Structures+ Nondestructive Evaluation*, Virtual, 2021.
24. Y. Banadaki, A. Okunoye, S. Batra, E. Martinez, S. Sharifi, "Automated analysis of microscopy images using deep convolutional neural networks," *SPIE Smart Structures+ Nondestructive Evaluation*, Virtual, 2021.
23. S. Hasan, S. Sharifi, Y. Banadaki, G. Veronis, M. Gartia, "Introducing an opt plasmonic amplifier operating in visible range and generating Raman signal internally with injection seeding," *SPIE Nanoscience*, San Diego, CA, 2021.

22. Y. Bradley, Y. Banadaki, "Network intrusion detection using autoAI," *The 95th Annual Meeting of the Louisiana Academy of Sciences*, Louisiana Tech University Ruston, LA, 2021.
21. S. Ghaemimood, R. Joubert, Y. Banadaki, "Application of text-mining and image processing techniques on developing big geological and hydrological datasets," *The 95th Annual Meeting of the Louisiana Academy of Sciences*, Louisiana Tech University Ruston, LA, 2021.
20. S. Ranjbar, Y. Banadaki, "Review of machine learning applications for diagnosing depression," *95th Annual Meeting of the Louisiana Academy of Sciences*, Louisiana Tech University Ruston, LA, 2021.
19. J. Brooks, Y. Banadaki, "Differentiating potentially malicious darknet traffic from benign network traffic using machine learning," *95th Annual Meeting of the Louisiana Academy of Sciences*, Louisiana Tech University Ruston, LA, 2021.
18. B. Mullahuri, D. Davis, Y. Banadaki, "Evaluation of quantum programming languages," *95th Annual Meeting of the Louisiana Academy of Sciences*, Louisiana Tech University Ruston, LA, 2021.
17. D. Davis, B. Mullahuri, Y. Banadaki, "Simulation of quantum cheques circuits in five-qubit IBM Quantum Computer," *95th Annual Meeting of the Louisiana Academy of Sciences*, Louisiana Tech University Ruston, LA, 2021.
16. I. Abdussalam, M. Salam, Y. Banadaki, "A prospective of machine learning in wireless sensor network," *The 95th Annual Meeting of the Louisiana Academy of Sciences*, Louisiana Tech University Ruston, LA, 2021.
15. S. Ghaemimood, R. Joubert, Y. Song, F. Tsai, Y. Banadaki, "Data preprocessing of big geological and hydrological datasets," *Louisiana Council on Excellence in Undergraduate Research*, University of Louisiana Lafayette, 2020.
14. B. Mullahuri, D. Davis, Y. Banadaki, "Quantum cheques circuits in five-qubit IBM quantum computer," *Louisiana Council on Excellence in Undergraduate Research*, University of Louisiana Lafayette, 2020.
13. N. Price, Y. Banadaki, "On the use of machine learning approaches to detect anomaly in networks," *The 94th Annual Meeting of the Louisiana Academy of Sciences*, Louisiana State University Alexandria, 2020. [Best Paper Award]
12. R. Joubert, S. Sharifi, Y. Banadaki, "On the use of convolutional neural networks to identify the optical modes," *94th Annual Meeting of the Louisiana Academy of Sciences*, Louisiana State University Alexandria, 2020. [Best Poster Award]
11. A. S. Abdulkadir, Y. Banadaki, D. Kambiranda, and S. Batra, "Machine learning applications in nutraceuticals." *Society of Toxicology Annual Meeting*, Anaheim, California, 2020.
10. S. Sharifi, Y. Banadaki, E. Siddiqui, S. Cuozzo, N. Bhusal, L. Cohen, A. Kalasky, N. Prajapati, R. Soto-Garcia, S. Brown, I. Novikova, E. Mikhailov, G. Veronis, and J. Dowling, "Identifying Laguerre-Gaussian modes using convolutional neural network," *IEEE International Conference on Machine Learning and Applications*, Boca Raton, Florida, 2019.
9. S. Cuozzo, A. Kalasky, N. Prajapati, E. Siddiqui, S. Sharifi, L. Cohen, Y. Banadaki, J. Dowling, I. Novikova, and E. Mikhailov, "Improving quantum noise

suppression using spatial beam profile optimization", *Frontiers in Optics + Laser Science*, Washington, DC, 2019.

8. A. Okunoye, N. Razaviarab, E. Khosravi, and Y. Banadaki, "Deep learning enables fully automated analysis of microscopy images" *93th Meeting of the Louisiana Academy of Sciences*, Southern University, 2019 [Best Poster Award].
7. Y. Banadaki and S. Sharifi, "Cyber-enabled distributed machine learning networks for smart manufacturing Systems," *Nanosensors, Biosensors, Info-Tech Sensors and 3D printers, Proc. of the SPIE*, Denver, Colorado, 2019.
6. N. Razaviarab, S. Sharifi, and Y. Banadaki "Smart additive manufacturing empowered by a closed-loop machine learning algorithm," *SPIE Nanosensors, Biosensors, Info-Tech Sensors and 3D printers*, Denver, Colorado, 2019.
5. N. Razaviarab, E. Khosravi, and Y. Banadaki, "Detecting defects in 3D printing process using machine learning and transfer learning approach" *93th Annual Meeting of the Louisiana Academy of Sciences*, Southern University, 2019.
4. G. Smith Jr., E. Khosravi, and Y. Banadaki, "Machine learning for high-performance social mobile applications development" *93th Annual Meeting of the Louisiana Academy of Sciences*, Southern University, 2019.
3. S. Sharifi, Y. Banadaki, T. Corbitt, G. Veronis, and J. P. Dowling, "Design of new generation microresonators for large signal-to-noise ratio of quantum radiation pressure noise to thermal noise," *International Congress on Applications of Lasers & Electro-Optics*, Orlando, FL, 2018.
2. D. J. Pleshinger, S. Al-Nussirat, S. Bai, Y. Banadaki, M. L. Cherry, J. Hoffmann, A. Igl, E. Khosravi, M. D. Legault, R. Rodriguez, D. Smith, J. Trepanier, and A. Sunda-Meya, "The TETRA-II experiments to observe terrestrial gamma flashes at ground level-instrumentation results," *AGU Meeting*, Washington, DC, 2018.
1. A. Johnese, S. Guo, M. Sun, E. Khosravi, Y. Banadaki, "How machine learning helps additive manufacturing in 3D metal printers," *Consortium for Innovation in Manufacturing and Materials, CIMM Symposium*, Baton Rouge, LA, 2018.

VI. Selected Invited Talks and Seminars

5. "SU Cybersecurity related services for local and scientific community" City of Baton Rouge 2nd Cybersecurity Symposium, Cybersecurity Awareness Month, October 2020.
4. "Deep-learning-enabled characterization of two-dimensional topological materials for enabling quantum sensing technology," Universities Space Research Association, Baltimore, June 2019.
3. "Deep convolutional neural network for automated fault detection in 3D metal printing," Louisiana Consortium for Innovation in Manufacturing and Materials, Louisiana State University, March 2019.
2. "Cyber-enabled distributed machine learning networks for smart manufacturing systems," *Nanosensors, Biosensors, Info-Tech Sensors and 3D printers, Proc. of the SPIE*, Denver, CO, March 2019.
1. "Smart additive manufacturing empowered by a closed-loop machine learning algorithm," *Nanosensors, Biosensors, Info-Tech Sensors and 3D printers, Proc. of the SPIE*, Denver, CO, March 2019.

7. SELECTED RESEARCH PROJECTS

I have 15 years of academic experience in supervising undergraduate and graduate students for research projects in Computer Science and Electrical Engineering. My former industry research experience has contributed to the effectiveness of my supervisions to direct students toward real-world problem-solving skills from brainstorming to conceptualization, construction, and testing.

I. Artificial Intelligence, Machine Learning, and Deep Learning Projects

08/2021-present	Developing Smart Power and Energy Systems using Machine Learning
11/2020-present	Mental health diagnoses using deep artificial neural networks
08/2020-present	Data processing of scanned handwritten documents using CNN
08/2020-present	Machine learning-assisted integrated water management system
05/2018-present	Designing New Materials with Desired Properties using Graph CNN
02/2018-present	Monitoring additive manufacturing process using CNN
10/2018-present	Identifying Laguerre-Gaussian optical modes using CNN
01/2018-present	Analyzing cell morphology in microscopy image using machine learning
07/2017-05/2019	Analyzing terrestrial lightning flashes using Machine Learning

II. Cyber Security Projects

03/2021-present	Interactive and adaptive learning platform for cybersecurity education
10/2018-present	Designing Network Intrusion Detection Systems for IoT Infrastructures
08/2018-present	Detecting Malicious DNS over HTTPS Traffic using Machine Learning
05/2017-present	Securing Financial Transactions using Quantum Computing Principles

III. Computational Analysis of Emerging Materials, Devices, and Sensors

05/2016-09/2018	Tunable and switchable graphene-based thermal emitter
09/2010-09/2016	Graphene nanoribbon field effect transistor for sensor and IC design
04/2014-03/2016	A SPICE circuit model of graphene nanoribbon FET with edge roughness
04/2014-04/2016	Graphene and carbon nanotube as temperature and radiation sensors
05/2014-08/2016	Power-efficient circuits design based on clocked adiabatic architecture
08/2012-01/2014	Methods and procedures for hardware trojan detection in VLSI circuits
06/2008-02/2011	Memristor applications as synapsis in neural network circuit.

8. TEACHING EXPERIENCE

My teaching experience, more than 30 different undergraduate and graduate courses, extended in the areas of Computer Science, Computer Engineering, and Electrical Engineering (Average Student Evaluation Score: 97%).

I. Course Taught

Computer Science Department, Southern University, Baton Rouge, LA (07/2017-present)

Fall 2021	Research Techniques in Micro Computers (CMPS 574)
Spring 2021	Introduction to Big Data (CMPS 422)
Spring 2021	Machine Learning (CMPS 410)
Fall 2018-20	Programming Technique and Algorithm Development I (CMPS 190)
Fall 2017-20	Discrete Structure (CMPS 200)
Fall 2017-20	Operating Systems (CMPS 400)
Fall 2017-19,	Adv Topic in Info Systems (CMPS 592)
Fall 2020-21	Departmental Comprehensive Exam (CMPS 000)
Spring 2019-20	Theory of Computing (CMPS 412)
Spring 2018-20	Program Languages (CMPS 300)

Spring 2019-20	Theory of Computing (CMPS 512)
Spring 2018-20	Programing Technique and Algorithm Development II (CMPS 191)
Spring 2020	Introduction to Computer Technology (CMPS 105)
Spring 2018	Computer Architecture (CMPS 402)
Fall 2017-20	Microcomputer Applications in Business (CMPS 290)
Fall 2017	Numerical Methods (CMPS 407)

Electronics Engineering, Southern University, Baton Rouge, LA (12/2015-07/2017)

Spring 2016-17	Freshman Engineering II /C++ Programming (ENGR 130)
Spring 2017	Electronic Circuits II (EENT 216)
Spring 2016-17	Programming Logic Controllers (EENT 460)
Fall 2016	Digital Logic Design (EENT 217)
Fall 2016	Electronic Circuits I (EENT 212)
Spring 2016	Senior Design Project II (EENT 496)

Louisiana State University, Baton Rouge, LA (08/2012-12/2015)

Spring 2013-15	Computer Engineering Tools
Fall 2015	Senior Design I & II
Spring 2014-15	Electronics Lab
Fall 2014	Solid State Devices I
Fall 2013	Integrated Circuit Design Lab.
Fall 2013	VLSI Design Lab.

Azad University, Karaj, Alborz (02/2007-06/2010)

Fall 2009-10	Computer Design Lab.
Fall 2008-09	Electronics Lab.
Spring 2008	Computer Networks Lab.
Spring 2008	Circuit and Measurement Lab.
Fall 2009-10	Electronic Physics
Fall 2009-10	Modern Physics
Fall 2008	Machine Language
Spring 2007	Digital Pulse Technique Lab.

II. Courses and Programs Developed

Spring 2022	Undergraduate Certificate in Cybersecurity (UCC) [under review]
Fall 2021	Computing and Data Engineering and Sciences (CoDES) Certificate
09/2020	Python in Scientific Computing, CMPS 312
09/2020	Fundamental of Data Science, CMPS 322
12/2018	Machine Learning, CMPS 410
12/2018	Deep Learning, CMPS 510
12/2018	Parallel and Distributed Computing, CMPS 445

IV. Professional Trainings and Teaching Certifications

11/2020	Train-the-Trainer Blockchain Badge, IBM Skill Academy
10/2020	Train-the-Trainer Internet-of-Thing (IoT) Badge, IBM Skill Academy
07/2020	Applying the Quality Matter Rubric (APPQMR) Certificate
07/2020	Train-the-Trainer Quantum Computing Badge, IBM Skill Academy
06/2020	Train-the-Trainer Data Science Badge, IBM Skill Academy
06/2020	Train-the-Trainer Cloud Computing Badge, IBM Skill Academy
05/2020	Enterprise Design Thinking Badge, IBM Skill Academy
05/2019	Closing the Student Achievement Gap Certificate

9. SERVICES

I. Departmental, College, University, and Community Service

- **AAUP President**, SUBR Chapter of American Association of University Professors, Sept. 2021 – present.
- **Undergraduate Coordinator**, Department of Computer Science, Southern University, Baton Rouge, Aug. 2020– present.
- **Assessment Coordinator**, College of Science and Engineering, Southern University, Baton Rouge, Fall 2017 – present.
- **Accreditation Committee Chair**, Department of Computer Science, Southern University, Baton Rouge, Aug. 2020– present.
- **Scholarship Committee Chair**, Department of Computer Science, Southern University, Baton Rouge, Aug. 2020– present.
- **Handbook Committee Chair**, Department of Computer Science, Southern University, Baton Rouge, Fall 2017-Summer 2020.
- **Curriculum Committee (Member)**, Department of Computer Science, Southern University, Baton Rouge, Fall 2017-present.
- **ABET Assessment Committee (Member)**, Department of Computer Science, Southern University - Baton Rouge, Fall 2017-present.
- **Seminar and Guest Committee (Member)**, Department of Computer Science, Southern University, Baton Rouge, Fall 2017-present.
- **Faculty Search Committee (Member)**, Department of Computer Science, Southern University, Baton Rouge, Fall 2018–Spring 2019.
- **Curriculum Reform Retreat Committee (Member)**, College of Science and Engineering, Southern University, Baton Rouge, Spring 2019.
- **ABET Committee & Due Process Response**, Department of Computer Science, Southern University, Baton Rouge, 2017-2019.
- **Programming Bootcamp Coordinator**, Spring and Summer 2019.
- **Gap Analysis, SACSCOC committee**, College of Science and Engineering, Southern University, Baton Rouge, Spring 2019.
- **Funding Formula Committee Member**, Southern University, Baton Rouge, Summer 2018.

II. Editorial and Reviewing Services in Journals and Conferences

- **Associate Editor**, Journal of Circuits, Systems and Computers, World Publishing Company
- **Committee Member**, IEEE Conference on Nanoelectronics and Information Systems
IEEE International Conference on Smart Electronic Systems
- **Editorial Board Member**, IEEE Transactions on Computer-Aided Design
IEEE Transaction on Nanotechnology
IEEE Access

10. MEMBERSHIPS

- American Association of University Professors (AAUP)
- The Honor Society of PHI KAPPA PHI
- Institute of Electrical and Electronics Engineers (IEEE)
- Society of Photographic Instrumentation Engineers (SPIE)
- Association for Computing Machinery (ACM)
- American Physical Society (APS)
- American Society of Engineering Education (ASEE)

Southern University System
General Operating Budget Financial Statement
For Fiscal Year Ending June 30, 2022
As of October 31, 2021

	FY22 Budget	Actual	Projected	Total FY22	Over/(Under) Budget	% Actual to Budget
Revenues						
General Fund Direct	\$ 51,673,797	\$ 13,413,552	\$ 38,260,245	\$ 51,673,797	\$ -	26.0%
Statutory Dedicated	4,250,997	324,631	3,926,366	4,250,997	-	7.6%
Federal	6,154,209	1,104,415	5,049,794	6,154,209	-	17.9%
Self Generated						
Tuition - Fall 2020	35,093,666	35,617,070	152,000	35,769,070	675,404	101.5%
Tuition - Spring 2021	31,941,234	(2,022)	31,646,609	31,644,587	(296,647)	0.0%
Tuition - Summer	7,121,013	1,504,218	5,716,795	7,221,013	100,000	21.1%
Out-of-State Fees	13,470,378	8,189,099	7,709,940	15,899,039	2,428,661	60.8%
Other	17,336,279	7,468,635	10,014,480	17,483,115	146,836	43.1%
Interagency Transfer	3,869,822	311,646	3,558,176	3,869,822	-	8.1%
Total Revenues	\$ 170,911,395	\$ 67,931,243	\$ 106,034,406	\$ 173,965,649	\$ 3,054,254	39.7%
Expenditures						
Salaries	\$ 79,584,524	\$ 27,377,126	\$ 52,483,701	\$ 79,860,827	\$ 276,303	34.4%
Other Compensation	425,877	35,540	390,337	425,877	-	8.3%
Related Benefits	34,792,842	11,274,693	23,070,136	34,344,829	(448,013)	32.4%
Total Personal Services	\$ 114,803,243	\$ 38,687,359	\$ 75,944,174	\$ 114,631,533	\$ (171,710)	33.7%
Travel	1,168,170	49,162	1,119,008	1,168,170	-	4.2%
Operating Services	15,026,069	5,772,524	9,601,540	15,374,064	347,995	38.4%
Supplies	1,901,288	299,064	1,602,224	1,901,288	-	15.7%
Total Operating Expenses	\$ 18,095,527	\$ 6,120,750	\$ 12,322,772	\$ 18,443,522	\$ 347,995	33.8%
Professional Services	2,954,627	311,260	2,512,650	2,823,910	(130,717)	10.5%
Other Charges	17,998,815	255,050	17,130,980	17,386,029	(612,786)	1.4%
Debt Services						
Interagency Transfers	6,762,089	(162,599)	6,924,688	6,762,089	-	-2.4%
Total Other Charges	\$ 27,715,531	\$ 403,710	\$ 26,568,318	\$ 26,972,028	\$ (743,503)	1.5%
General Acquisitions	541,363	56,887	484,476	541,363	-	10.5%
Library Acquisitions	662,649	386,736	275,913	662,649	-	58.4%
Major Repairs	801,794	8,500	793,294	801,794	-	
Total Acquisitions/Major Repairs	\$ 2,005,806	\$ 452,123	\$ 1,553,683	\$ 2,005,806	\$ -	22.5%
Scholarships	8,291,288	6,850,071	5,062,689	11,912,760	3,621,472	82.6%
Total Expenditures	\$ 170,911,395	\$ 52,514,012	\$ 121,451,637	\$ 173,965,649	\$ 3,054,254	30.7%

Southern University Board and System Administration
General Operating Budget Financial Statement
For Fiscal Year Ending June 30, 2022
As of October 31, 2021

	FY22 Budget	Actual	Projected	Total FY22	Over/(Under) Budget	% Actual to Budget
Revenues						
General Fund Direct	\$ 3,673,376	\$ 911,563	\$ 2,761,813	\$ 3,673,376	\$ -	24.8%
Statutory Dedicated						
Federal						
Self Generated						
Tuition - Fall 2020						
Tuition - Spring 2021						
Tuition - Summer						
Out-of-State Fees						
Other						
Interagency Transfer						
Total Revenues	\$ 3,673,376	\$ 911,563	\$ 2,761,813	\$ 3,673,376	\$ -	24.8%
Expenditures						
Salaries	\$ 1,846,338	\$ 545,562	\$ 1,300,776	\$ 1,846,338	\$ -	29.5%
Other Compensation	64,500	17,333	47,167	64,500	-	26.9%
Related Benefits	733,663	167,424	566,239	733,663	-	22.8%
Total Personal Services	\$ 2,644,501	\$ 730,319	\$ 1,914,182	\$ 2,644,501	\$ -	27.6%
Travel	176,000	6,183	169,817	176,000	-	3.5%
Operating Services	171,100	34,211	136,889	171,100	-	20.0%
Supplies	80,000	4,689	75,311	80,000	-	5.9%
Total Operating Expenses	\$ 427,100	\$ 45,083	\$ 382,017	\$ 427,100	\$ -	10.6%
Professional Services	63,000	1,450	61,550	63,000	-	2.3%
Other Charges	473,775	-	473,775	473,775	-	0.0%
Debt Services						
Interagency Transfers						
Total Other Charges	\$ 536,775	\$ 1,450	\$ 535,325	\$ 536,775	\$ -	0.3%
General Acquisitions	65,000	1,030	63,970	65,000	-	1.6%
Library Acquisitions						
Major Repairs						
Total Acquisitions/Major Repairs	\$ 65,000	\$ 1,030	\$ 63,970	\$ 65,000	\$ -	1.6%
Scholarships						
Total Expenditures	\$ 3,673,376	\$ 777,882	\$ 2,895,494	\$ 3,673,376	\$ -	21.2%

**Southern University Baton Rouge Campus
General Operating Budget Financial Statement
For Fiscal Year Ending June 30, 2022
As of October 31, 2021**

	FY22 Budget	Actual	Projected	Total FY22	Over/(Under) Budget	% Actual to Budget
Revenues						
General Fund Direct	\$ 21,703,631	\$ 6,494,815	\$ 15,208,816	\$ 21,703,631	\$ -	29.9%
Statutory Dedicated	1,608,944	206,885	1,402,059	1,608,944	-	12.9%
Federal	-	-	-	-	-	-
Self Generated						
Tuition - Fall 2020	21,709,761	22,659,334	-	22,659,334	949,573	104.4%
Tuition - Spring 2021	19,487,148	2,461	19,484,687	19,487,148	-	0.0%
Tuition - Summer	4,963,498	1,222,627	3,740,871	4,963,498	-	24.6%
Out-of-State Fees	8,349,603	5,710,623	5,310,879	11,021,502	2,671,899	68.4%
Other	7,671,356	3,031,117	4,640,239	7,671,356	-	39.5%
Interagency Transfer	3,869,822	311,646	3,558,176	3,869,822	-	8.1%
Total Revenues	\$ 89,363,763	\$ 39,639,508	\$ 53,345,727	\$ 92,985,235	\$ 3,621,472	44.4%
Expenditures						
Salaries	\$ 42,454,990	\$ 14,436,840	\$ 28,018,150	\$ 42,454,990	\$ -	34.0%
Other Compensation	201,377	-	201,377	201,377	-	0.0%
Related Benefits	18,796,927	6,481,893	12,315,034	18,796,927	-	34.5%
Total Personal Services	\$ 61,453,294	\$ 20,918,733	\$ 40,534,561	\$ 61,453,294	\$ -	34.0%
Travel	325,870	4,625	321,245	325,870	-	1.4%
Operating Services	8,080,389	2,660,074	5,420,315	8,080,389	-	32.9%
Supplies	937,411	129,999	807,412	937,411	-	13.9%
Total Operating Expenses	\$ 9,343,670	\$ 2,794,698	\$ 6,548,972	\$ 9,343,670	\$ -	29.9%
Professional Services	1,101,480	153,364	948,116	1,101,480	-	13.9%
Other Charges	5,980,700	(51,710)	6,032,410	5,980,700	-	-0.9%
Debt Services			-			
Interagency Transfers	4,343,650	8,348	4,335,302	4,343,650	-	0.2%
Total Other Charges	\$ 11,425,830	\$ 110,003	\$ 11,315,827	\$ 11,425,830	\$ -	1.0%
General Acquisitions	62,032	-	62,032	62,032	-	0.0%
Library Acquisitions	137,649	38,934	98,715	137,649	-	28.3%
Major Repairs	-	-	-	-	-	-
Total Acquisitions/Major Repairs	\$ 199,681	\$ 38,934	\$ 160,747	\$ 199,681	\$ -	19.5%
Scholarships	6,941,288	6,399,818	4,162,942	10,562,760	3,621,472	92.2%
Total Expenditures	\$ 89,363,763	\$ 30,262,184	\$ 62,723,051	\$ 92,985,235	\$ 3,621,472	33.9%

**Southern University Law Center
General Operating Budget Financial Statement
For Fiscal Year Ending June 30, 2022
As of October 31, 2021**

	FY22 Budget	Actual	Projected	Total FY22	Over/(Under) Budget	% Actual to Budget
Revenues						
General Fund Direct	\$ 4,927,259	\$ 1,222,719	\$ 3,704,540	\$ 4,927,259	\$ -	24.8%
Statutory Dedicated	174,344	21,701	152,643	174,344	-	12.4%
Federal	-	-	-	-	-	-
Self Generated						
Tuition - Fall 2020	4,583,457	5,003,375	-	5,003,375	419,918	109.2%
Tuition - Spring 2021	4,412,842	-	4,412,842	4,412,842	-	0.0%
Tuition - Summer	882,945	-	882,945	882,945	-	0.0%
Out-of-State Fees	4,196,111	2,261,700	1,934,411	4,196,111	-	53.9%
Other	3,749,466	1,959,502	1,789,964	3,749,466	-	52.3%
Interagency Transfer		-	-			
Total Revenues	\$ 22,926,424	\$ 10,468,996	\$ 12,877,346	\$ 23,346,342	\$ 419,918	45.7%
Expenditures						
Salaries	\$ 11,971,842	\$ 4,220,208	\$ 7,751,634	\$ 11,971,842	\$ -	35.3%
Other Compensation	-	-	-	-	-	-
Related Benefits	4,410,564	1,258,375	3,152,189	4,410,564	-	28.5%
Total Personal Services	\$ 16,382,406	\$ 5,478,583	\$ 10,903,823	\$ 16,382,406	\$ -	33.4%
Travel	515,000	32,069	482,931	515,000	-	6.2%
Operating Services	2,038,567	393,125	2,065,360	2,458,485	419,918	19.3%
Supplies	325,000	63,988	261,012	325,000	-	19.7%
Total Operating Expenses	\$ 2,878,567	\$ 489,183	\$ 2,809,302	\$ 3,298,485	\$ 419,918	17.0%
Professional Services	1,570,590	151,812	1,418,778	1,570,590	-	9.7%
Other Charges	526,186	141,117	385,069	526,186	-	26.8%
Debt Services				-	-	-
Interagency Transfers	568,675	142,169	426,506	568,675	-	25.0%
Total Other Charges	\$ 2,665,451	\$ 435,098	\$ 2,230,353	\$ 2,665,451	\$ -	16.3%
General Acquisitions	-	-	-	-	-	-
Library Acquisitions	350,000	251,686	98,314	350,000	-	71.9%
Major Repairs	-	-	-	-	-	-
Total Acquisitions/Major Repairs	\$ 350,000	\$ 251,686	\$ 98,314	\$ 350,000	\$ -	71.9%
Scholarships	650,000	318,348	331,652	650,000	-	49.0%
Total Expenditures	\$ 22,926,424	\$ 6,972,898	\$ 16,373,444	\$ 23,346,342	\$ 419,918	30.4%

**Southern University New Orleans Campus
General Operating Budget Financial Statement
For Fiscal Year Ending June 30, 2022
As of October 31, 2021**

	FY22 Budget	Actual	Projected	Total FY22	Over/(Under) Budget	% Actual to Budget
Revenues						
General Fund Direct	\$ 6,851,532	\$ 1,700,235	\$ 5,151,297	\$ 6,851,532	\$ -	24.8%
Statutory Dedicated	506,477	62,002	444,475	506,477	-	12.2%
Federal	-	-	-	-	-	-
Self Generated						
Tuition - Fall 2020	5,051,510	4,584,009	152,000	4,736,009	(315,501)	90.7%
Tuition - Spring 2021	4,577,842	(4,483)	4,582,325	4,577,842	-	-0.1%
Tuition - Summer	429,999	(6,593)	436,592	429,999	-	-1.5%
Out-of-State Fees	517,807	102,617	352,000	454,617	(63,190)	19.8%
Other	4,370,387	1,888,292	2,248,000	4,136,292	(234,095)	43.2%
Interagency Transfer						
Total Revenues	\$ 22,305,554	\$ 8,326,079	\$ 13,366,689	\$ 21,692,768	\$ (612,786)	37.3%
Expenditures						
Salaries	\$ 10,354,998	\$ 3,631,002	\$ 6,723,996	\$ 10,354,998	\$ -	35.1%
Other Compensation	75,000	-	75,000	75,000	-	-
Related Benefits	4,649,692	1,657,822	2,991,870	4,649,692	-	35.7%
Total Personal Services	\$ 15,079,690	\$ 5,288,824	\$ 9,790,866	\$ 15,079,690	\$ -	35.1%
Travel	21,000	2,942	18,058	21,000	-	14.0%
Operating Services	1,922,500	1,400,737	521,763	1,922,500	-	72.9%
Supplies	180,500	17,360	163,140	180,500	-	9.6%
Total Operating Expenses	\$ 2,124,000	\$ 1,421,039	\$ 702,961	\$ 2,124,000	\$ -	66.9%
Professional Services	3,000	3,400	(400)	3,000	-	-
Other Charges	3,422,723	7,776	2,802,161	2,809,937	(612,786)	0.2%
Debt Services						
Interagency Transfers	1,101,141	(313,116)	1,414,257	1,101,141	-	-28.4%
Total Other Charges	\$ 4,526,864	\$ (301,940)	\$ 4,216,018	\$ 3,914,078	\$ (612,786)	-6.7%
General Acquisitions	-	-	-	-	-	0.0%
Library Acquisitions	175,000	96,116	78,884	175,000	-	54.9%
Major Repairs	-	-	-	-	-	-
Total Acquisitions/Major Repairs	\$ 175,000	\$ 96,116	\$ 78,884	\$ 175,000	\$ -	54.9%
Scholarships	400,000	121,739	278,261	400,000	-	30.4%
Total Expenditures	\$ 22,305,554	\$ 6,625,778	\$ 15,066,990	\$ 21,692,768	\$ (612,786)	29.7%

**Southern University Shreveport Campus
General Operating Budget Financial Statement
For Fiscal Year Ending June 30, 2022
As of October 31, 2021**

	FY22 Budget	Actual	Projected	Total FY22	Over/(Under) Budget	% Actual to Budget
Revenues						
General Fund Direct	\$ 6,112,438	\$ 1,742,380	\$ 4,370,058	\$ 6,112,438	\$ -	28.5%
Statutory Dedicated	163,377	21,701	141,676	163,377	-	13.3%
Federal						
Self Generated						
Tuition - Fall 2020	3,748,938	3,370,352	-	3,370,352	(378,586)	89.9%
Tuition - Spring 2021	3,463,402	-	3,166,755	3,166,755	(296,647)	0.0%
Tuition - Summer	844,571	288,184	656,387	944,571	100,000	34.1%
Out-of-State Fees	406,857	114,159	112,650	226,809	(180,048)	28.1%
Other	1,545,070	589,724	1,336,277	1,926,001	380,931	38.2%
Interagency Transfer		-	-			
Total Revenues	\$ 16,284,653	\$ 6,126,500	\$ 9,783,803	\$ 15,910,303	\$ (374,350)	37.6%
Expenditures						
Salaries	\$ 7,755,534	\$ 2,685,099	\$ 5,346,738	\$ 8,031,837	\$ 276,303	34.6%
Other Compensation	-	-	-	-	-	0.0%
Related Benefits	3,712,410	1,037,765	2,226,632	3,264,397	(448,013)	28.0%
Total Personal Services	\$ 11,467,944	\$ 3,722,864	\$ 7,573,370	\$ 11,296,234	\$ (171,710)	32.5%
Travel	35,300	30	35,270	35,300	-	0.1%
Operating Services	2,342,955	1,036,173	1,234,859	2,271,032	(71,923)	44.2%
Supplies	153,200	29,664	123,536	153,200	-	19.4%
Total Operating Expenses	\$ 2,531,455	\$ 1,065,867	\$ 1,393,665	\$ 2,459,532	\$ (71,923)	42.1%
Professional Services	181,557	840	50,000	50,840	(130,717)	0.5%
Other Charges	755,074	10,466	744,608	755,074	-	1.4%
Debt Services						
Interagency Transfers	748,623	-	748,623	748,623	-	0.0%
Total Other Charges	\$ 1,685,254	\$ 11,306	\$ 1,543,231	\$ 1,554,537	\$ (130,717)	0.7%
General Acquisitions	300,000	10,165	289,835	300,000	-	0.0%
Library Acquisitions	-	-	-	-	-	0.0%
Major Repairs	-	-	-	-	-	0.0%
Total Acquisitions/Major Repairs	\$ 300,000	\$ 10,165	\$ 289,835	\$ 300,000	\$ -	0.0%
Scholarships	300,000	10,166	289,834	300,000	-	3.4%
Total Expenditures	\$ 16,284,653	\$ 4,820,368	\$ 11,089,935	\$ 15,910,303	\$ (374,350)	29.6%

Southern University Agricultural Research and Extension Center
General Operating Budget Financial Statement
For Fiscal Year Ending June 30, 2022
As of October 31, 2021

	FY22 Budget	Actual	Projected	Total FY22	Over/(Under) Budget	% Actual to Budget
Revenues						
General Fund Direct	\$ 8,405,561	\$ 1,341,840	\$ 7,063,721	\$ 8,405,561	\$ -	16.0%
Statutory Dedicated	1,797,855	12,342	1,785,513	1,797,855	-	0.7%
Federal	6,154,209	1,104,415	5,049,794	6,154,209	-	17.9%
Self Generated						
Tuition - Fall 2020						
Tuition - Spring 2021						
Tuition - Summer						
Out-of-State Fees						
Other						
Interagency Transfer						
Total Revenues	\$ 16,357,625	\$ 2,458,597	\$ 13,899,028	\$ 16,357,625	\$ -	15.0%
Expenditures						
Salaries	\$ 5,200,822	\$ 1,858,416	\$ 3,342,406	\$ 5,200,822	\$ -	35.7%
Other Compensation	85,000	18,207	66,793	85,000	-	21.4%
Related Benefits	2,489,586	671,413	1,818,173	2,489,586	-	27.0%
Total Personal Services	\$ 7,775,408	\$ 2,548,036	\$ 5,227,372	\$ 7,775,408	\$ -	32.8%
Travel	95,000	3,313	91,687	95,000	-	3.5%
Operating Services	470,558	248,204	222,354	470,558	-	52.7%
Supplies	225,177	53,364	171,813	225,177	-	23.7%
Total Operating Expenses	\$ 790,735	\$ 304,880	\$ 485,855	\$ 790,735	\$ -	38.6%
Professional Services	35,000	393	34,607	35,000	-	1.1%
Other Charges	6,840,357	147,400	6,692,957	6,840,357	-	2.2%
Debt Services						
Interagency Transfers	-			-	-	0.0%
Total Other Charges	\$ 6,875,357	\$ 147,793	\$ 6,727,564	\$ 6,875,357	\$ -	2.1%
General Acquisitions	114,331	45,692	68,639	114,331	-	40.0%
Library Acquisitions				-		
Major Repairs	801,794	8,500	793,294	801,794	-	1.1%
Total Acquisitions/Major Repairs	\$ 916,125	\$ 54,192	\$ 861,933	\$ 916,125	\$ -	5.9%
Scholarships		-				
Total Expenditures	\$ 16,357,625	\$ 3,054,902	\$ 13,302,723	\$ 16,357,625	\$ -	18.7%