

SOUTHERN[®] UNIVERSITY SYSTEM

BATON ROUGE • NEW ORLEANS • SHREVEPORT

BOARD OF SUPERVISORS MEETING

Board of Supervisors' Meeting Room
J. S. Clark Administration Bldg. 2nd Floor
Baton Rouge, LA.
May 20, 2022
9:00 a.m.

PERSONNEL AFFAIRS COMMITTEE

(Following Internal Audit Committee)

Friday, May 20, 2022

Board of Supervisors' Meeting Room

J. S. Clark Administration Bldg. 2nd Floor

Baton Rouge, LA. 9:00 AM

AGENDA

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

A. Request Approval of Tenure Track Faculty Appointments for the 22-23 Academic Year (SULC)

Name	Position/Campus	Salary	Funding Source
1. Michael Bell	Assistant Professor Tenure Track (SULC)	\$108,000.00	State
2. Donna Garbarino Schwab	Assistant Professor Tenure Track (SULC)	\$112,500.00	State
3. E.F. Guerra-Pujol	Associate Professor Tenure Track (SULC)	\$117,000.00	State
4. Michael Harris	Assistant Professor Tenure Track (SULC)	\$112,500.00	State
5. Carlo Pedrioli	Full Professor Tenure Track (SULC)	\$130,500.00	State
6. Judd Sneirson	Associate Professor Tenure Track (SULC)	\$121,500.00	State
7. Jason Thrower	Assistant Professor Tenure Track (SULC)	\$103,500.00	State

**B. Request Approval of Equity Salary Adjustments on Positions equal to or greater than \$60,000
at the Southern University Agricultural Research and Extension Center**

Name	Position/Campus	Salary	Funding Source
1. Krystle Allen	Program Leader, FCS/Assistant Specialist, CED Salary Adjustment (SUAREC)	\$75,500.00	Federal
2. Zanetta Augustine	Program Leader, ANR/Assistant Specialist, ANR Salary Adjustment (SUAREC)	\$78,000.00	Federal
3. Tiffany Franklin	Program Leader, Youth Development/ Associate Specialist, Youth Development Salary Adjustment (SUAREC)	\$78,500.00	Federal
4. Antonio Harris	Director, SARDI Salary Adjustment (SUAREC)	\$85,750.00	State
5. De'Shoin York	Vice Chancellor for Extension and Outreach Salary Adjustment (SUAREC)	\$160,000.00	Federal

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

Name	Position/Campus	Salary	Funding Source
1. Tracie Abraham	Director of Residential Life and Housing Additional Duties/Salary Adjustment (SUBR)	\$92,000.00	State
2. Vancesa Ferchaud	Research Assistant Professor New Appointment (SUAREC/SUBR)	\$65,000.00	State/Federal
3. Anthony Jackson	Associate Vice-Chancellor for Student Affairs/ Dean of Students Title Change/Salary Adjustment (SUBR)	\$102,000.00	State
4. Justin James	Director of Internal Audit Additional Duties/Salary Adjustment (SUS)	\$78,000.00	State
5. Yolanda Martin	Real Estate and Housing Clinic Professor New Appointment (SULC)	\$94,500.00	State
6. Tamara Montgomery	Executive Director of Career Services and Business and Industry Cluster Additional Responsibilities/Title Change (SUBR)	\$83,763.00	State
7. Tammy Moore	Director of Internal Audit Additional Duties/Salary Adjustment (SUS)	\$70,000.00	State
8. Cartina Singleton	Director of Admissions and Recruitment New Appointment (SUNO)	\$70,000.00	State
9. Kendric Stewart	Director of Alumni Affairs /Executive Director – SUAF New Appointment (SUS)	\$90,000.00	State

10. Katara Williams	Vice Chancellor for Institutional Advancement and External Relations New Appointment (SUAREC / SUBR)	\$150,850.00	State
11. Greta Wilkes	Director of the Health Center Additional Duties/Salary Adjustment (SUBR)	\$135,000.00	State
12. Constance Woods	Student Success Specialist Additional Responsibilities (1-yr) (SUNO)	\$62,204.00	Federal

D. Request Approval of the Appointment of Special Advisor to the President-Chancellor and Tenure Professor (SUS/SUBR)

E. Request Approval of Letter for Family Medical Leave for Ms. Deidrea Hazure (SUNO)

- 6. Informational Item
- 7. Other Business
- 8. Adjournment

MEMBERS

Dr. Leon Tarver - Chairman, Mrs. Christy Reeves–Vice-Chair,
Mr. Samuel Tolbert, Mr. Raymond Fondel, Ms. Arlanda Williams, Atty. Jody Amedee
Atty. Edwin Shorty - Ex Officio

JOB CLASS 3	8	0	4	0
JOB CODE	F			
CAL ID	M			

SOUTHERN UNIVERSITY SYSTEM

Personnel Action Form

POSITION NUMBER	3	F			
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CAMPUS: SUS _____ SUBR _____ SULAC X SUAREC _____ SUNO _____ SUSLA _____

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

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

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

Profile of Person Recommended

Length of Employment 08/01/2022 To 05/31/2023
 Effective Date 08/01/2022

Name Michael R. Bell SS# XXX-XX- Sex M Race* B
(Last 4 digits only)

Position Title: Assistant Professor Department: Law Center Instruction

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

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

Years Experience 33 Southern University Experience 0 Year: _____

Degree(s): Type/Discipline (BA Education): _____
B.A. Howard University, Washington, DC
J.D. Tulane Law School, New Orleans

Current Employer New Jersey City University

Personnel Action

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

Recommended Salary \$ 108,000.00 Salary Budgeted \$ 108,000.00

Source of Funds General Appropriation/Grant

Identify Budget: State Location 311001-31120 61003 36000
 Form Code: 1 Page 1 Item # 1

Change of: _____
 Position _____ From _____ To _____
 Status _____
 Salary Adjustment _____

Financial Aid signature (if, applicable):

List total funds currently paid this employee by Southern University:

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

Source of Funds	Amount
N/A	

*See Reverse Side

Graduate School signature (if, applicable):

Supervisor <u>[Signature]</u> <u>5/3/2022</u> Date	Dean/Unit Head <u>Gerry R. Hall</u> <u>5-3-22</u> Date
Vice Chancellor <u>[Signature]</u> <u>5/3/2022</u> Date	Vice President/Finance <u>[Signature]</u> <u>5/3/22</u> Date
Director/Personnel _____ 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):

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

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

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

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

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

COMMENTS:

Tenure Track Faculty for the 2022-2023 Academic Year.

EMPLOYEE REGULAR WORK SCHEDULE:

Daily

EMPLOYEE DIRECT SUPERVISOR:

V/C Shawn Vance

NUMBER OF EMPLOYEES SUPERVISED, (if any)

100

HR USE ONLY: STATUS (circle one):

EXEMPT

NON EXEMPT

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

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

CLASS OF EMPLOYMENT (VISA STATUS):

TYPE

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

SOUTHERN UNIVERSITY LAW CENTER
NUMBERED / FLEXIBLE/AVAILABLE
DATE
US
RA
J1
F1
F0
4-3-22
George Hall

Do Not Write Below This Area

For Human Resource and Budgetary Control Use Only!

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

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

CONTINGENT UPON AVAILABILITY OF FUNDS

SOUTHERN UNIVERSITY - BATON ROUGE, LA 70813

SUS SUBR SULAC SUAREC SUNO SUSLA

POSITION VACANCY AUTHORIZATION

REQUEST THAT THE POSITION TITLE Assistant Professor AS DESCRIBED BELOW

Academic Affairs

(Department or Unit)

Replacement
 Civil Service
 Tenured

New Position
 Temporary
 Probationary (For Faculty this is same as tenure track)

Unclassified
 Faculty

Source of Funds

State
 Grant -in-Aid
 System Revenue
 Agency Fund State

VACANCY DESCRIPTION AND JUSTIFICATION

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

The Assistant Professor of Law position is a 10-month, tenure track full-time faculty position at Southern University Law Center (SULC). The position holder will report directly to the Vice Chancellor of Academic Affairs and teach courses in areas of specialty as assigned by SULC. The position holder will be required to perform specified duties and tasks as detailed in the policies of SULC for full-time faculty members, to include teaching classes as scheduled, tracking student attendance, producing and distributing a syllabus, holding a minimum of 10 office hours to meet with and counsel students, provide students with, at least, two writing opportunities during the semester wherein the professor provides feedback, and develop and assess (grade) a rigorous final exam in all assigned doctrinal courses. The position holder is expected to engage in substantial research and to produce quality scholarship on legal topics. The position holder is required to serve on committees that assist SULC in shared faculty governance. The position holder will be evaluated annually—by the Faculty Appointment, Retention, Promotion, and Tenure Committee—in categories to determine their fitness for tenure. The evaluative categories include: 1) professional training and experience, 2) teaching excellence, 3) professional activities, 4) research and publication, 5) law school service, and 6) student counseling and advisement. The position holder is hired pursuant to an annual contract that is presumptively renewable and will be considered for tenure within the time period specified in SULC's policies.

Salary/Range: \$110,000 - \$120,000 Previous Incumbent (if replacement): _____

Approved Disapproved Shawn Vance Department Head 5/3/2022 Date

Approved Disapproved Gerry K. Hall Dean/Director/Supervisor of Budget Unit 5-3-22 Date

FINANCE/BUDGET OFFICE ONLY	
Funds Available	
<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
<u>DMC Longe</u> Signature	<u>5/3/22</u> Date
Budget Number <u>311001-31120-61003-36000</u>	

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

Approved Disapproved Shawn Vance Vice Chancellor 5/3/2022 Date

Approved Disapproved John K. Perre 5/3/22 Date

✓ _____

John K. Pierce
Chancellor/Vice President

5/3/27
Date

____ Approved ____ Disapproved

President Date
An Equal Opportunity Employer

MICHAEL R. BELL



EDUCATION

Tulane Law School, New Orleans, LA (JD)

Moot Court Board / Appellate Team Coach
Tulane Senior Appellate Competition Finalist
Tulane Junior Appellate Competition Champion

Howard University, Washington, DC (BA, Economics)

TEACHING EXPERIENCE (Primary)

New Jersey City University, 2016-Present

Rank: Assistant Professor, School of Business (Management Department)

Courses: *Business Law I* (including Honors sections; lecture, online* and hyflex courses)
Business Law II (lecture and on-line courses)
Sports and Entertainment Law for Business Students (M. Bell wrote course, and taught first offering of course in spring 2021 - online)
Legal Issues in Entrepreneurship, Small and Medium-Sized Businesses (M. Bell wrote course, and currently teaching first offering of course, fall 2021 online; 22 students)
Corporate Governance & Internal Controls Frameworks (M. Bell co-wrote course, along with Professor Lukas Helikum and Professor Nava Cohen; offered by Accounting Department, taught by Accounting faculty; leading to a Compliance Certification)

*Completed the “*Quality Matters Rubric Online Workshop*” on 2/6/18.

Program: *Bachelor of Science in Legal and Managerial Environments* (new program co-written by M. Bell and Professor Gita Sharma, currently in review and approval process - CIM workflow has begun).

New Courses Under Development to Support New BS Program:

Compliance Management for Business Professionals (being developed by M. Bell; to be designed as ‘300’ level course)
Sustainability Law and Policy (being developed by M. Bell, based on M. Bell’s original research presentation of same at Princeton University, April 2021; to be designed as ‘400’ level course)
Legal and Managerial Environments Capstone (being co-written/developed by M. Bell and Professor Gita Sharma)

Committees: National Committee(s):

Committee Member (by appointment), *Standing Committee for General Law of the Transportation Research Board of the National Academies* (term: April 2020 – April 2023).

Committee Member (by appointment), *Standing Committee for Transportation Law of the Transportation Research Board of the National Academies* (predecessor to above; term: March 2018 – April 2020).

University Committees and Representations:

Senator-at-Large (**university-wide election, representing all university faculty**), spring 2021 – present.

NJCU School of Business *Finance Department Faculty Search Committee*, fall 2020 – spring 2021.

NJCU *General Education Curriculum Committee (university-wide committee)*, fall 2017 – spring 2021.

Member, Board of Advisors, *Standing Committee for Business and Economics Research* (spring 2020 – present).

Co-Chair, *Standing Committee for Business and Economics Research* (spring 2019 – spring 2020)

Lead Chair, *Standing Committee for Business and Economics Research* (spring 2018 – spring 2019).

Founding Member, *Standing Committee for Business and Economics Research* (fall 2016 – spring 2020; currently: Member, Board of Advisors)

NJCU Senator – School of Business Department of Accounting, spring 2018 – spring 2020 (Senate Representative from Accounting Dept).

NJCU School of Business Representative, *University Wide Cyber Curriculum Focus Group*, spring 2018 – fall 2018 (served at specific request of Dean of School of Business, Dr. Bernie McSherry); and

NJCU School of Business *Accounting Department Scholarship Committee* (fall 2016 – spring 2017).

TEACHING EXPERIENCE (Secondary)

Tulane University Law School, New Orleans, LA

(*Corporate Law Intersession Boot Camp Faculty*):

January 13, 2021 – January 14, 2021 (2-day panel session, offered to students via Zoom)

January 6, 2020 – January 10, 2020;

January 7, 2019 – January 12, 2019;

January 7, 2013 – January 11, 2013; and

January 9, 2012 - January 13, 2012).

One of the four original founders of this Mergers & Acquisitions/Business Transactional Practice Boot Camp. Lecture and role play in Intersession Course for 2nd year and 3rd year Tulane University Law students interested in transactional/corporate legal practice. Faculty for program drawn from across the United States.

TEACHING AND RESEARCH INTERESTS

Business Law	Commercial Law	Governance, Risk & Compliance
Business Transactions	Law & Entrepreneurship	AI and Machine Learning
Contract Law	Sports and Entertainment Law	Sustainability and Urban Planning

PUBLICATIONS (PEER REVIEWED)

Bridgehall, R., Lee, EunSu, Bell, Michael, *Strategic Global Logistics Management For Sourcing Road Oil in the U.S.*, Journal of International Trade, Logistics and Law, Volume 3, Number 2, 2017 – **winner of the “Bright Idea Award”** (One of the top ten manuscripts out of 165 publications; Stillman School of Business at Seton Hall University, November 2018).

Bell, Michael, *Constructing an Approach to Endogenize Norms of Cooperation for the Entrepreneurial Venture(r)*, Michigan State University Journal of Business and Securities Law, Volume 14, Issue 2, 2014.

WORKS-IN-PROGRESS

Bell, Michael “*Machine Learning in Public Healthcare: A Focus on Design and Model Development to Evolve Policy and Regulation*” (currently **Under Review** by the *American Journal of Law and Medicine* (Boston University)).

Bell, Michael “*The Role of Inclusivity in the Evolution of Law & Policy to Accommodate Smart Sustainable Cities*” - invited panelist and research presenter in very competitive selection process for the 8th Annual NJ Big Data Alliance (NJBDA) Symposium: **Smart State: Big Data for Community Impact**, hosted by **Princeton University**, April 29-30, 2021 (M. Bell specifically targeting article based on Princeton research presentation to **Urban Affairs Review** – 3.03 Impact Factor).

Bell, Michael, Jayaraman, J.D., and Wang, Zhimin, “*Ferretting Out “Smart” Cryptocurrency Regulation via the Innovation Window of Regulatory Arbitrage*” (abstract presented by M. Bell at inaugural, 2019 **Governing Innovation and Emerging Technology in Finance Writing Workshop and Roundtable**, University of California, Berkeley School of Law).

Bell, Michael, “*Organizational Learning in Supply Chains: Insight Into Constructing a More Sustainable Corporate Compliance Architecture*” (abstract presented at the **2019 National Business Law Scholars Conference**, University of California, Berkeley School of Law).

Bell, Michael, “*The Modern Slavery Act, Supply Chain Orthodoxy, and Re-Thinking the Culture of Corporate Compliance*” (abstract presented at the **2018 National Business Law Scholars Conference**, University of Georgia School of Law).

SCHOLARLY CONFERENCE PRESENTATIONS

- 2021 Bell, Michael, "*The Role of Inclusivity in the Evolution of Law and Policy to Accommodate Smart Sustainable Cities*" – invited as a panelist and to make presentation of extended abstract at the 8th Annual NJ Big Data Alliance (NJBDA) Symposium: **Smart State: Big Data for Community Impact**, hosted by **Princeton University**, April 29-30, 2021.
- 2019 Bell, Michael, "*Organizational Learning in Supply Chains: Insight Into Constructing a More Sustainable Corporate Compliance Architecture*" (abstract presented – by invitation – at the **2019 National Business Law Scholars Conference**, University of California, Berkeley School of Law).
- 2019 Bell, Michael, "*Ferretting Out "Smart" Cryptocurrency Regulation via the Innovation Window of Regulatory Arbitrage*" (abstract presented – by invitation – at the inaugural **Governing Innovation and Emerging Technology in Finance Writing Workshop and Roundtable**, University of California, Berkeley School of Law).
- 2018 Bell, Michael, "*The Modern Slavery Act, Supply Chain Orthodoxy, and Re-Thinking the Culture of Corporate Compliance*" (abstract presented - by invitation – at the **2018 National Business Law Scholars Conference**, University of Georgia School of Law).
- 2018 Bridgelall, R., Lee, EunSu, Bell, Michael, "*Strategic Transportation and Logistics Management for Importing Crude Oil to Produce Asphalt and Road Oil in the United States*", poster presentation - by invitation - **Transportation Research Board 97th Annual Meeting**, 18,00072, Washington, D.C.

SERVICE AS 'MODERATOR' AT LEGAL CONFERENCES

- 2020 **95th Academy of Legal Studies in Business**, (Online) Annual Conference, Sponsored by University of Connecticut School of Business, August 2, 2020 – August 7, 2020. Served as moderator for a curriculum/pedagogy track panel of national business law professors.

OTHER PRESENTATIONS

- 2018 Lee, Eunsu and Bell, Michael, "*A Study on Improving Student Engagement Through Research Showcase Participation*", **ACBSP Region 1 Annual Meeting – The Art of Developing Entrepreneurial Leaders**, October 18-20, 2018, NJCU School of Business, Jersey City, New Jersey.
- 2018 Bell, Michael, "*Stakeholder Engagement in Transportation Planning*", (guided a group discussion on this topic), **Transportation Camp NYC 2018**, October 13, 2018, NYU Tandon School of Engineering.

SERVICE AS 'PEER REVIEWER' FOR SCHOLARLY JOURNAL

2019 Served as peer reviewer of four (4) scholarly academic works for the **Organization and Management Theory Division (OMT) of the Academy of Management.**

LEGAL EXPERIENCE

M. BELL & ASSOCIATES, P.C., New York, NY (July 2003 – July 2016)

Principal, General Corporate and Business Law, Private Equity and Trusts & Estate Planning. The firm counsels both early-stage and more mature companies, and individual entrepreneurs on structuring and executing various business and strategic transactions.

KING & SPALDING LLP, New York, NY (February 2001-June 2003)

Associate, Private Equity Practice Group. Represented clients making equity investments in diverse companies, clients involved in leveraged buy-out transactions, mergers and acquisitions, and other business combinations and strategic transactions; drafted loan documentation, security collateral documentation and coordinated various members of corporate legal team.

WHITE & CASE LLP, New York, NY (1997-2001) and London, England (United Kingdom) (summer, 1996)

Associate, Bank Finance Practice Group. Represented large financial institutions in secured and unsecured lending transactions, with particular focus on acquisition finance transactions, in which the law firm's clients arranged financing for the acquisition of target companies. Heavily involved in coordination of multi-practice legal teams in facilitating the execution and closing of the group's transactions.

PROFESSIONAL LICENSE

Admitted to practice in New York

OTHER PROFESSIONAL (FINANCIAL) EXPERIENCE

CREDIT LYONNAIS, N.A., New York, NY (May 1992-July 1994)

Assistant Treasurer. Officer and analyst in financial institutions group responsible for investment banking and asset management/mutual fund relationships.

MANUFACTURERS HANOVER (now JP Morgan Chase), New York, NY (1989-1992). *Senior*

Credit Analyst. Administered a middle-market corporate banking portfolio as a member of a lending team. Prepared operating and financial analysis of middle-market and emerging growth companies.

VOLUNTEER SERVICE

Comprehensive Development Inc. (CDI) (www.cdi-ny.org): January 2007 – March 2011. *Member, Board of Directors.* CDI is a non-profit organization that is in partnership with Manhattan Comprehensive Night and Day High School (MCNDH), and which has a strong affiliation with The Robin Hood Foundation and its overall mission to fight poverty in New York. Served in various leadership capacities, including *Board Secretary, Chair of the Governance and Nominating Committee, Chair of the Audit Committee* and as a *member of the Executive Committee.*

Special Assistant District Attorney of Counsel – (August 2003-January 2004): Researched and drafted, pro bono, an appellate brief (criminal law) for the New York Supreme Court (Appellate Division: First Department). Represented the People of the State of New York in the defendant's appeal of a conviction on one count each of (i) Criminal Sale of a Controlled Substance in or near School Grounds (NY Penal Law §220.44), and (ii) Criminal Possession of a Controlled Substance in the Third Degree (NY Penal Law § 220.16[1]). As Special Assistant District Attorney of Counsel, I was scheduled to present oral argument, but the case was unanimously decided in favor of the State based on the briefs. In the brief, I cited to 40 NY State criminal cases and 4 penal statutes.

OTHER SPEAKING ENGAGEMENTS

On behalf of the Bar Association of the City of New York, gave lectures on “*How to Structure Your Small Business*”. Lectures given at Baruch College Zichlin School of Business - 6/29/2005; Upper Manhattan Business Solutions Center 7/28/2005; and The Science, Industry & Business Library (SIBL) 11/16/2006.

CERTAIN PROFESSIONAL CONFERENCES ATTENDED

2021 8th Annual NJ Big Data Alliance (NJBDA) Symposium: Smart State: Big Data for Community Impact, hosted by Princeton University, April 29-30, 2021 (invited panelist and research presenter).

2020 95th Academy of Legal Studies in Business, (online) Annual Conference, Sponsored by University of Connecticut School of Business, August 2, 2020 – August 7, 2020.

2019 National Business Law Scholars Conference, Presenter, Berkeley California (University of California, Berkeley School of Law), June 20-21, 2019.

2019 (Inaugural) Governing Innovation and Emerging Technology in Finance Writing Workshop and Roundtable, Presenter, Berkeley, California (University of California, Berkeley School of Law), June 19, 2019.

2019 Transportation Research Board Conference, Committee Member (by appointment), *Standing Committee for Transportation Law of the Transportation Research Board of the National Academies*, Washington, DC, January, 2019.

2018 National Business Law Scholars Conference, Presenter, Athens, Georgia (at University of Georgia School of Law), June 21-22, 2018.

2018 Transportation Research Board Conference, Presenter (along with Bridgehall, R. and Lee, EunSu, Washington, DC, January, 2018.

2017 National Business Law Scholars Conference, Attendee, Salt Lake City, Utah, June 2017.

2017 Third Party Management by Design Workshop, Attendee, Philadelphia, Pennsylvania, November 2, 2017.

2017 New York Association of Certified Fraud Examiners, Attendee, New York, New York, July 17, 2017.

Reinvent Law NYC 2014 (New York, New York, Feb. 7, 2014). Attended this conference devoted to law, technology, innovation, and entrepreneurship in the legal services industry. The conference was designed for those interested in the future of law or technology or entrepreneurship/innovation.

Tulane Corporate Law Institute (New Orleans, La). Attended in April 2004, April 2008 and April 2011. One of the leading conferences for finance and legal professionals. Covers the latest developments from across the US.

JOB CLASS 3	8	0	4	0
JOB CODE	F			
CAL ID	M			

SOUTHERN UNIVERSITY SYSTEM

Personnel Action Form

POSITION NUMBER	3	F			
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CAMPUS: SUS ___ SUBR ___ SULAC X SUAREC ___ SUNO ___ SUSLA ___

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

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

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

Profile of Person Recommended

Length of Employment 08/01/2022 To 05/31/2023
 Effective Date 08/01/2022

Name Donna G. Schwab SS# XXX-XXX- 5081 Sex F Race* W
 (Last 4 digits only)

Position Title: Assistant Professor Department: Law Center Instruction

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

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X New Position Expiration Date: ___

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

Years Experience 35 Southern University Experience 7 Year:

Degree(s): Type/Discipline (BA-Education):
B.S. Louisiana State University
J.D. Loyola School of Law
M.A. Louisiana State University

Current Employer Louisiana Homebuilders' Association General Liability Trust & Adjunct Southern University Law Center

Personnel Action

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

Recommended Salary \$ 112,500.00 Salary Budgeted \$ 112,500.00

Source of Funds General Appropriation/Grant

Identify Budget: State ___ Location 311001-31120-61003-36000
 Form Code: 1 Page 1 Item # 1

Change of: From To
 Position ___
 Status ___
 Salary Adjustment ___

Financial Aid signature (if, applicable):

List total funds currently paid this employee by Southern University:

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

Source of Funds	Amount
N/A	

*See Reverse Side

Graduate School signature (if, applicable):

Supervisor <u>Shawn Vance</u> <u>5/3/2022</u> Date	Vice Chancellor <u>Shawn Vance</u> <u>5/3/2022</u> Date	Director/Personnel _____ Date	President _____ Date	Down/Unit-Head <u>Geny H. Hall</u> <u>5-3-22</u> Date	VIC for Finance & Admin <u>John K. Pierre</u> <u>5/3/22</u> Date	Chairman/S.U. Board of Supervisors _____ Date
				Vice President/Finance Business Affairs/Comptroller _____ Date		

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

ETHNIC ORIGIN (Please check one):

Hispanic or Latino _____

Non-Hispanic or Non-Latino _____

RACE (Please check all that apply):

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

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

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

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

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

COMMENTS:

Tenure Track Faculty for the 2022-2023 Academic Year.

EMPLOYEE REGULAR WORK SCHEDULE: _____

Daily

EMPLOYEE DIRECT SUPERVISOR: _____

V/C Shawn Vance

NUMBER OF EMPLOYEES SUPERVISED, (if any) _____

100

HR USE ONLY: STATUS (circle one):

EXEMPT

NON-EXEMPT

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

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

CLASS OF EMPLOYMENT (VISA STATUS):

TYPE

United States Citizen/Certificate of Naturalization

Resident Alien

H-1 Visa (Distinguished Merit & Ability)

J-1 Visa (Exchange Visitor Program)

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

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

SOUTHERN UNIVERSITY LAW CENTER

EMPLOYEE IDENTIFICATION CARD

DOC. I.D. #

DATE

RA

BH

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

SOUTHERN UNIVERSITY - BATON ROUGE, LA 70813

SUS SUBR SULAC SUAREC SUNO SUSLA

POSITION VACANCY AUTHORIZATION

REQUEST THAT THE POSITION TITLE Assistant Professor AS DESCRIBED BELOW

Academic Affairs

(Department or Unit)

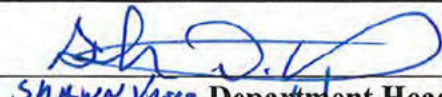

- | | | | |
|--|--|--|--|
| <input type="checkbox"/> Replacement | <input checked="" type="checkbox"/> New Position | <input checked="" type="checkbox"/> Unclassified | Source of Funds |
| <input type="checkbox"/> Civil Service | <input type="checkbox"/> Temporary | <input type="checkbox"/> Faculty |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

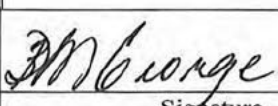
VACANCY DESCRIPTION AND JUSTIFICATION

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

The Assistant Professor of Law position is a 10-month, tenure track full-time faculty position at Southern University Law Center (SULC). The position holder will report directly to the Vice Chancellor of Academic Affairs and teach courses in areas of specialty as assigned by SULC. The position holder will be required to perform specified duties and tasks as detailed in the policies of SULC for full-time faculty members, to include teaching classes as scheduled, tracking student attendance, producing and distributing a syllabus, holding a minimum of 10 office hours to meet with and counsel students, provide students with, at least, two writing opportunities during the semester wherein the professor provides feedback, and develop and assess (grade) a rigorous final exam in all assigned doctrinal courses. The position holder is expected to engage in substantial research and to produce quality scholarship on legal topics. The position holder is required to serve on committees that assist SULC in shared faculty governance. The position holder will be evaluated annually—by the Faculty Appointment, Retention, Promotion, and Tenure Committee—in categories to determine their fitness for tenure. The evaluative categories include: 1) professional training and experience, 2) teaching excellence, 3) professional activities, 4) research and publication, 5) law school service, and 6) student counseling and advisement. The position holder is hired pursuant to an annual contract that is presumptively renewable and will be considered for tenure within the time period specified in SULC's policies.

Salary/Range: \$115,000 - \$120,000 Previous Incumbent (if replacement): _____

<input checked="" type="checkbox"/> Approved	<input type="checkbox"/> Disapproved		<u>5/3/2022</u>
		Shawn Vance Department Head	Date
<input checked="" type="checkbox"/> Approved	<input type="checkbox"/> Disapproved		<u>5-3-20</u>
		Dean/Director/Supervisor of Budget Unit	Date

FINANCE/BUDGET OFFICE ONLY	
Funds Available	
<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
	<u>5/3/22</u>
Signature	Date
Budget Number	<u>311001-31120-61003-36000</u>

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

<input checked="" type="checkbox"/> Approved	<input type="checkbox"/> Disapproved		<u>5/3/2022</u>
		Shawn Vance Vice Chancellor	Date
<input checked="" type="checkbox"/> Approved	<input type="checkbox"/> Disapproved		<u>5/3/22</u>
		John K. Pierre	Date

John K. Puro
Chancellor/Vice President

5/3/22
Date

____ Approved _____ Disapproved

President
An Equal Opportunity Employer

Date

DONNA GARBARINO SCHWAB



PROFESSIONAL SUMMARY:

Accomplished advocate in civil litigation matters for over thirty-five (35) years with experience in both federal and state court at the district and appellate levels. Skilled adjunct professor for nine (9) years at Southern University Law Center, primarily focusing on teaching Federal Jurisdiction and Basic Civil Procedure but has also taught professional responsibility.

WORK EXPERIENCE:

Attorney at Law – Law practice has included general civil litigation, as well as personal injuries matters for both plaintiff and defense. Experience in all aspects of litigation from inception of lawsuit, pre-trial discovery, motion practice, and trial through appeal. Practice has included extensive courtroom experience at both the trial and appellate levels.

FDIC Litigation – Extensive experience handling complex, document-intensive litigation for the Federal Deposit Insurance Corporation (FDIC) and the Resolution Trust Company (RTC) involving bond claims, director and officer liability suits, and other professional liability matters. Work consisted of the initial investigation and analysis of financial institutions, as well as pre-trial discovery and taking of numerous depositions of both expert and lay witnesses and trial preparation.

Southern University Law Center – Adjunct Law Professor – (2013-Present). Primarily teach Federal Jurisdiction and Procedure and Basic Civil Procedure. Also, have taught Evidence, Advanced Legal Writing, Professionalism and Matrimonial Regimes. Additionally, taught Pre-Law courses in Federal Jurisdiction and/or Legal Writing and Analysis for the past seven (7) years. Further, coached the SULC mock trial 2019 team in the Phi Alpha Delta national competition. Advised and worked with each of them on their various presentations during preparation for the event. Traveled to Washington, D.C. and advised and encouraged the team during competition.

Managing Attorney – Louisiana Homebuilders' Association General Liability Trust. (2014-Present) Responsibilities include managing the staff and files of the law firm for the Louisiana Homebuilders' Association General Liability Trust, which provides indemnification (general liability) coverage for homebuilders throughout the State of Louisiana. This work includes ensuring the litigation progresses in a timely manner. My duties include conducting discovery, engaging in motion practice, and participating in trial

and appeal. Also included is extensive mediation and negotiation of settlements. Additionally, as Managing Attorney for the law firm, I work closely with the Board of Directors for the General Liability Trust, attending the Board meetings and updating them on matters concerning the law firm. Together, we work to set the direction of the law firm for the benefit of the builders and the Trust. Moreover, I apprise the clients about the status of any pending matters in which they may be involved and maintain close relationships.

Hebert, Spencer, Cusimano & Fry, L.L.C. – Handled general litigation matters, primarily plaintiff, for firm that included drafting of pleadings, motion practice, pre-trial discovery, legal research, and courtroom appearances. Also, drafted wills and related estate planning matters.

Contract Brief Writing – Preparation of motions, exceptions, and supporting and opposing memoranda in both State and Federal Court. Additionally, wrote appellate briefs and Motions to Remand in Federal Court.

Glusman, Broyles & Glusman – Handled all types of litigation, primarily insurance defense, in both district and appellate court. Also, did numerous depositions involving asbestos litigation. Performed some collections and handled bankruptcy matters.

Donna Garbarino Schwab, A.P.L.C. – Had a general practice with litigation, primarily plaintiff, but did handle some defense matters. Much of practice involved litigation with the FDIC and RTC as a minority counsel, as described above.

Law Clerk (Contract) and Staff Attorney—First Circuit Court of Appeal – Served as law clerk for two Louisiana Circuit Appellate Judges. Responsibilities included in-depth legal research, interaction with judges concerning opinions, and writing civil and criminal decisions. As Staff Attorney, I conducted extensive research and writing of criminal opinions for all judges of the Court. Work also included handling criminal and civil writ applications.

Clerkship—Louisiana 19th Judicial District Court— Served as a law clerk for district judge. Responsible for assisting the Judge in preparing for motions, trials, and all matters relating to his judgeship. Extensive legal research performed and writing of opinions.

EDUCATION:

Loyola School of Law, New Orleans, LA – Juris Doctor.

Louisiana State University, Baton Rouge, LA – Masters of Journalism and Arts, Journalism, minor in Speech.

Louisiana State University, Baton Rouge, LA – Bachelor of Science, English Education, minor in Journalism.

PROFESSIONAL AFFILIATIONS:

Louisiana State Bar Association:

Assistant Bar examiner, Successions

Young Lawyers Section of the Louisiana Bar Association, former Baton Rouge area representative

Louisiana Disciplinary Council, former Probation Mentor

Admitted to practice in all Louisiana state courts, the United States Middle District of Louisiana, and the United States Western District of Louisiana.

Baton Rouge Bar Association:

Baton Rouge Bar Association, past CLE Committee member

Law Day Volunteer

Mock Trial Coach Volunteer – St. Joseph’s High School and University Laboratory School

PUBLICATIONS:

“The Lost Art of Diplomacy”

SKILLS:

Legal Analysis and Statutory Interpretation

Oral and Written Communication

Teaching Law

Legal Research

Teamwork

Adaptability

Trained Mediator, Mediation and Conflict Resolution

Time Management

Public Speaking and Presentations

SOFTWARE AND VIRTUAL INSTRUCTION:

Livertext

TWEN

Zoom

ExamSoft

Westlaw

Amicus

Microsoft – Outlook, Excel, Powerpoint, and Word

COMMUNITY SERVICE AND INTERESTS:

Heritage Ranch – Former Board Member

Member First Presbyterian Church for 30 years

Global Mission Committee Member

Past Volunteer, Buchanan Elementary – Teacher Support

Mission trips to Romania for past 17 years; mission trip to Mexico

Prior Bible Study Fellowship – Children’s leader

Member, Rotary Club – served on the Foundation Committee and the Speaker Committee
Sponsor, Rotaract
Married 36 years and mother of three children

Professional References:

Gail Stephenson
Southern University Law Center
Professor of Law
(225) 771-4900
gstephenson@sulc.edu

Anderson "Andy" Dotson III
City of Baton Rouge/East Baton Rouge Parish Attorney
(225) 806-8627
adotson@brla.gov

Stephen W. Glusman
Attorney-at-Law
(225) 892-8473
sglusman@bellsouth.net

JOB CLASS 3	8	0	4	0
JOB CODE	F			
CAL ID	M			

SOUTHERN UNIVERSITY SYSTEM

Personnel Action Form

POSITION NUMBER	3	F			
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CAMPUS: SUS _____ SUBR _____ SULAC X SUAREC _____ SUNO _____ SUSLA _____

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

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

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

Profile of Person Recommended

Length of Employment 08/01/2022 To 05/31/2023
 Effective Date 08/01/2022

Name F. E. Guerra Pujol SS# XXX XX Sex M Race* H
(Last 4 digits only)

Position Title: Associate Professor Department: Law Center Instruction

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

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

Years Experience 33 Southern University Experience 0

Degree(s): Type/Discipline (BA Education):
J.D. Yale Law School Year: 1993
B.A. University of California at Santa Barbara Year: 1990

Current Employer University of Central Florida

Personnel Action

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

Recommended Salary \$ 117,000.00 Salary Budgeted \$ 117,000.00

Source of Funds General Appropriation/Grant

Identify Budget: State _____ Location 311001-31120 61003 36000
 Form Code: 1 Page 1 Item # 1

Change of: From _____ To _____
 Position _____
 Status _____
 Salary Adjustment _____

Financial Aid signature (if, applicable):

List total funds currently paid this employee by Southern University:

*See Reverse Side

Comments: (Use back of form)

Source of Funds	Amount
N/A	

*See Reverse Side

Graduate School signature (if, applicable):

Supervisor <u>Shawn D. Vance</u> Date <u>5/3/2022</u>	Dean/Unit Head <u>_____</u> Date <u>5/3/22</u>
Vice Chancellor <u>Shawn D. Vance</u> Date <u>5/3/2022</u>	Vice President/Finance <u>_____</u> Date <u>5/3/22</u>
Director/Personnel _____ 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):

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

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

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

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

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

COMMENTS:

Tenure Track Faculty for the 2022-2023 Academic Year.

EMPLOYEE REGULAR WORK SCHEDULE:

Daily

EMPLOYEE DIRECT SUPERVISOR:

V/C Shawn Vance

NUMBER OF EMPLOYEES SUPERVISED, (if any)

100

HR USE ONLY:

STATUS (circle one):

EXEMPT

NON-EXEMPT

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

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

CLASS OF EMPLOYMENT (VISA STATUS):

TYPE

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

SOUTHERN UNIVERSITY LAW CENT
CODE / EXPIRES
US DOC. I.D. #
RA DATE 5/3/2021
H1 BY Shawn Vance
J1 BY
F1
F0

Do Not Write Below This Area

For Human Resource and Budgetary Control Use Only!

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

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

CONTINGENT UPON AVAILABILITY OF FUNDS

SOUTHERN UNIVERSITY - BATON ROUGE, LA 70813

SUS SUBR SULAC SUAREC SUNO SUSLA

POSITION VACANCY AUTHORIZATION

REQUEST THAT THE POSITION TITLE Associate Professor AS DESCRIBED BELOW

Academic Affairs

(Department or Unit)

Replacement
 Civil Service
 Tenured

New Position
 Temporary
 Probationary (For Faculty this is same as tenure track)

Unclassified
 Faculty

Source of Funds
 State
 Grant -in-Aid
 System Revenue
 Agency Fund State

VACANCY DESCRIPTION AND JUSTIFICATION

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

The Associate Professor of Law on tenure track position is a 10-month, non-tenured full-time faculty position at Southern University Law Center (SULC). The position holder will report directly to the Vice Chancellor of Academic Affairs and teach courses in areas of specialty as assigned by SULC. The position holder will be required to perform specified duties and tasks as detailed in the policies of SULC for full-time faculty members, to include teaching classes as scheduled, tracking student attendance, producing and distributing a syllabus, holding a minimum of 10 office hours to meet with and counsel students, provide students with, at least, two writing opportunities during the semester wherein the professor provides feedback, and develop and assess (grade) a rigorous final exam in all assigned doctrinal courses. The position holder is expected to engage in substantial research and to produce quality scholarship on legal topics. The position holder is required to serve on committees that assist SULC in shared faculty governance. The position holder is required to serve on committees that assist SULC in shared faculty governance. The position holder will be evaluated annually—by the Faculty Appointment, Retention, Promotion, and Tenure Committee—in categories to determine their fitness for tenure. The evaluative categories include: 1) professional training and experience, 2) teaching excellence, 3) professional activities, 4) research and publication, 5) law school service, and 6) student counseling and advisement. The position holder is hired pursuant to an annual contract that is presumptively renewable and will be considered for tenure within the time period specified in SULC's policies.

Salary/Range: \$125,000 - \$130,000 Previous Incumbent (if replacement): _____

Approved Disapproved *[Signature]* Department Head 5/3/2022 Date

Approved Disapproved *[Signature]* Dean/Director/Supervisor of Budget Unit 5-3-22 Date

FINANCE/BUDGET OFFICE ONLY	
Funds Available	
<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
<u><i>[Signature]</i></u>	<u>5/3/22</u>
Signature	Date
Budget Number <u>311001-31120-61003-36000</u>	

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

Approved Disapproved *[Signature]* Vice Chancellor 5/13/2022 Date

Approved Disapproved John K. Pierre 5/3/22
Chancellor/Vice President Date

Approved Disapproved _____
President Date
An Equal Opportunity Employer

CURRICULUM VITAE

F. E. GUERRA-PUJOL



Academic Appointment: 60% Teaching; 30% Research; 10% Service

WEBSITES

Google Scholar: <https://scholar.google.com/citations?user=-JOeicwAAAAJ&hl=en>

ORCID iD: <https://orcid.org/0000-0003-0236-1638>

SSRN: https://papers.ssrn.com/sol3/cf_dev/AbsByAuth.cfm?per_id=649450

ACADEMIC DEGREES

Degree & Year	Institution	Field
J.D., 1993	Yale Law School	Law
B.A., 1990	University of California at Santa Barbara	Spanish Literature (Graduated with Highest Honors)
B.A., 1990	University of California at Santa Barbara	Political Science (Graduated with Highest Honors)

ADDITIONAL EDUCATION (OVERSEAS & ONLINE)

Ecole des Haute Etudes en Sciences Sociales (June of 2019): Attended a series of seminars in Paris on “Legal Realism and Its Critics” led by Professor Brian Leiter (Chicago).

European Consortium for Political Research; University of Ljubljana (summer of 2008):

Completed for credit a three-week seminar in “Formal Mathematical Modelling” taught by Professor Rebecca Morton (NYU).

Coursera and EdX (ongoing): Completed courses for credit in the Law & Economics of Media Platforms taught by Professor Randy Picker (Chicago); An Intuitive Approach to Probability taught by Professor Karl Schmedders (Zurich); Model Thinking taught by Professor Scott Page (Michigan); and Computer Science 101 taught by Professor Nick Parlante (Stanford).

Alliance Française de Puerto Rico: Completed multiple French language and literature courses.

ACADEMIC APPOINTMENTS

Year of Appointment	Position	Institution
2020	Associate Lecturer	University of Central Florida
2014	Lecturer	University of Central Florida
2010	Full Professor	Pontifical Catholic University of Puerto Rico
2004	Associate Professor	Pontifical Catholic University of Puerto Rico
1998	Assistant Professor	Pontifical Catholic University of Puerto Rico

SCHOLARSHIP

Books & Book Chapters

Business Law and Strategy, with Sean Melvin & David Orozco, McGraw Hill, 1st ed. (2020).

Breaking Bad Promises (accepted for publication), in *Better Call Saul and Philosophy*, Joshua S. Heter & Brett Coppenger, editors, Carus Books (forthcoming, June 2022).

Buy or Bite? (Chapter 12), in *The Economics of the Undead*, Glen Whitman & James Dow, editors, Rowman & Littlefield (2014), pp. 123-129 (featured on [Freakonomics Radio](#)).

Law Review & Refereed Articles

[Adam Smith in Love](#), *Econ Journal Watch*, Vol. 18, No. 1 (2021), pp. 127-155 (double-blind refereed paper).

[A Bayesian Analysis of the Hadley Rule](#), *Florida State University Law Review*, Vol. 45 (2018), 925-928 (by invitation; edited by Val D. Ricks).

[Does the Prisoners Dilemma Refute the Coase Theorem?](#), *John Marshall Law Review*, Vol. 47, No. 4 (Summer 2014), pp. 1289-1318 (symposium paper).

[Gödel's Loophole](#), *Capital University Law Review*, Vol. 43, No. 3 (2013), pp. 637-673 (over 7100 downloads on SSRN and 10 citations per Google Scholar).

Articles in Specialty Law Journals

The Case for Bayesian Judges, *Journal of Legal Metrics*, Vol. 6, No. 1 (2019), pp. 13–20 (lead article).

Kant on Evidence: A Hypothetical Reply to Kerr, *The Green Bag*, Vol. 22, No. 4 (Summer 2019), pp. 281–282.

Of Coase and Copyrights: The Law and Economics of Literary Fan Art, *NYU Journal of Intellectual Property*, Vol. 10, No. 1 (Fall 2019), pp. 91–106.

Visualizing Probabilistic Proof, *Washington University Jurisprudence Review*, Vol. 7, No. 1 (2014), pp. 39–75.

Reviews

Do Grasshoppers Dream of Impartial Spectators?, review Ryan Patrick Hanley, “Our Great Purpose: Adam Smith on Living a Better Life” (Princeton University Press, 2019), to be published in the *Adam Smith Review* (forthcoming, December 2021).

Cowen’s Capitalist Manifesto, review of Tyler Cowen, “Big Business: Love Letter to an American Anti-Hero” (Picador, 2020), featured on Marginal Revolution.

The Problem with Precedent, review of Randy J. Kozel, “Settled Versus Right: A Theory of Precedent” (Cambridge University Press, 2017), published in the *Vienna Journal on International Constitutional Law*, Vol. 12, No. 4 (2018), pp. 497–504.

Exit, Voice, and Boilerplate, review Nathan B. Oman, “The Dignity of Commerce: Markets and Moral Foundations of Contract Law” (University of Chicago Press, 2017), published in The New Rambler (July 17, 2017).

The Evolutionary Path of the Law, review of Ullica Segerstråle, “Nature’s Oracle: The Life and Work of W. D. Hamilton” (Oxford University Press, 2013), published in the *Indonesian Journal of International & Comparative Law*, Vol. 1, No. 3 (July 2014), pp. 878–890.

A Beautiful Life: Some Lessons for Legal Scholars, review of Jeremy Adelman, “Worldly Philosopher: The Odyssey of Albert O. Hirschman” (Princeton University Press, 2013), published in the *Mississippi College Law Review*, Vol. 32, No. 3 (2014), pp. 495–501.

Shorter Works

Research Fraud as Tort, *Science*, Vol. 349, No. 6255 (Sept. 25, 2015), pp. 1459–1460.

Time-Travel Thought Experiment, *Science*, Vol. 341, No. 6141 (July 5, 2013), pp. 28–29.

Public Trust Doctrine: Too Broad?, *Science*, Vol. 326, No. 5949 (Oct. 2, 2009), pp. 45–46.

Podcasts

Iipse Dixit Podcast, Season 1, Episode #423 (Nov. 23, 2019), available at

<https://shows.acast.com/ipse-dixit/episodes/enrique-guerra-on-illicit-promises>.

Iipse Dixit Podcast, Season 1, Episode #4 (Oct. 8, 2018), available at [https://shows.pippa.io/ipse-](https://shows.pippa.io/ipse-dixit/enrique-guerra-pujol-on-gdels-loophole)

[dixit/enrique-guerra-pujol-on-gdels-loophole](https://shows.pippa.io/ipse-dixit/enrique-guerra-pujol-on-gdels-loophole).

Freakonomics Radio (Oct. 30, 2014), available at <http://freakonomics.com/podcast/what-can-vampires-teach-us-about-economics-a-new-freakonomics-radio-podcast/>.

TEACHING (UCF)

Course	Title	Terms	Level	Credits
BUL3130	Business Law	2014-2020	Undergrad	3
BUL3130-H	Business Law Honors Section	2015-2020	Undergrad	3
BUL5332	Advanced Topics in Law	2020	Graduate	3
BUL6444	Law & Ethics	2014-2017	Graduate	3

ADDITIONAL COURSES TAUGHT

Constitutional Law I & II (1998-2014)

Constitutional Law Seminar (2003-2009)

Evolution & Development of the Institutions of the Civil Law (1998-2009)

Digital Law and Commerce (2010-2014)

Products Liability (2010-2014)

Professional Responsibility (1999)

Torts I & II (2009-2014)

SERVICE

Service to the University

Member, Tenure and Promotions Committee, Dixon School of Accounting (2020–present).

Editor, *The Pegasus Review*, Undergraduate Research Journal at the University of Central Florida (2015–2020).

Parliamentarian, Dixon School of Accounting (2018–present).

Invited Speaker, Panel on New Faculty Orientation (Aug. 13, 2018).
Invited Speaker, Summer Faculty Development Conference at University of Central Florida (May 10, 2016).
Participant, Summer Research Academy for Undergraduates at University of Central Florida (2015–2019).
Member, Undergraduate Research Council (2016–present).
Contributor, *UCF Faculty Focus* (multiple issues).

Community Service

Board Member, Legal Services Clinic of the Puerto Rican Community, Inc. (2018–present).
Invited Speaker, Panel on “Constitutional Aspects of Puerto Rico’s Territorial Status,” Legal Services Clinic of the Puerto Rican Community, Orlando, FL (Dec. 11, 2019).
Invited Speaker, Delegation of the Orange County State Legislative Caucuses (Feb. 3, 2017).
Invited Speaker, *Encuentro Nacional de la Diaspora Puertorriqueña* (Oct. 14, 2015).
Lead Attorney in *Pleasures of San Patricio, Inc. v. Méndez-Torres*, 596 F.3d 1 (1st Cir. 2010), available at <https://www.courtlistener.com/opinion/9/pleasures-of-san-patricio-inc-v-mendez-torres/>.
Co-Author of Amicus Brief in Support of Petition for Certiorari in *Vélez-Ortiz v. Rivera-Torres*, 341 F.3d 86 (1st Cir. 2003), *cert. denied*, 541 U.S. 972 (2005).

HONORS AND AWARDS

Top Ten Percent of Authors on the Social Science Research Network (SSRN) by Downloads (#823 overall as of Jan. 1, 2022).
Awarded a Hayek Fund Grant, Institute for Humane Studies (IHS) (2021).
Templeton Ideas Challenge Winner (Open Track), John Templeton Foundation (2020).
Honorable Mention, *Obra Jurídica del Año* (Law Review Article of the Year), Colegio de Abogados de Puerto Rico (2020).
Invited to Margaret Montoya Inaugural Legal Scholarship Retreat (2018).
Awarded a Teaching Innovation Grant by Dean Paul Jarley of the College of Business of the University of Central Florida (2017).
Honorable Mention, *Obra Jurídica del Año* (Law Review Article of the Year), Colegio de Abogados de Puerto Rico (2016).
Ronald Coase Fellow by the Ronald Coase Institute (2006).
Senior Editor of Volumes 101 & 102 of *The Yale Law Journal*.
Awarded the Louis Lancaster Scholarship (1989) and the Reg Robinson Award for Outstanding Achievement in International Relations (1990) by the Department of Political Science at the University of California, Santa Barbara.
Phi Beta Kappa (elected my junior year at UCSB).

JOB CLASS 3	8	0	4	0
JOB CODE	F			
CAL ID	M			

SOUTHERN UNIVERSITY SYSTEM

Personnel Action Form

POSITION NUMBER	3	F			
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CAMPUS: SUS ___ SUBR ___ SULAC X SUAREC ___ SUNO ___ SUSLA ___

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

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

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

Profile of Person Recommended

Length of Employment 08/01/2022 To 05/31/2023
 Effective Date 08/01/2022

Name Michael Harris SS# XXX XX-0655 Sex M Race* B
(Last 4 digits only)

Position Title: Assistant Professor Department: Law Center Instruction

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

--	--	--

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

Years Experience 32 Southern University Experience 6
 Degree(s): Type/Discipline (BA-Education): B.S. Institution/Location (SU-Baton Rouge): Southern University A & M College Year: 1984
J.D. Southern University Law Center 1987

Current Employer Southern University Law Center

Personnel Action

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

Recommended Salary \$ 112,500.00 Salary Budgeted \$ 112,500.00

Source of Funds General Appropriation/Grant

Identify Budget: State ___ Location 311001-31120-61003-36000
 Form Code: 1 Page 1 Item # 1

Change of: From To
 Position Visiting Professor Assistant Professor
 Status ___
 Salary Adjustment \$108,200.00 \$112,500.00

Financial Aid signature (if, applicable):

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

Source of Funds	Amount
311001-31120-61003-36000	\$112,500.00

Comments: (Use back of form)

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

Supervisor <u>[Signature]</u> Date <u>5/3/2022</u>	Dean/Unit Head <u>Terry Hall</u> Date <u>5-3-22</u>
Vice Chancellor <u>[Signature]</u> Date <u>5/3/2022</u>	N/C for Finance & Admin. <u>[Signature]</u> Date <u>5/3/22</u>
Director/Personnel _____ Date _____	Chancellor <u>[Signature]</u> Date _____
President _____ 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:

Tenure Track Faculty for the 2022 2023 Academic Year.

EMPLOYEE REGULAR WORK SCHEDULE:

Daily

EMPLOYEE DIRECT SUPERVISOR:

V/C Shawn Vance

NUMBER OF EMPLOYEES SUPERVISED, (if any)

100

HR USE ONLY: STATUS (circle one):

EXEMPT

NON-EXEMPT

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

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

CLASS OF EMPLOYMENT (VISA STATUS):

TYPE

United States Citizen/Certificate of Naturalization

Resident Alien

H 1 Visa (Distinguished Merit & Ability)

J-1 Visa (Exchange Visitor Program)

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

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

SOUTHERN UNIVERSITY LAW CENTER

~~ENCIPHERED~~ / ~~FUNCTIONAL~~ ~~EXPIRES~~ ~~RESILABLE~~

DOC. I.D. #

US

DATE

BY

F1

F1

F0

F0

Do Not Write Below This Area

For Human Resource and Budgetary Control Use Only!

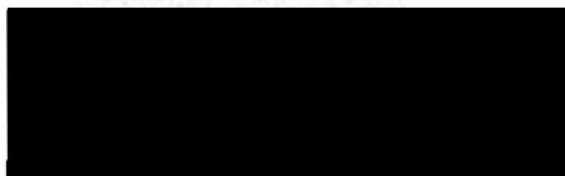
PAF APPROVAL PROCESS CHECKLIST (Must have the information outlined below):

- 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

CURRICULUM VITAE

Michael L. Harris, J.D.



PROFESSIONAL PROFILE:

Objective: To obtain a responsible position in an educational environment, by utilizing interdisciplinary skills in teaching students to develop a strong academic foundation in law and providing support to the institutional policies and procedures.

Management: Thirty-five years of administrative, educational, financial and legal experience involving accounting, civil service, education, health care, regulatory compliance, and workforce development. Strong background in handling a wide variety of administrative, civil, contract, employment, financial, human resource management and procurement matters. Able to develop productive relationships with clients, colleagues and staff at all levels.

Excellent communicator with strong interpersonal, verbal, and written skills, with well-developed presentation and negotiation skills. Decisive decision maker with excellent persuasive skills, with the ability to maximize work productivity from employees.

EDUCATION AND TRAINING:

1977-1980	Woodrow Wilson High School Washington D.C. - Diploma
1980-1984	Southern University A & M College Baton Rouge, Louisiana Bachelor of Science - Accounting
1984-1987	Southern University Law Center Baton Rouge, Louisiana Juris Doctorate

PROFESSIONAL EXPERIENCE

Visiting Professor
Southern University Law Center
2 Roosevelt Steptoe Street
Baton Rouge, LA 70813

August 2020 - Present

Responsibilities include providing instruction, support, and services to students in learning legal system. Plans and delivers lectures in classroom and providing assignments to students. Refers to live cases and using them as an example to teach students ensuring retention and success of students by providing them effective education. Discuss changes in legislations with students brought in by the federal government. Advises students in setting future goals and how to achieve them as well as providing counseling, guidance and test techniques to students and motivating them to take Bar Examination. Subjects: Administrative Law, Basic Civil Procedure, Conflict of Laws, Law Office Practice, Legal Methods, Louisiana Civil Procedure I and II, Professional Responsibility and Torts I and II.

Adjunct Professor
Southern University Law Center

August 2015 - July 2020

2 Roosevelt Steptoe Street
Baton Rouge, LA 70813

Responsibilities include providing instruction, support, and services to students in learning legal system. Plans and delivers lectures in classroom and providing assignments to students. Refers to live cases and using them as an example to teach students ensuring retention and success of students by providing them effective education. Discuss changes in legislations with students brought in by the federal government. Advises students in setting future goals and how to achieve them as well as providing counseling, guidance and test techniques to students and motivating them to take Bar Examination. Subjects: Basic Civil Procedure, Contracts, Louisiana Civil Procedure I and II, Law Office Practice, Legal Methods and Professional Responsibility.

Harris & Harris
Attorneys at Law
435 Europe Street
Baton Rouge, Louisiana 70802

June 1989 - Present

Responsibilities are to primary serve as Of Counsel to Harris and Harris Attorneys. Certified mediator, trained in both civil and family mediation. Areas of practice include administrative law, attorney disciplinary actions, civil litigation, criminal defense, family

law, health care (Medicaid/Medicare), insurance litigation, labor and employment (EEOC), personal injury, special needs trust and tax.

Responsible for providing guidance for administering and directing management activities of the Law Offices of Harris & Harris. Provides consultation and technical assistance to clients in preparation of litigation. Duties include as needed preparation for trial of complex litigation, involving administrative, federal and state claims/suits. Analyzes pleadings in preparation for trials and other hearings; determined appropriate action to be taken in connection with motions, evidentiary objections and legal procedural matters either informally prior to hearing/trial or formally at the hearing/trial.

Researches and interprets applicable law and jurisprudence; applies the law to the facts found and independently reaches decisions; prepares and issues a formal written opinion's containing findings of fact, conclusions of law, and rationale for the decision.

Guest Lecturer to the Louisiana Trial Lawyer Association, Louisiana Attorney Disciplinary Board, Local Bar Associations, and Visiting Law Professor - Southern University Law Center.

Program Administrator (TAACCCT)

August 2014 - September 2015

**Baton Rouge Community College
Workforce Development
201 Community College Drive
Baton Rouge, LA**

Responsibilities included the administration of the Trade Adjustment Assistance Community College and Career Training (TAACCCT) grant program, administration of the BRCC Port Allen, LA campus and the administrative supervision of fifteen employees.

Managed the effective administration operations, whereby organizing delivery of training programs to effectively implement the TAACCCT grant. Reviewed program operational policies and performance standards to ensure compliance with grant guidelines and to redirect emphasis. Administered comprehensive programs by formulating and implementing current and long-range plans, policies, procedures, and regulations in order to protect the public interest and enhance confidence in the effective administration of Federal funding of Workforce Development grant. Participated in overall contract administration, budget planning, preparation, and grant administration.

The program was designed to strengthen institutions of higher education as engines of economic opportunity where adults could succeed in acquiring the skills, degrees, and credentials needed for high wage, high-skill employment while also meeting the needs of employers in hiring skilled workers.

Compliance Director
Louisiana Workforce Commission
Compliance Division
1001 N. 23rd Street
Baton Rouge, LA

October 2008 - April 2014 (Retired)

Responsibilities included the proper accountability of public funds in the statewide implementation and oversight of all Office of Workforce Development programs as they relate to the performance, compliance, contractual and regulatory operations in excess of \$170,000,000.00 million dollars annually. Responsible for administering and directing all management activities of the Office of Workforce Development statewide contracts, which totals approximately \$65,000,000.00 annually.

Managed the effective administration operations, whereby organizing delivery of legal services systems to effectively implement the incumbent worker training program. Reviewed program operational policies and performance standards to ensure compliance with program guidelines and to redirect emphasis.

Administered comprehensive programs by formulating and implementing current and long-range plans, policies, procedures, and regulations in order to protect the public interest and enhance confidence in the effective administration of Federal, State, and local funding of Workforce Development programs. Participates in overall contract administration, budget planning, preparation, and grant administration.

Reviewed program operations and determines need for new or revised policies or procedures. Establishes and directs the implementation of policies. Researches and interprets applicable laws and federal regulations to independently issue formal compliance reports, containing findings of fact, conclusions of law, and rationale for findings.

Represented the agency at meetings relative to organization of the Compliance Division and reorganization of the existing unit. Proposes alternative organizational plans based on knowledge of Civil Service rules and policies. Advises agency management of the advantages and disadvantages of alternatives and recommends a course of action.

Reviewed salary levels and factors level assignments of staff, ensuring consistency within existing agency practices. Determines impact of pay issues as they relate to agency fiscal concerns and internal pay equity. Recommends resolution of complex pay problems to management.

Worked to ensure that disciplinary actions are implemented in a fair and consistent manner as required. Reviews and recommends disciplinary actions as required. Consults with agency legal counsel to address issues that may involve complicated legal issues. Conducts

Performance Planning Reviews (PPR's) in a timely fashion for direct reports and oversees the execution of Performance Planning Reviews (PPR's) for employees of direct reports.

Served as an assistant to the Assistant Secretary (Director of Workforce Development) and has administrative functional/line authority over all regulatory and contract issues. Advises the Assistant Secretary (Director of Workforce Development) regarding program, office or departmental problems. Reviews current and long-range programs, plans and policies for the office, identifying and resolving areas of conflict. Reviews, formulates, or directs the revision of rules, regulations and procedures. Reviews and evaluates work of subordinates, gives technical guidance when needed.

Directed and oversaw sub-recipient audits/monitoring, A-133 Audits, Single Audits, Audit Resolution, and Corrective Action Plans to ensure compliance with General Acceptable Accounting Principles (GAAP), OMB Circulars, CFR regulations, and federal/state statutes. Programs audits/monitoring include Workforce Investment Act (WIA), National Emergency Grants (NEG), Community Services Block Grants (CSBG), STEP (Strategies to Empower People) Louisiana Jobs Employment Training (LaJet), Trade Adjustment Assistance (TAA) Disability Program Navigator (DPN), and America Recovery Reinvestment Act (ARRA) to determine the effectiveness and efficiency of services provided.

Directed the development and implementation of Contracts, Grants, and Request for Proposals (RFP's). Monitors statewide contracts to ensure compliance with the federal and/or state statutes and regulations to determine the efficiency and effectiveness of the delivery of services. Programs include: Workforce Investment Act (WIA), American Recovery Reinvestment Act (ARRA), National Emergency Grants (NEG), Community Services Block Grants (CSBG), Rapid Response, Trade Adjustment Assistance (TAA) Disability Program Navigator (DPN), Strategies to Empower People (STEP), and H1B.

Directed the preparation of special reports relating to office programs. Prepares correspondence on complex and sensitive matters affecting the department or office. Represents the Commission in programmatic matters at various federal, state, local hearings, meetings, and conferences. Works closely with federal, state, regional, and parish officials in developing management procedures and operational plans to assure that all agency programs are implemented at the statewide and regional operations level as intended by federal and state laws and regulations. Drafted and directed the drafting of legislation; testified before legislative committees. Analyzes and interprets rules, regulations, and laws for applicability to examination procedures. Meets with officials and executive management of regulated entities to present and discuss ideas for compliance regulations. Conferred with Executive Director, Deputy Executive Director, Chief Financial Officer, Directors, United States Department of Labor (USDOL), Health and Human Services (HHS), Housing and Urban Development (HUD), Federal/State officials, chief executives officers, attorneys, and the public to discuss audit and monitoring finding, corrective action plans, answer questions, resolve problems, offers guidance with respect to federal/state statutes, regulations and compliance regulatory issues.

Workforce Development Director September 2005 – September 2008
Louisiana Workforce Commission
Incumbent Worker Training Program 5615
Corporate Boulevard - Suite 300
Baton Rouge, LA

Responsibilities included the administration of the Incumbent Worker Training Program, and the administrative supervision of thirty-five employees. The program was designed to benefit business and industry in increasing employee productivity and company growth. Independent financial management and oversight of an annual program budget of \$47 million dollars. Administered assets in excess of \$100 million dollars for the benefit of Louisiana business and industry by implementing training programs designed to increase employee productivity and company growth. Worked in conjunction with the agencies budget manager in the preparation of annual budget request, BA-7, BA 22 and other budgetary matters.

Managed the effective administration of the incumbent worker training program throughout the state, whereby organizing regional delivery systems to effectively implement the incumbent worker training program. Reviewed program operational policies and performance standards to ensure compliance with program guidelines and to redirect emphasis.

Represented the agency at meetings relative to organization of the Incumbent Worker Training Program and reorganization of the existing unit. Proposes alternative organizational plans based on knowledge of Civil Service rules and policies. Advised agency management of the advantages and disadvantages of alternatives and recommends a course of action.

Planned and assigned work effectively and fairly. Gave subordinates the resources, guidance, and training opportunities needed to perform at their best. Lead work groups that contribute to the achievement of organizational goals. Reviewed and evaluated work of subordinates, giving technical guidance when needed. Reviewed salary levels and factor level assignments of staff, ensuring consistency within existing agency practices. Determined impact of pay issues as they relate to agency fiscal concerns and internal pay equity. Recommended resolution of complex pay problems to agency management.

Worked to ensure that disciplinary actions are implemented in a fair and consistent manner as required. Reviewed and recommended disciplinary actions as required. Consulted with agency legal counsel to address issues that may involve complicated legal issues. Conducted Performance Planning Reviews (PPR's) in a timely fashion for direct reports and ensured the execution of Performance Planning Reviews (PPR's) for employees of direct reports

Met with elected officials and program operators of the eight regions service delivery areas statewide. Analyzed incumbent worker training program needs and demands in each region throughout the state.

Conferred with the Secretary, Deputy Secretary, Undersecretary, Assistant Secretaries and Workforce Development Managers on evaluation of program goals and objectives and to provide technical guidance as needed. Evaluated staffing reports, production reports, and operational cost reports; made decisions to redirect staff or makes recommendations for office closures/mergers or relocation. Evaluated financial progress reports and made decisions to redirect staff emphasis to stay within budgetary restrictions.

Senior Attorney

September 2003 – August 2005

Louisiana Department of Health and Hospitals

Bureau of Legal Services

Medicaid Third Party Litigation

1201 Capitol Access Road

Baton Rouge, LA

Responsibilities included the administration of third-party recovery of \$ 4 billion dollars budgeted to provide medical assistance to citizens of the State of Louisiana. Duties included preparation for trial of complex litigation, involving federal and state claims/suits, including class actions involving the recovery Medicaid funding that is litigated through intervention in District Courts, Federal Courts, and through Mediation. Planned, assigned, and reviewed the preparation of briefs and other activities incidental to litigation and court work. Analyzed pleadings in preparation for trials and other hearings; determines appropriate action to be taken in connection with motions, evidentiary objections and legal procedural matters either informally prior to hearing or formally at the hearing.

Collected outstanding obligations owed to the agency and the Medicaid program through personal contact with recipients, attorneys and insurance companies through garnishments, filing liens, or legal intervention. Researched and interpreted applicable law and jurisprudence; applied the law to the facts found and independently reached a decision; prepared and issued a formal written opinion's containing findings of fact, conclusions of law, rationale for the decision.

Provided consultation to the Secretary, Undersecretary and the State Medicaid Director regarding issues concerning the recovery of Medicaid funding pursuant to 42 U.S.C. 1396(k) and 42 U.S.C. 1396(a) (A) 25. Provided consultation and guidance to the Administrative Third-Party Recovery Unit, and the Estate Recovery Unit. Reviewed contracts and other documents as requested or as assigned.

Drafted legislation testified before House and Senate committees regarding proposed legislation involving the Department. Lectured to the Louisiana Trial Lawyer Association, Louisiana Attorney Disciplinary Board, Local Bar Associations, and various Attorney organizations on the Louisiana Medicaid program, as it related to Medicaid third party recovery issues and special needs trusts.

Attorney Supervisor - Detail

January 2003 - August 2003

Louisiana Department of Health and Hospitals

Bureau of Legal Services

Special Litigation

1201 Capitol Access Road

Baton Rouge, LA

Responsibilities included supervision of one attorney and one paralegal in the administration of Medicaid Programs (Patient/Provider Pre-Certification, Provider Disallowance, Mental Health Rehabilitation Provider Program) and consultation/technical assistance to the Medicaid Third Party Recovery Program. Duties included preparation for trial of complex litigation, involving administrative, federal and state claims/suits.

Analyzed pleadings in preparation for trials and other hearings; determined appropriate action to be taken in connection with motions, evidentiary objections and legal procedural matters either informally prior to hearing or formally at the hearing.

Worked to ensure that disciplinary actions are implemented in a fair and consistent manner as required. Reviewed and recommended disciplinary actions as required. Consulted with agency legal counsel to address issues that may involve complicated legal issues.

Conducted Performance Planning Reviews (PPR's) in a timely fashion for direct reports and ensured the execution of Performance Planning Reviews (PPR's) for employees of direct reports.

Planned and assigned work effectively and fairly. Gave subordinates the resources, guidance, and training opportunities needed to perform at their best. Lead work groups that contribute to the achievement of organizational goals. Reviewed and evaluated work of subordinates, giving technical guidance when needed.

Researched and interpreted applicable law and jurisprudence; applied the law to the facts found and independently reached a decision; prepared and issued a formal written opinion's containing findings of fact, conclusions of law, rationale for the decision.

Provided consultation to the Undersecretary, State Medicaid Director, Deputy State Medicaid Director, Assistant Secretary for the Office of Mental Health regarding issues concerning Medicaid and Mental Health programs. Provided consultation and guidance to the Medicaid Program and the Office of Mental Health regarding the administration of the Mental Health Rehabilitation Provider Program.

Drafted and reviewed legislation testified before House and Senate committees regarding proposed legislation involving the Department. Reviewed proposed legislation introduced which affected the areas of Medicaid and Mental Health.

Represented the Emergency Medical Services Certification Commission by administering oaths, examining witnesses, ruling on motions and admissibility of evidence according to the rules of evidence prevailing in courts of law or equity; considered and resolved issues of law and fact raised at hearings before the Commission.

Drafted formal written decisions setting forth facts and reasons for the decision, the applicable law, and the decision reached.

Served as a guest lecturer to the Louisiana Trial Lawyer Association, Louisiana Attorney Disciplinary Board and Local Bar Associations on the Louisiana Medicaid program, as it related to compliance with Medicaid third party recovery rules and special need trusts.

Senior Attorney

June 2002 - December 2002

Louisiana Department of Health and Hospitals

Bureau of Legal Services

Medicaid Third Party Litigation

1201 Capitol Access Road

Baton Rouge, LA

Responsibilities included the administration of third-party recovery of \$ 4 billion dollars budgeted to provide medical assistance to citizens of the State of Louisiana. Duties included preparation for trial of complex litigation, involving federal and state claims/suits, including class actions involving the recovery Medicaid funding that is litigated through intervention in District Courts, Federal Courts, and through Mediation. Planned, assigned, and reviewed the preparation of briefs and other activities incidental to litigation and court work.

Analyzed pleadings in preparation for trials and other hearings; determined appropriate action to be taken in connection with motions, evidentiary objections and legal procedural matters either informally prior to hearing or formally at the hearing.

Collected outstanding obligations owed to the agency and the Medicaid program through personal contact with recipients, attorneys and insurance companies through garnishments, filing liens, or legal intervention.

Researched and interpreted applicable law and jurisprudence; applied the law to the facts found and independently reached a decision; prepared and issued a formal written opinion's containing findings of fact, conclusions of law, rationale for the decision.

Provided consultation to the Secretary, Undersecretary and the State Medicaid Director regarding issues concerning the recovery of Medicaid funding pursuant to 42 U.S.C. 1396(k) and 42 U.S.C. 1396(a) (A) 25. Provided consultation and guidance to the

Administrative Third-Party Recovery Unit, and Estate Recovery Unit. Reviewed contracts and other documents as requested or as assigned.

Drafted legislation testified before House and Senate committees regarding proposed legislation involving the Department.

Represented the Emergency Medical Services Certification Commission by administering oaths, examining witnesses, ruled on motions and admissibility of evidence according to the rules of evidence prevailing in courts of law or equity; considers and resolves the issues of law and fact raised in hearings before Commission.

Drafted formal written decisions setting forth facts and reasons for the decision, the applicable law, and the decision reached.

Served as a guest lecturer to the Louisiana Trial Lawyer Association, Louisiana Attorney Disciplinary Board and Local Bar Associations on the Louisiana Medicaid program, as it related to compliance with Medicaid third party recovery rules and special need trusts.

Attorney Supervisor - Detail

April 2000 - May 2002

Louisiana Department of Health and Hospitals

Bureau of Legal Services

Medicaid Third Party Litigation

1201 Capitol Access Road

Baton Rouge, LA

Responsibilities included supervision of three attorneys and indirect supervision of five administrative support staff in the administration of third-party recovery of \$ 4 billion dollars budgeted to provide medical assistance to citizens of the State of Louisiana. Duties included preparation for trial of complex litigation, involving federal and state claims/suits, including class actions involving the recovery Medicaid funding that is litigated through intervention in District Courts, Federal Courts, and through Mediation. Planned, assigned, and reviewed the preparation of briefs and other activities incidental to litigation and court work.

Analyzed pleadings in preparation for trials and other hearings; determined appropriate action to be taken in connection with motions, evidentiary objections and legal procedural matters either informally prior to hearing or formally at the hearing.

Collected outstanding obligations owed to the agency and the Medicaid program through personal contact with recipients, attorneys and insurance companies through garnishments, filing liens, or legal intervention.

Planned and assigned work effectively and fairly. Gave subordinates the resources, guidance, and training opportunities needed to perform at their best. Lead work groups that contribute to the achievement of organizational goals. Reviewed and evaluated work of subordinates, giving technical guidance when needed.

Researched and interpreted applicable law and jurisprudence; applied the law to the facts found and independently reached a decision; prepared and issued a formal written opinion's containing findings of fact, conclusions of law, rationale for the decision.

Worked to ensure that disciplinary actions are implemented in a fair and consistent manner as required. Reviewed and recommended disciplinary actions as required.

Consulted with agency legal counsel to address issues that may involve complicated legal issues.

Conducted Performance Planning Reviews (PPR's) in a timely fashion for direct reports and ensured the execution of Performance Planning Reviews (PPR's) for employees of direct reports

Provided consultation to the Secretary, Undersecretary and the State Medicaid Director regarding issues concerning the recovery of Medicaid funding pursuant to 42 U.S.C. 1396(k) and 42 U.S.C. 1396(a) (A) 25. Provided consultation and guidance to the Administrative Third-Party Recovery Unit, and Estate Recovery Unit. Reviewed contracts and other documents as requested or as assigned.

Drafted legislation testified before House and Senate committees regarding proposed legislation involving the Department.

Represented the Emergency Medical Services Certification Commission by administering oaths, examined witnesses, ruled on motions and admissibility of evidence according to the rules of evidence prevailing in courts of law or equity; considered and resolved issues of law and fact raised at hearings before Commission.

Served as a guest lecturer to the Louisiana Trial Lawyer Association, Louisiana Attorney Disciplinary Board and Local Bar Associations on the Louisiana Medicaid program, as it related to compliance with Medicaid third party recovery rules and special need trusts.

Senior Attorney
Louisiana Department of Health and Hospitals
Bureau of Legal Services
1201 Capitol Access Road
Baton Rouge, LA

June 1994 - March 2000

Responsibilities included preparation for trial of complex litigation, attending depositions, drafting of pleading, interviewing witnesses and preparing discovery motions. Litigated cases in District Courts, City Courts, Federal Courts, Civil Service Commission, Division of Administration, and the Department of Environmental Quality.

Analyzed pleadings in preparation for trials and other hearings; determined appropriate action to be taken in connection with motions, evidentiary objections and legal procedural matters either informally prior to hearing or formally at the hearing.

Researched and interpreted applicable law and jurisprudence; applied the law to the facts found and independently reached a decision; prepared and issued a formal written opinion's containing findings of fact, conclusions of law, rationale for the decision. Provided consultation to the Assistant Secretaries for the Office of Public Health, Office of Mental Health, Office of Citizens with Developmental Disabilities, Office of Addictive Disorders and agency staff regarding issues concerning the various programs.

Provided indirect supervision, consultation, and guidance to a regional attorney staff of eleven attorneys statewide. Reviewed and drafted contracts, leases, legislation and other documents as requested or as assigned.

Reviewed and suggested disciplinary actions recommended by supervisors or human resource professionals. Consulted with agency general counsel to address issues that may involve complicated legal ramifications.

Directed the investigation of civil service appeals and complaints filed within and against the agency and charges filed through federal agencies. Reviewed results with agency staff and recommended a course of action to agency management.

Represented the Department in public, adversarial, evidentiary hearings throughout the state involving constitutionally protected property rights and frequently involving various complex legal issues in cases where there was no opportunity for an evidentiary hearing, examined or cross-examined witnesses as necessary to fully develop facts.

Represented the Emergency Medical Services Certification Commission by administering oaths, examined witnesses, ruled on motions and admissibility of evidence according to the rules of evidence prevailing in courts of law or equity; considered and resolved the issues of law and fact raised at hearings before Commission.

Staff Attorney

July 1992 - May 1994

**Louisiana Health Care Authority
Office of the General Counsel
8550 United Plaza Boulevard
Baton Rouge, LA**

Responsibilities included preparation for trial of complex litigation, attending depositions, drafting of pleading, interviewing witnesses and preparing discovery motions. Litigated cases in District Courts, City Courts, Federal Courts, Civil Service Commission, Division of Administration and the Department of Environmental Quality.

Representation of eight of the nine charity hospitals which included Earl K. Long Medical Center, E.A. Conway Medical Center, Huey P. Long Medical Center, Lallie Kemp Regional Medical Center, Leonard J. Chabert Medical Center, Washington-St. Tammany Medical Center, W.O. Moss Medical Center, and University Medical Center Lafayette.

Analyzed pleadings in preparation for trials and other hearings; determined appropriate action to be taken in connection with motions, evidentiary objections and legal procedural matters either informally prior to hearing or formally at the hearing.

Researched and interpreted applicable law and jurisprudence; applied the law to the facts found and independently reached a decision; prepared and issued a formal written opinion's containing findings of fact, conclusions of law, rationale for the decision.

Provided consultation to the Board of the Louisiana Health Care Authority (LHCA), Chief Executive Officer, Chief Operating Officer, Hospital Administrators, Central Office Staff and local governing boards concerning the operation of the state charity hospital system.

Worked closely with state, regional, and parish administrative staff in developing management procedures and operational plans to assure that all LHCA programs were implemented at the various charity hospital locations.

Reviewed and suggested disciplinary actions recommended by supervisors or human resource professionals. Consulted with agency general counsel to address issues that may involve complicated legal ramifications.

Directed the investigation of civil service appeals and complaints filed within and against the agency and charges filed through federal agencies. Reviewed results with agency staff and recommended a course of action to agency management.

Monitored local LHCA hospital boards through written reports, verbal communications, and site visits to determine the effectiveness of the delivery of services by local charity hospitals.

Staff Attorney
Louisiana Department of Health and Hospitals
Bureau of Legal Services
1201 Capitol Access Road
Baton Rouge, LA

April 1990 - June 1992

Responsibilities included preparation for trial of complex litigation, attending depositions, drafting of pleading, interviewing witnesses and preparing discovery motions. Litigated routine cases in trial and appellate courts and before administrative tribunals. Litigated cases in District Courts, City Courts, Federal Courts, Civil Service Commission and the Division of Administration.

Analyzed pleadings in preparation for trials and other hearings; determined appropriate action to be taken in connection with motions, evidentiary objections and legal procedural matters either informally prior to hearing or formally at the hearing.

Researched and interpreted applicable law and jurisprudence; applied the law to the facts found and independently reached a decision; prepared and issued a formal written opinion's containing findings of fact, conclusions of law, rationale for the decision Provided consultation to the Assistant Secretary for the Office of Hospitals, Hospital Administrators and Central Office Staff, concerning the operation of the state charity hospitals. Representation of eight of the nine charity hospitals which included Earl K. Long Medical Center, E.A. Conway Medical Center, Huey P. Long Medical Center, Lallie Kemp Regional Medical Center, Leonard J. Chabert Medical Center, Washington St. Tammany Medical Center, W.O. Moss Medical Center, and University Medical Center-Lafayette.

Reviewed and suggested disciplinary actions recommended by supervisors or human resource professionals. Consulted with agency general counsel to address issues that may involve complicated legal ramifications.

Directed the investigation of civil service appeals and complaints filed within and against the agency and charges filed through federal agencies. Reviewed results with agency staff and recommended a course of action to agency management.

Worked closely with state, regional, and parish administrative staff in developing management procedures and operational plans to assure that all programs were implemented at the various charity hospital locations.

Drafted tentative rules and regulations and reviewed rules, regulations, and bulletins prepared by administrative officers for conformity to the law. Assisted in preparing proposed legislation. Investigated reports of violations of statutes and administrative rules and regulations. Prepared or reviewed legal documents, including contracts, licenses, deeds, and abstracts.

Attorney
Louisiana Department of Health and Hospitals
Bureau of Client Rights and Protection
P.O. Box 871
Baton Rouge, LA

September 1989 - March 1990

Responsibilities included legal research of applicable state and federal laws regarding the rights of mentally ill/gifted individuals. Investigated reports of abuse and neglect of mentally ill/gifted individuals. Reviewed reports and made recommendations of proper legal action, once an investigation had been concluded.

Drafted tentative rules and regulations for the protection of mentally ill/gifted individuals' rights. Assisted in the preparation of proposed legislation for stronger client rights protection laws and issued advisory opinions for dissemination to various departments.

Worked closely with state, regional and parish administrative staff in developing management procedures and operational plans to assure that all agency programs are implemented at the field operations level as intended by federal and state laws/regulations. Monitored statewide operations through written reports, verbal communications, and regional office visits to determine the effectiveness of the delivery of program services.

Coordinated with state level administrative and support staff to improve program development, identify staff training needs and provide management and support services required and needed by Field Operations staff.

Instructor
Virginia Business Schools
7600 Airline Highway
Baton Rouge, LA

January 1989 – June 1989

Responsibilities included instructional delivery concerning Generally Accepted Accounting Principles (GAAP), curriculum development and test administration. Attendance at faculty meetings and workshops. Provided consultation to students as it relates to additional instruction of accounting principles and theories outside of the classroom.

Collaborated with school personnel in the development of course materials and the delivery of instruction. Devised assessments utilized to measure effective instructional delivery. These assessments were administered informally through teacher/student discourse in an effort to ascertain the students' level of performance.

Law Clerk

June 1988 - March 1989

Jerome J. Harris

Attorney at Law

1433 Harding Boulevard

Baton Rouge, LA

Responsibilities included assistance in trial preparation of matters pending in local, district, appellate courts and before administrative tribunals, involving civil, criminal, family and tort litigation. Assisted in preparing for major or complex cases for trial by drafting pleadings, interviewing witnesses, writing legal memoranda and briefs.

Researched, examined, and collected authorities on points of law in connection with the preparation of cases for trial. Composed briefs, memoranda, and other correspondence on legal matters affecting the representation of clients. Collected delinquent payments through personal contact with debtors by phone or by demand letters. Analyzed pleadings in preparation for trials and other hearings; determines appropriate action to be taken in connection with motions, evidentiary objections and legal procedural matters.

Revenue Agent

January 1988 - May 1988

Internal Revenue Service

100 State Street

Rochester, NY

Responsibilities included examination of selected tax returns to determine the accuracy of the information given. Negotiations with attorneys, CPA's, taxpayer representatives and taxpayers to resolve tax liability in question. Calculation of depreciation schedules for items depreciated, cash - T's and net worth computations to determine if proper accounting methods were being administered.

Reviewed financial statements and records of taxpayers (personal and business) to determine tax liability. Examined previously submitted returns, reviewed public records, and researched automated system files of taxpayer records to become familiar with taxpaying entities and areas of special inquiry.

Reviewed other supporting information such as industrial journals, annual reports, regulatory agency reports, and documents providing explanations of specific processes, techniques, and hybrid accounting systems.

Requested additional information from an entity as necessary to become familiar with its accounting systems (coding procedures, controls, and data processing procedures) and to enhance knowledge of an entity in general (type of business, age of business, and sources of revenues).

MEMBERSHIPS:

- Louisiana State Bar Association (LSBA)
- U.S. Middle District Court of Louisiana
- U.S. Eastern District Court of Louisiana
- U.S. Western District Court of Louisiana
- U.S. Fifth Circuit Court of Appeal
- Mediator (LSBA) 2014 - Present
- Louisiana Attorney Disciplinary Board
Hearing Committee Member (LADB) 2000 - 2008
- National Association of Black Accountants (NABA)
- The Institute of Internal Auditors (IAA)
- Y.M.C.A - Former Board Member

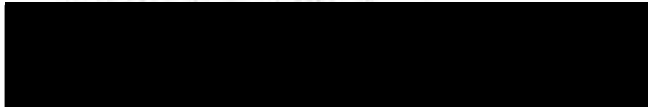
CONSULTATIONS:

- Guest Lecturer - Southern University College of Education
Department of Behavioral Studies and Educational Leadership 2004 - 2007
- Guest Lecturer - Mediation Arbitration Professional Systems (MAPS)
Continuing Legal Education Seminars 2004 - 2005
- Guest Lecturer - Catholic Diocese of Lafayette
Continuing Legal Education Seminars 2003 - 2005
- Guest Lecturer - Louisiana Attorney Disciplinary Board
Continuing Legal Education Seminars 2002 - 2008
- Guest Lecturer - Louisiana Trial Lawyer Association
Continuing Legal Education Seminars 2000 - 2005
- Guest Lecturer - Southern University Law Center
Continuing Legal Education Seminars 1996 - 2005

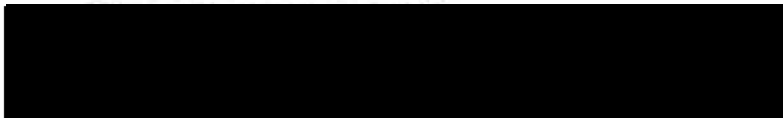
- Guest Lecturer - Southern University
Public Administration Program (Health Care) 1993 - 2005
- Mentorship Program - Southern University Junior Division 1995 - 2005
- Attorney for the Emergency Medical Services Certification Commission
(EMSCC) 1999 - 2003 State of Louisiana
- Civil Rights for Institutionalized Persons Act (C.R.I.P.A) Investigation 1995
Louisiana Department of Health and Hospitals & U.S. Department of Justice
- American with Disabilities Act (ADA) Task Force 1993 - 2000
Louisiana Department of Health and Hospitals
- Bonds Loss Preventive Program 1994 - 1997 Louisiana Department of Health and
Hospitals
- Ventilator Assisted Children's Task Force 1994 - 1995 Louisiana Department of
Health and Hospitals
- Louisiana Minority Health Affairs Council 1992 – 2000

PROFESSIONAL REFERENCES:

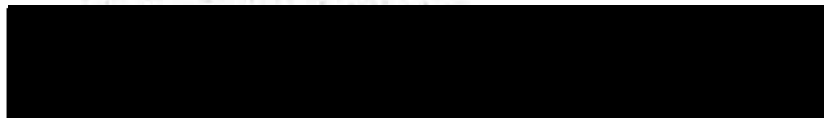
Frank H. Perez (Retired)
General Counsel Louisiana Department of Health and Hospitals



Tim Barfield (Former Executive Director Louisiana Workforce Commission)
President CSRS



Dr. Girard Melancon, Ph.D.
Vice Chancellor Workforce Development
Baton Rouge Community College



SOUTHERN UNIVERSITY - BATON ROUGE, LA 70813

SUS SUBR SULAC SUAREC SUNO SUSLA

POSITION VACANCY AUTHORIZATION

REQUEST THAT THE POSITION TITLE Associate Professor AS DESCRIBED BELOW

Academic Affairs

(Department or Unit)

Replacement
 Civil Service
 Tenured

New Position
 Temporary
 Probationary (For Faculty this is same as tenure track)

Unclassified
 Faculty

Source of Funds

State
 Grant -in-Aid
 System Revenue
 Agency Fund State

VACANCY DESCRIPTION AND JUSTIFICATION

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

The Associate Professor of Law on tenure track position is a 10-month, non-tenured full-time faculty position at Southern University Law Center (SULC). The position holder will report directly to the Vice Chancellor of Academic Affairs and teach courses in areas of specialty as assigned by SULC. The position holder will be required to perform specified duties and tasks as detailed in the policies of SULC for full-time faculty members, to include teaching classes as scheduled, tracking student attendance, producing and distributing a syllabus, holding a minimum of 10 office hours to meet with and counsel students, provide students with, at least, two writing opportunities during the semester wherein the professor provides feedback, and develop and assess (grade) a rigorous final exam in all assigned doctrinal courses. The position holder is expected to engage in substantial research and to produce quality scholarship on legal topics. The position holder is required to serve on committees that assist SULC in shared faculty governance. The position holder is required to serve on committees that assist SULC in shared faculty governance. The position holder will be evaluated annually—by the Faculty Appointment, Retention, Promotion, and Tenure Committee—in categories to determine their fitness for tenure. The evaluative categories include: 1) professional training and experience, 2) teaching excellence, 3) professional activities, 4) research and publication, 5) law school service, and 6) student counseling and advisement. The position holder is hired pursuant to an annual contract that is presumptively renewable and will be considered for tenure within the time period specified in SULC's policies.

Salary/Range: \$125,000 - \$130,000 Previous Incumbent (if replacement):

Approved Disapproved *[Signature]* 5/3/22
Sharon P. Vance Department Head Date

Approved Disapproved *[Signature]* 5-3-22
 Dean/Director/Supervisor of Budget Unit Date

FINANCE/BUDGET OFFICE ONLY	
Funds Available	
<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
<u><i>[Signature]</i></u>	<u>5/3/22</u>
Signature	Date
Budget Number <u>311001-31120-61003-36000</u>	

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

Approved Disapproved *[Signature]* 5/3/2022
Sharon P. Vance Vice Chancellor Date

Approved Disapproved

John F. Pierre
Chancellor/Vice President

5/3/22
Date

Approved Disapproved

President
An Equal Opportunity Employer

Date

JOB CLASS 3	8	0	4	0
JOB CODE	F			
CAL ID	M			

SOUTHERN UNIVERSITY SYSTEM

Personnel Action Form

POSITION NUMBER	3	F		
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CAMPUS: SUS SUBR SULAC SUAREC SUNO SUSLA

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

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

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

Profile of Person Recommended

Length of Employment 08 01/2022 To 05/31/2023
 Effective Date 08/01/2022

Name Carlo A. Pedrioli SS# XXX-XX- Sex M Race* H
(Last 4 digits only)

Position Title: Full Professor Department: Law Center Instruction

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

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

Years Experience _____ Southern University Experience 0

Degree(s): Type/Discipline (BA Education):
J.D. University of Pacific, McGeorge School of Law 2002
B.A. California State University 1999

Current Employer University of Idaho, College of Law

Personnel Action

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

Recommended Salary \$ 130,500.00 Salary Budgeted \$ 130,500.00

Source of Funds General Appropriation/Grant

Identify Budget: State _____ Location 311001 31120 61003-36000
 Form Code: 1 Page 1 Item # 1

Change of: _____ From _____ To _____

Position _____
 Status _____
 Salary Adjustment _____

Financial Aid signature (if, applicable):

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

Source of Funds	Amount
N/A	

Comments: (Use back of form)

*See Reverse Side

Graduate School signature (if, applicable):

Supervisor <u>Sh...</u> Date <u>6/3/2022</u>	Dean/Unit Head <u>...</u> Date <u>5/3/22</u>
Vice Chancellor <u>Sh...</u> Date <u>5/3/2022</u>	WC for Finance & Admin <u>...</u> Date <u>5/3/22</u>
Director/Personnel _____ Date _____	Chairman/S.U. Board of Supervisors _____ Date _____
	Vice President/Finance _____ Date _____
	Business Affairs/Comptroller _____ Date _____

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

ETHNIC ORIGIN (Please check one):

Hispanic or Latino Non-Hispanic or Non Latino

RACE (Please check all that apply):

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

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

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

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

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

COMMENTS:

Tenure Track Faculty for the 2022 2023 Academic Year.

EMPLOYEE REGULAR WORK SCHEDULE: Daily

EMPLOYEE DIRECT SUPERVISOR: V/C Shawn Vance

NUMBER OF EMPLOYEES SUPERVISED, (if any) 100

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

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

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

CLASS OF EMPLOYMENT (VISA STATUS):

TYPE

- United States Citizen/Certificate of Naturalization
- Resident Alien
- 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 EXPIRES
DOC. CODE
DATE US 5-3-22
BY: *Shawn Vance*
J1
F1
F0

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

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

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

CONTINGENT UPON AVAILABILITY OF FUNDS

SOUTHERN UNIVERSITY - BATON ROUGE, LA 70813

SUS SUBR SULAC SUAREC SUNO SUSLA

POSITION VACANCY AUTHORIZATION

REQUEST THAT THE POSITION TITLE Full Professor AS DESCRIBED BELOW

Academic Affairs

(Department or Unit)

Replacement
 Civil Service
 Tenured

New Position
 Temporary
 Probationary (For Faculty this is same as tenure track)

Unclassified
 Faculty

Source of Funds
 State
 Grant -in-Aid
 System Revenue
 Agency Fund State

VACANCY DESCRIPTION AND JUSTIFICATION

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

The Full Professor of Law on tenure track position is a 10-month, non-tenured full-time faculty position at Southern University Law Center (SULC). The position holder will report directly to the Vice Chancellor of Academic Affairs and teach courses in areas of specialty as assigned by SULC. The position holder will be required to perform specified duties and tasks as detailed in the policies of SULC for full-time faculty members, to include teaching classes as scheduled, tracking student attendance, producing and distributing a syllabus, holding a minimum of 10 office hours to meet with and counsel students, provide students with, at least, two writing opportunities during the semester wherein the professor provides feedback, and develop and assess (grade) a rigorous final exam in all assigned doctrinal courses. The position holder is expected to engage in substantial research and to produce quality scholarship on legal topics. The position holder is required to serve on committees that assist SULC in shared faculty governance. The position holder is required to serve on committees that assist SULC in shared faculty governance. The position holder will be evaluated annually—by the Faculty Appointment, Retention, Promotion, and Tenure Committee—in categories to determine their fitness for tenure. The evaluative categories include: 1) professional training and experience, 2) teaching excellence, 3) professional activities, 4) research and publication, 5) law school service, and 6) student counseling and advisement. The position holder is hired pursuant to an annual contract that is presumptively renewable and will be considered for tenure within the time period specified in SULC's policies

Salary/Range: \$130,000 - \$140,000 Previous Incumbent (if replacement): _____

Approved Disapproved *Shawn D. Vance* 5/3/2022
 Department Head Date

Approved Disapproved *Terry K. Hall* 5-3-22
 Dean/Director/Supervisor of Budget Unit Date

FINANCE/BUDGET OFFICE ONLY	
Funds Available	
<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
<u><i>D. McGeorge</i></u>	<u>5/3/22</u>
Signature	Date
Budget Number <u>311001 - 31120 - 61003 - 36000</u>	

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

Approved Disapproved *Shawn D. Vance* 5/3/2022
 Vice Chancellor Date

Approved Disapproved *John K. Pierce* 5/3/22
 Date

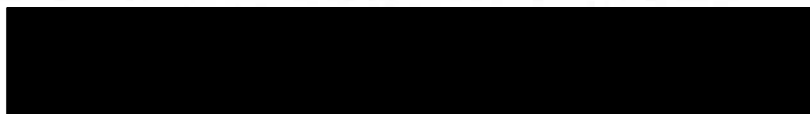
John K. Pierre
Chancellor/Vice President

5/3/22
Date

_____ **Approved** _____ **Disapproved**

President **Date**
An Equal Opportunity Employer

CARLO A. PEDRIOLI, J.D., PH.D.



RESEARCH

Areas of Interest

Fundamental Rights, Critical Theory, Social Justice, Law & Rhetoric, History of Legal Education

Published Works (Available on SSRN at

https://papers.ssrn.com/sol3/cf_dev/AbsByAuth.cfm?per_id=2067965)

- *Mandated Broadcast Coverage of Public Affairs: A Look Back at the Fairness Doctrine in the United States*, 7 INT'L J. DIGITAL & DATA L. 1 (2021).
- *Goodridge v. Department of Public Health, Same-Sex Marriage, and the Massachusetts Supreme Judicial Court as Critical Social Movement Ally*, 54 LOY. L.A. L. REV. 515 (2021).
- *Regulating Online Hate Speech: A U.S. Perspective*, 6 INT'L J. DIGITAL & DATA L. 259 (2020).
- *Is Incitement on the Internet Easier to Punish than Incitement on Television? A Case Study of the Koran-Burning of Florida Pastor Terry Jones*, in FREE SPEECH, PRIVACY AND MEDIA: COMPARATIVE PERSPECTIVES 49 (Russell L. Weaver, Mark D. Cole, Steven I. Friedland, Duncan Fairgrieve, András Koltay & Arnaud Raynouard eds., 2019).
- *Pope Francis, Poverty, and the Third Persona*, 21 IOWA J. GENDER, RACE & JUST. 367 (2018).
- *Pope Francis and the Limits of Freedom of Expression*, in COMPARATIVE PERSPECTIVES ON FREEDOM OF EXPRESSION 197 (Russell L. Weaver, Steven I. Friedland & Mark D. Cole eds., 2017).¹ Translated into Hungarian as *Ferenc pápa és a véleménynyilvánítás*

¹ Listed on SSRN's Top Ten download lists for the following: AARN: Other Anthropology of Religion (Recent Top Ten Papers, September 15, 2017), PRN: Human Rights, Justice for Nonhuman Animals, Ecologies, Environments (Recent Top Ten Papers, September 15, 2017, and November 4, 2017), and PSN: Political Communication (Recent Top Ten Papers, September 29, 2017). Referenced in the following work: András Koltay & Jeroen Temperman, *Introduction*, in BLASPHEMY AND FREEDOM OF EXPRESSION: COMPARATIVE, THEORETICAL AND HISTORICAL REFLECTIONS AFTER THE CHARLIE HEBDO MASSACRE 11 (Jeroen Temperman & András Koltay eds., 2017).

Carlo A. Pedrioli, Curriculum Vitae

szabadságának határai, 5 IN MEDIAS RES 33 (2016).

- *Judicial Neutrality Awash with Ideology: Justice Scalia, Sexual Orientation, and Rhetorical Personae*, 21 TEX. J. C.L. & C.R. 183 (2016).²
- *New York Times v. Sullivan and the Rhetorics of Race: A Look at the Briefs, Oral Arguments, and Opinions*, 7 GEO. J.L. & MOD. CRITICAL RACE PERSP. 109 (2015).³
- *Critiquing Modern-Day U.S. Legal Education with Rhetoric: Frank's Plea and the Scholar Model of the Law Professor Persona*, 83 MISS. L.J. 1049 (2014).
- *Constructing Modern-Day U.S. Legal Education with Rhetoric: Langdell, Ames, and the Scholar Model of the Law Professor Persona*, 66 RUTGERS L.J. 55 (2013).⁴
- *Instrumentalist and Holmesian Voices in the Rhetoric of Reapportionment: The Opinions of Justices Brennan and Frankfurter in Baker v. Carr*, 4 ALA. C.R. & C.L. L. REV. 1 (2013).⁵

²Referenced in the following works: Kris McDaniel-Miccio, *You Can't Remain Neutral on a Moving Train – Marriage Equality in the States and Ireland: Thoughts on Freedom to Marry, Religious Heteronormativity and Conceptions of Equality*, 5 DEPAUL J. WOMEN GENDER & L. 1, 13-14 (2016) (citing draft version of article posted on SelectedWorks); Kris McDaniel-Miccio, *Tzadek, Tzadek Tirdof – Justice, Justice You Shall Pursue: Romer, Lawrence, & Windsor: A Critique of Justice Scalia's Dissenting Opinions*, 21 CARDOZO J.L. & GENDER 317, 326 (2015) (citing draft version of article posted on SelectedWorks).

³Referenced in the following work: Leonard S. Rubinowitz, Michelle Shaw & Michal Crowder, *A "Notorious Litigant" and "Frequenter of Jails": Martin Luther King, Jr., His Lawyers, and the Legal System*, 10 NW. J.L. & SOC. POL'Y 494, 557 (2016). Reviewed in the following work: Jacqueline Mabatah, *Reaction to: New York Times v. Sullivan and the Rhetorics of Race: A Look at the Briefs, Oral Arguments, and Opinions*, 7 GEO. J. L. & MOD. CRITICAL RACE PERSP. 137 (2015). Listed on SSRN's Top Ten download lists for the following: Law, Politics & the Media eJournal (Recent Top Papers, June 1, 2015), PRN: Race, Gender, Disability (Recent Top Papers, June 1, 2015), AARN: Race & Ethnicity (Recent Top Papers, June 2, 2015 & June 6, 2015), Law and Rhetoric eJournal (Recent Top Papers, June 5, 2015 & June 21, 2015), and AARN: Race, Ethnicity, & Indigenous People (Recent Top Papers, June 15, 2015).

⁴Listed on SSRN's Top Ten download lists for the following: AARN: The Legal Profession (Recent Top Papers, May 11, 2014) and AARN: Law & Literature eJournal (Recent Top Papers, May 11, 2014). Referenced in the following work: Mark Edwin Burge, *Access to Law or Access to Lawyers? Master's Programs in the Public Educational Mission of Law Schools*, 74 U. MIAMI L. REV. 143, 153, 155, 159 (2019).

⁵Referenced in the following works: Michael Gentithes, *Gobbledygook: Political Questions, Manageability, & Partisan Gerrymandering*, 105 IOWA L. REV. 1081, 1107-08 (2020); McKay Cunningham, *Gerrymandering and Conceit: The Supreme Court's Conflict with Itself*, 69 HASTINGS L.J. 1509, 1540 (2018); ERIC J. SEGALL, ORIGINALISM AS FAITH 204 (2018); Erwin Chemerinsky, *Fifty Years of Constitutional Law: What's Changed*, 2016 UTAH L. REV. 689, 704; Terri Peretti, *Democracy-Assisting Judicial Review and the Challenge of Partisan Polarization*, 2014 UTAH L. REV. 843, 851.

Carlo A. Pedrioli, Curriculum Vitae

- *Constructing the Other: U.S. Muslims, Proposed Anti-Sharia Law, and the Constitutional Consequences of Volatile Intercultural Rhetoric*, 22 S. CAL. INTERDISC. L.J. 65 (2012).⁶
- *Beyond Aristotle: Alternative Rhetorics and the Conflict Over the U.S. Law Professor Persona(e)*, 38 OHIO N.U. L. REV. 919 (2012).
- *Professor Kingsfield in Conflict: Rhetorical Constructions of the U.S. Law Professor Persona(e)*, 38 OHIO N.U. L. REV. 701 (2012).⁷
- *Respecting Language As Part of Ethnicity: Title VII and Language Discrimination at Work*, 27 HARV. J. ON RACIAL & ETHNIC JUST. 97 (2011).⁸

⁶Referenced in the following case: Shafer v. American University in Cairo et al., No. 12-CV-9439 (VEC), 2014 WL 3767007, at *6 n.21 (S.D.N.Y. July 31, 2014). Referenced in the following works: Sohail Wahedi, *Muslims and the Myths in the Immigration Politics of the United States*, 56 CAL. W. L. REV. 135, 187 (2019); Sohail Wahedi, *The Constitutional Dynamics of Religious Manifestations: On Abstraction from the Religious Dimension* 279 (2019) (unpublished Ph.D. dissertation, Erasmus University Rotterdam) (on file with Erasmus University Rotterdam Library); Lara Lengel & Adam Smidi, *How Affect Overrides Fact: Anti-Muslim Politicized Rhetoric in the Post-Truth Era*, in AFFECT, EMOTION, AND RHETORICAL PERSUASION IN MASS COMMUNICATION __ (Lei Zhang & Carlton Clark eds., 2019); Matthew S. Erie, *Shari'a as Taboo of Modern Law: Halal Food, Islamophobia, and China*, 33 J.L. & RELIGION 390, 391 (2018); Dorota Gozdecka & Magdalena Kmak, *Editorial: Law and the Other—Special Issue*, 15 NO FOUND.: INTERDISC. J.L. & JUST. i, ii.2, viii (2018); TIMOTHY REAGAN, *NON-WESTERN EDUCATIONAL TRADITIONS: LOCAL APPROACHES TO THOUGHT AND PRACTICE* 160-61 (4th ed. 2018); ELSADIG ELSHEIKH, BASIMA SISEMORE & NATALIA RAMIREZ LEE, *LEGALIZING OTHERING: THE UNITED STATES OF ISLAMOPHOBIA* 53 (2017); Jamila Jefferson-Jones, *Race and Police Power*, 85 UMKC L. REV. 539, 541 (2017); CHERIAN GEORGE, *HATE SPIN: THE MANUFACTURE OF RELIGIOUS OFFENSE AND ITS THREAT TO DEMOCRACY* 254, 284 (2016); Mark C. Rahdert, *Exceptionalism Unbound: Appraising American Resistance to Foreign Law*, 65 CATH. U. L. REV. 537, 551 (2016); Khaled A. Beydoun, *Boxed In: Reclassification of Arab Americans on the U.S. Census as Progress or Peril?*, 47 LOY. U. CHI. L.J. 693, 726 (2016); Susan J. Stabile, *Othering and the Law*, 12 U. ST. THOMAS L.J. 381, 382 (2016); and Ann Laquer Estin, *Foreign and Religious Family Law: Comity, Contract, and the Constitution*, 41 PEPP. L. REV. 1029, 1032-33 (2014).

⁷Listed on SSRN's Top Ten download lists for the following: AARN: Learning & Teaching (Recent Hits, Aug. 21, 2013), AARN: Teaching & Teachers (Recent Hits, Aug. 21, 2013; All Time Hits, Aug. 26, 2013), and Anthropology of Education eJournal (Recent Hits, Aug. 21, 2013). Referenced in the following works: Nicola A. Boothe-Perry, *The Truth of the Matter: Why the Social Contract Dictates Legal Scholars' Sincerity, Candor, & Thoroughness*, 101 MARQ. L. REV. 1063, 1063 (2018); Yxta Maya Murray, *"We Just Looked at Them as Ordinary People like We Were." The Legal Gaze and Women's Bodies*, 32 COLUM. J. GENDER & L. 252, 307 (2017).

⁸Referenced in the following works: Larry Catá Backer, *Next Generation Law: Data-Driven Governance and Accountability-Based Regulatory Systems in the West, and Social Credit Regimes in China*, 28 S. CAL. INTERDISC. L.J. 123, 161 (2018); Jin Sol Lee, *Language as a Canary: The Role of Language in the Refugee Regime*, 56 COLUM. J. TRANSNAT'L L. 897, 901, 917, 918 (2018); Jasmine B. Gonzales Rose, *Race Inequity Fifty Years Later: Language Rights Under the Civil Rights Act of 1964*, 6 ALA. C.R. & C.L. L. REV. 167, 168, 169, 170, 174-75, 204 (2014); Khiara M. Bridges, *The Dangerous Law of Biological Race*, 82 FORDHAM L. REV. 21, 64, 65, 66 (2013); Frank J. Cavico, Stephen C. Muffler & Bahaudin G. Mujtaba, *Language Diversity and Discrimination in the American Workplace: Legal, Ethical, and Practical Considerations for Management*, 7 J. INT'L BUS. & CULT. STUD. 1, 5, 8, 9, 10, 14, 23, 31

Carlo A. Pedrioli, Curriculum Vitae

- *The Rhetoric of Catharsis and Change: Law School Autobiography As a Nonfiction Law and Literature Subgenre*, 41 MCGEORGE L. REV. 843 (2010).⁹
- *A Fractured Establishment's Responses to Social Movement Agitation: The U.S. Supreme Court and the Negotiation of an Outsider Point of Entry in Walker v. City of Birmingham*, 44 FREE SPEECH Y.B. 107 (2010).
- *The Controversy Over the Legacy Highway in Utah: An Opportunity for Invitational Rhetoric*, in WILDERNESS, ADVOCACY, AND THE MEDIA: PROCEEDINGS OF THE 8TH BIENNIAL CONFERENCE ON COMMUNICATION AND ENVIRONMENT 326 (Lisa Slawter Volkening et al. eds., 2007).
- *The Heightened Standard of Judicial Review in Cases of Governmental Gender-Based Discrimination: Ruth Bader Ginsburg's Influence on the U.S. Supreme Court in Craig v. Boren*, in CRITICAL PROBLEMS IN ARGUMENTATION: SELECTED PAPERS FROM THE 13TH BIENNIAL CONFERENCE ON ARGUMENTATION SPONSORED BY THE AMERICAN FORENSICS ASSOCIATION AND NATIONAL COMMUNICATION ASSOCIATION 377 (Charles Arthur Willard ed., 2005).
- *Under a Critical Race Theory Lens – Brown v. Board of Education: A Civil Rights Milestone and Its Troubled Legacy*, 7 BERKELEY AFRICAN-AMERICAN LAW & POL'Y REP. 93 (2005) (reviewing the work of James T. Patterson).¹⁰
- *Lifting the Pall of Orthodoxy: The Need for Hearing a Multitude of Tongues in and Beyond the Sexual Education Curricula at Public High Schools*, 13 UCLA WOMEN'S L.J. 209 (2005).¹¹

(2013).

⁹Referenced in the following works: Paul Guajardo & David W. Read, *Sin Documentos: Legally Instructive Narratives in Mexican-American Memoirs and United States Immigration Law*, 24 TEX. HISP. J.L. & POL'Y 1, 12 (2017); Maritza I. Reyes, *Professional Women Silenced by Men-Made Norms*, 47 AKRON L. REV. 897, 922-23 (2015).

¹⁰Referenced in the following works: Yxta Maya Murray, *A Jurisprudence of Nonviolence*, 9 CONN. PUB. INT. L.J. 65, 97 (2009); Athena D. Mutua, *The Rise, Development and Future Directions of Critical Race Theory and Related Scholarship*, 84 DENV. U. L. REV. 329, 336 n.34 (2006).

¹¹Referenced in the following works: Charles J. Russo, *Respect for Me But Not for Thee: Reflections on the Impact of Same-Sex Marriage on Education*, 2011 BYU EDUC. & L.J. 471, 491; Joyce H. Hahn, *Proposition 8 and Education: Teaching Our Children to Be Gay?*, 19 S. CAL. REV. L. & SOC. JUST. 149, 175-76 (2010); Claire Mahon, *Sexual Orientation, Gender Identity and the Right to Health*, in SWISS HUMAN RIGHTS BOOK VOL 3: REALIZING THE RIGHT TO HEALTH 235, 247 (Andrew Clapham & Mary Robinson eds., 2009); Douglas NeJaime, *Inclusion, Accommodation, and Recognition: Accounting for Differences Based on Religion and Sexual Orientation*, 32 HARV. J.L. & GENDER 303, 316 (2009); and Yuval Simchi-Levi, *Amending the Massachusetts Parental Notification Statute*, 14

Carlo A. Pedrioli, Curriculum Vitae

- *A Key Influence on the Doctrine of Actual Malice: Justice William Brennan's Judicial Philosophy at Work in Changing the Law of Seditious Libel*, 9 COMM. LAW & POL'Y 567 (2004).¹²
- *A New Image in the Looking Glass: Faculty Mentoring, Invitational Rhetoric, and the Second-Class Status of Women in U.S. Academia*, 15 HASTINGS WOMEN'S L.J. 185 (2004).¹³

Ongoing Works

- Teaching Constitutional Law in the United Kingdom (Paper submitted).
- Cakes and Communication: A Trans-Atlantic Conversation Between the U.S. and U.K. Supreme Courts (Paper to be submitted).
- *In re Marriage Cases*, Same-Sex Marriage, and the California Supreme Court as Critical

CARDOZO J.L & GENDER 759, 786 (2008).

¹²Referenced in the following works: Quin S. Landon, *The First Amendment and Speech-Based Torts: Recalibrating the Balance*, 66 U. MIAMI L. REV. 157, 169 (2011); Eric Grabowsky, Russell Kirk and the Rhetoric of Order 325 (2010) (unpublished Ph.D. dissertation, Duquesne University) (on file with Gumberg Library, Duquesne University); Colin White, *The Straight Talk Express: Yes We Can Have a False Political Advertising Statute*, 13 UCLA J.L. & TECH., no. 1, 2009 at 1, 42; Eric Michael Liddick, *Give Me Freedom of Contract or Give Me Death: The Obscurity of Article 44(A) of the Louisiana Code of Civil Procedure*, 54 LOY. L. REV 602, 616-17 (2008); Kyu Ho Youm, *Liberalizing British Defamation Law: A Case of Importing the First Amendment?*, 13 COMM. L. & POL'Y 415, 418 (2008); Nick J. Sciuillo, *Regionalism, the Supreme Court and Effective Governance: Healing Problems That Know No Bounds*, 8 HOW. SCROLL SOC. JUST. L. REV 21, 31 (2006); and Susan Lindley Smith, *Casual Conversation or Constitutional Conspiracy: Controverting the Origins of New York Times v. Sullivan*, 42 FREE SPEECH Y.B. 1, 1 (2005).

¹³Referenced in the following works: Leslie Ann B. Chambers, *A Grammar of Consubstantiality: A Burkean Feminist Rhetorical Analysis of Third-Person Identity Constitution in Science-Fiction Television* 194 n.83, 197 n.85 (2018) (unpublished Ph.D. dissertation, Ohio State University) (on file with Ohio State University Libraries, Ohio State University); Eli Wald, *Success, Merit, and Capital in America*, 101 MARQ. L. REV. 1, 20 (2017); R. Brad Morgan, *Lessons for the Journey: Profession and Participants Benefit from Mentoring*, TENN. B.J., Feb. 2015, at 14, 15; Debra Moss Curtis, *Beg, Borrow, or Steal: Ten Lessons Law Schools Can Learn from Other Educational Programs in Evaluating Their Curriculums*, 48 U.S.F. L. REV. 349, 377 (2014); Michelle Chase, *Gender Discrimination, Higher Education, and the Seventh Circuit: Balancing Academic Freedom with Protections Under Title VII*, 22 WIS. WOMEN'S L.J. 153, 153 (2007); Lisa M. Fairfax, *Clogs in the Pipeline: The Mixed Data on Women Directors and Continued Barriers to Their Advancement*, 65 MD. L. REV. 579, 603, 604 (2006); Robert E. Oliphant, *Relocation Custody Disputes – A Binuclear Family-Centered Three-Stage Solution*, 25 N. ILL. U. L. REV. 363, 391 (2005); and Stephen M. Griffin, *The Last Hierarchy: Confronting the Tenure Process As Vice Dean*, 73 UMKC L. REV. 289, 291 (2004). Referenced in the following court brief: Brief for Appellant at 19-20, *Farrell v. Butler University*, 421 F.3d 609 (7th Cir. 2005) (No. 04-2054).

Carlo A. Pedrioli, Curriculum Vitae

Social Movement Ally (Paper submitted).

- The Unresolved Tension between Theory and Practice in U.S. Legal Education (Completed book manuscript currently under revision following peer review).
- Change from within the Establishment: State Supreme Courts and the Social Movement for Same-Sex Marriage (Ongoing book manuscript approximately 50% drafted).

Presented Works

- Cakes and Communication: A Trans-Atlantic Conversation Between the U.S. and U.K. Supreme Courts—An Update, Paper Presented at the Free Speech/Media Law Discussion Forum, Johannes Gutenberg University, Mainz, Germany (June 25, 2021).
- Mandated Broadcast Coverage of Public Affairs: A Look Back at the Fairness Doctrine in the United States, Paper Presented at the Academic Days on Open Government and Digital Issues Conference, University of Paris 1 Panthéon-Sorbonne, Paris, France (Nov. 4, 2020).
- Regulating Digital Hate Speech: A U.S. Perspective, Paper Presented at the Academic Days on Open Government and Digital Issues Conference, University of Paris 1 Panthéon-Sorbonne, Paris, France (Nov. 5, 2019), <https://site.imodev.org/nos-activites/europe/france/videos-2019/free-speech> (presentation at 41:19-52:06; Q&A at 1:16:59-1:20:30, 1:28:44-1:30:13, and 1:30:41-1:31:38).
- Cakes and Communication: A Trans-Atlantic Conversation Between Supreme Courts, Paper Presented at the Free Speech/Media Law Discussion Forum, Pázmány Péter Catholic University, Budapest, Hungary (June 3, 2019).
- Is Incitement on the Internet Easier to Restrict Than Incitement on Television? A Case Study of the Koran Burning of Florida Pastor Terry Jones, Paper Presented at the Free Speech/Media Law Discussion Forum, University of Luxembourg, Luxembourg City, Luxembourg (June 6, 2018).
- *Lockyer v. City and County of San Francisco*, Same-Sex Marriage, and the California Supreme Court As Prospective Social Movement Ally, Paper Presented at the Association of Law, Property, and Society Annual Meeting, Maastricht University, Maastricht, Netherlands (June 2, 2018).
- Poverty, Social Assumptions, and Religious Institutions: Addressing the Lack of Access to Legal Services in the United States, Paper Presented at the Southeastern Association of Law Schools Annual Conference, Boca Raton, FL (Aug. 3, 2017).

Carlo A. Pedrioli, Curriculum Vitae

- *In re Marriage Cases*, Same-Sex Marriage, and the California Supreme Court As Social Movement Ally, Paper Presented at the Association of Law, Property, and Society Annual Meeting, University of Michigan, Ann Arbor, MI (May 20, 2017).
- *Baker v. Vermont*, Same-Sex Marriage, and the Vermont Supreme Court As Social Movement Ally, Paper Presented at the Association for the Study of Law, Culture, and the Humanities Annual Conference, Stanford University, Stanford, CA (Mar. 31, 2017).
- *Baehr v. Lewin*, Same-Sex Marriage, and the Hawaii Supreme Court As Social Movement Ally, Paper Presented at the Constitutional Law Colloquium, Loyola University Chicago, Chicago, IL (Nov. 4, 2016).
- Florida's Pastor Terry Jones and Burning the Koran, Paper Presented at the Central States Law Schools Association Annual Scholarship Conference, University of North Dakota, Grand Forks, ND (Sept. 24, 2016).
- Free Speech on Campus Tested: The Case of President Simon Newman and Mount St. Mary's University, Paper Presented at the Southeastern Association of Law Schools Annual Conference, Amelia Island, FL (Aug. 6, 2016).
- Is Incitement on the Internet Legally Different from Incitement on Television?, Paper Presented at the Southeastern Association of Law Schools Annual Conference, Amelia Island, FL (Aug. 3, 2016).
- Pope Francis, Poverty, the Environment, and *Laudato Si'*, Paper Presented at the Association of Law, Property, and Society Annual Meeting, Queens University, Belfast, Northern Ireland (May 20, 2016).
- Pope Francis, Poverty, and *Evangelii Gaudium*, Paper Presented at the Association for the Study of Law, Culture, and the Humanities Annual Conference, University of Connecticut, Hartford, CT (Apr. 2, 2016).
- Pope Francis and the Limits of Freedom of Expression, Paper Presented at the Free Speech Discussion Forum, University of Louisville, Louisville, KY (December 3, 2015).
- Critiquing U.S. Legal Education with Rhetoric: Frank's Plea and the Scholar Model of the Law Professor Persona, Paper Presented at the Central States Law Schools Association Annual Scholarship Conference, University of Toledo, Toledo, OH (Oct. 10, 2015).
- Sexuality as a Category of Constitutional Protection, Paper Presented at the Southeastern Association of Law Schools Annual Conference, Boca Raton, FL (July 31, 2015).

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- Pope Francis on Poverty, Paper Presented at the Southeastern Association of Law Schools Annual Conference, Boca Raton, FL (July 31, 2015).
- Property Pedagogy and the Concept of Audience, Presentation at the Association of Law, Property, and Society Annual Meeting, University of Georgia, Athens, GA (May 2, 2015).
- Chief Justice Margaret Marshall, *Goodridge v. Department of Public Health*, and the Creation of a Right to Same-Sex Marriage in Massachusetts, Paper Presented at the Association of Law, Property, and Society Annual Meeting, University of Georgia, Athens, GA (May 2, 2015).
- *Goodridge v. Department of Public Health*, Same-Sex Marriage, and the Massachusetts Supreme Judicial Court As Critical Social Movement Ally, Paper Presented at the Association for the Study of Law, Culture, and the Humanities Annual Conference, Georgetown University, Washington, DC (Mar. 6, 2015).
- Judicial Neutrality Awash with Ideology: Justice Scalia, Sexual Orientation, and Rhetorical Personae, Paper Presented at the National Communication Association Annual Meeting, Chicago, IL (Nov. 22, 2014).
- *New York Times v. Sullivan* and the Rhetorics of Race: A Look at the Briefs, Oral Arguments, and Opinions, Paper Presented at the Central States Law Schools Association Annual Scholarship Conference, Louisiana State University, Baton Rouge, LA (Oct. 11, 2014).
- Sex and Gender: What Has the U.S. Supreme Court Been Discussing?, Paper Presented at the Southeastern Association of Law Schools Annual Conference, Amelia Island, FL (Aug. 2, 2014).
- A Look Back at Justice Brennan's Instrumentalism in *New York Times v. Sullivan*, Paper Presented at the Southeastern Association of Law Schools Annual Conference, Amelia Island, FL (Aug. 1, 2014).
- Justice Scalia, Sexual Orientation, and the First and Second Personae, Paper Presented at the Association for the Study of Law, Culture, and the Humanities Annual Conference, University of Virginia, Charlottesville, VA (Mar. 10, 2014).
- Justice Scalia, Sexual Orientation, and the Third Persona, Paper Presented at the Southeastern Association of Law Schools Annual Conference, Palm Beach, FL (Aug. 6, 2013).

Carlo A. Pedrioli, Curriculum Vitae

- What Is Race?, Paper Presented at the Southeastern Association of Law Schools Annual Conference, Palm Beach, FL (Aug. 4, 2013).
- Constructing Modern-Day U.S. Legal Education through Rhetoric: Langdell, Ames, and the Scholar Model of the Law Professor Persona, Paper Presented at the National Communication Association Annual Meeting, Orlando, FL (Nov. 16, 2012). *Top Paper in Communication and Law Division.*
- Instrumentalist and Holmesian Voices in the Rhetoric of Reapportionment: The Opinions of Justices Brennan and Frankfurter in *Baker v. Carr*, Presentation at the National Communication Association Annual Meeting, New Orleans, LA (Nov. 17, 2011).
- Victimizing the Others: U.S. Muslims, Anti-Sharia Legislation, and the Constitutional Consequences of Volatile Intercultural Rhetoric, Paper Presented at the Florida Legal Scholarship Forum, Stetson University, Gulfport, FL (Nov. 12, 2011).
- Respecting Language As Part of Ethnicity and Business Necessity As Part of Business: Title VII and Language Discrimination at Work, Paper Presented at the National Communication Association Annual Meeting, San Francisco, CA (Nov. 15, 2010). *Top Three Paper in Communication and Law Division.*
- In Support of Invitational Rhetoric As a Propitious Discursive Form, Paper Presented at the National Communication Association Annual Meeting, Chicago, IL (Nov. 13, 2009).
- A Fractured Status Quo's Responses to Social Movement Agitation: The U.S. Supreme Court and the Negotiation of an Outsider Point of Entry in *Walker v. City of Birmingham*, Paper Presented at the National Communication Association Annual Meeting, Chicago, IL (Nov. 13, 2009).
- The Controversy Over the Legacy Highway in Utah: An Opportunity for Invitational Rhetoric, Paper Presented at the Biennial Conference on Communication and the Environment, Jekyll Island, GA (June 27, 2005).
- A New Image in the Looking Glass: Faculty Mentoring, Invitational Rhetoric, and the Second-Class Status of Women in U.S. Academia, Paper Presented at the National Communication Association Annual Meeting, Chicago, IL (Nov. 12, 2004). *Top Paper in Communication and Law Division.*
- A Key Influence on the Doctrine of Actual Malice: Justice William Brennan's Judicial Philosophy at Work in Changing the Law of Seditious Libel in *New York*

Carlo A. Pedrioli, Curriculum Vitae

Times v. Sullivan, Paper Presented at the National Communication Annual Meeting, Chicago, IL (Nov. 12, 2004).

- Burning the Flag Lawfully: *Texas v. Johnson* and Justice William Brennan's Philosophy of Free Expression in Self-Government, Paper Presented at the National Communication Association Annual Meeting, Miami Beach, FL (Nov. 22, 2003). *Top Four Paper in Communication and Law Division*.
- Values in the Jurisprudence of the Free Speech and Press Clauses: Justice William Brennan's Sermon in *New York Times v. Sullivan*, Paper Presented at the National Communication Association Annual Meeting, Miami Beach, FL (Nov. 22, 2003). *Top Student Paper in Freedom of Expression Division*.
- Protection and Fairness Versus Free Expression and Representative Democracy: The Competing Judicial Philosophies of Byron White and William Brennan in *Hazelwood School District v. Kuhlmeier*, Paper Presented at the Southwest Education Council for Journalism and Mass Communication Annual Southwest Symposium, Salt Lake City, UT (Nov. 7, 2003).
- The Heightened Standard of Judicial Review in Cases of Governmental Gender-Based Discrimination: Ruth Bader Ginsburg's Influence on the U.S. Supreme Court in *Craig v. Boren*, Paper Presented at the American Forensic Association/National Communication Association Biennial Conference on Argumentation, Alta, UT (Aug. 1, 2003).
- Lifting the Pall of Orthodoxy: The Need for Hearing a Multitude of Tongues in the Sexual Education Curriculum at Public High Schools, Paper Presented at the Eastern Communication Association Annual Meeting, Washington, DC (Apr. 26, 2003).

TEACHING AND OTHER ACADEMIC EXPERIENCE

University of Idaho, College of Law, Boise, ID

Temporary Faculty Member (Visitor), August 2021-Present

While visiting the law faculty, teach Constitutional Law, Administrative Law, Comparative Constitutional Law, Property, and Disability Law. Perform other duties as appropriate.

Liverpool Hope University, School of Law, Liverpool, England

Senior Lecturer in Public Law, September 2017–August 2021

Carlo A. Pedrioli, Curriculum Vitae

Primarily taught Constitutional & Administrative Law and related classes such as Comparative Constitutional Law and Public International Law. Also taught Jurisprudence, Corporate & Business Law, and Legal Methods. Taught at the Catholic University of Lille in Lille, France, via European Union's Erasmus program. Nominated for Hope Star Excellence teaching award (2020).

American Bar Foundation, Chicago, IL

Visiting Scholar, September 2015–September 2017

Researched matters related to the intersection of communication and law. The ABF, which focuses on socio-legal research, is located at Northwestern University, School of Law, and is affiliated with both Northwestern and the American Bar Association.

Barry University, School of Law, Orlando, FL

Associate Professor, August 2013–August 2015

Assistant Professor, August 2009–August 2013

Primarily taught Constitutional Law, Criminal Procedure, and Property. Also taught related courses like Constitutional Theory, Creating the Constitution, and Comparative Constitutional Law. Based on need, taught Professional Responsibility. Taught in summer abroad program in El Escorial, Spain.

University of Utah, Department of Political Science, Salt Lake City, UT

Adjunct Professor, August 2004–May 2005

Taught Constitutional Law to university seniors. Research, writing, and discussion components were prominent in classes.

University of Utah, Department of Communication, Salt Lake City, UT

Teaching Fellow, August 2002–May 2005

Taught Mass Communication Law, Analysis of Argument, Negotiation and Interviewing, Principles of Public Speaking, and Elements of Speech Communication to students at various undergraduate levels. Critical thinking was prominent in classes. Also coached intercollegiate speech and debate. Debate students earned second place in novice category at National Parliamentary Debate Association Tournament (2003).

Sacramento City College, Department of Communication, Sacramento, CA

Speech and Debate Coach, August 1999–May 2001

Coached students in debate, platform speaking, and impromptu speaking. Judged students from other teams at intercollegiate speech and debate competitions. Debate

Carlo A. Pedrioli, Curriculum Vitae

students earned bronze and silver medals at Phi Rho Pi National Tournament (2000, 2001).

ACADEMIC SERVICE

General

Editorial Work

- Editorial Review Board Member, *Communication Law Review*, 2015 17

Conference Work

- Chair, Law and Religion 2, Panel at the Association for the Study of Law, Culture, and the Humanities Annual Conference, University of Connecticut, Hartford, CT (Apr. 2, 2016).
- Co-organizer and Co-chair, Sex and Gender Classifications: The Redux, Discussion Group at the Southeastern Association of Law Schools Annual Conference, Boca Raton, FL (July 31, 2015) (with Professor Tanya Washington).
- Chair, Housing and Social Justice, Panel at the Association of Law, Property, and Society Annual Meeting, University of Georgia, Athens, GA (May 1, 2015).
- Organizer, Villains, Heroes, and Victims: Media Personae and the Environment, Discussion Panel at the Biennial Conference on Communication and the Environment, Jekyll Island, GA (June 27, 2005).
- Organizer and Chair, *New York Times v. Sullivan* Turns Forty: Looking Back and Then Moving Forward, Discussion Panel at the National Communication Association Annual Meeting, Chicago, IL (Nov. 14, 2004).

Community Outreach and Education

- Interviewee, Anti-Sharia Legislation, Muslims, and the Constitution, Interview at the Islamic Society of Central Florida, Center for Peace, Orlando, FL (July 25, 2014).
- Presenter, Path to Peace Speakers Symposium: Islam and the Constitution, Presentation at the Islamic Society of Central Florida, Center for Peace,

Carlo A. Pedrioli, Curriculum Vitae

Orlando, FL (June 21, 2014).

University of Idaho, College of Law, Boise, ID

Supervising of Student Research

- Malori Basye, Constitutional Comparison of Germline Editing in the United States and Germany (2022).
- Benjamin Earwicker, The Constitutional Importance of New Zealand and U.S. Treaties with Indigenous Peoples (2022).

Committee Assignments

- Assessment Committee, 2021-Present
- Diversity Committee, 2021-Present (Auditor)

Liverpool Hope University, School of Law, Liverpool, England

Supervising of Undergraduate Dissertations and Research Projects

- Rebecca Barnes, What Are the Main Reasons That People Are Wrongfully Convicted of Murder and How Does the Law Protect People from Receiving a Wrongful Conviction in the UK? (2021) (dissertation).
- Lewis Thomas Brabin, The Codifying of the United Kingdom's Constitution – A Decisive Analysis Towards a Written Constitution (2021) (dissertation).
- Kevonique Brissett, To What Extent Should Protesting Be Allowed During an International Pandemic? (2021) (dissertation).
- Ben Cody, A Discussion of Covid-19 and Its Effects on Human Rights and Civil Liberties (2021) (dissertation).
- Aoibhin Colreavy, Evaluation of the Modern Slavery Act and the Law Protecting the Rights of Textile and Garment Workers Within the United Kingdom Against Modern Day Slavery Abuses (2021) (dissertation).
- Niamh Eperson, Social Exclusion, Discrimination and Socioeconomic Status (2021) (dissertation).

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- Kaylee Ann Houghton, *Feminist Theory: Male Dominance Over Females Through the Crime of Rape* (2021) (dissertation).
- Megan Kirwan-Duffy, *A Critical Evaluation of the Breaches of the Specific Articles 2, 3, 4, 5 and 23 of the Universal Declaration of Human Rights with Regards to the Issues of Human Trafficking, Capital Punishment, and Gender Inequality and How the Specific Jurisdictions of China, Afghanistan, and the UK Deal with These Breaches and Issues* (2021) (dissertation).
- Lauren O'Neill, *The Working Woman: A Study Into the Impact of the Law on Women in the Workplace and How the COVID-19 Pandemic Has Affected This* (2021) (dissertation).
- Haris Rashid, *To What Extent Was the 2003 War on Iraq Based on Sources of International Law?* (2021) (dissertation).
- Frances Cobbinah, *International Law: How Has the European Convention on Human Rights Influenced Constitutional Changes in Africa? A Case Study about Ghana and Nigeria* (2020) (dissertation).
- Jaime Crotty, *An Investigation into Online Child Sex Abuse Legislation: Are the Sexual Offences Act 2003 and the Serious Crimes Act 2015 Enough to Reduce the Amount of Online Child Sex Abuse Taking Place within the United Kingdom?* (2020) (dissertation).
- Andrew Daly, *How Does Land Law Need to Be Restructured for Our Planet to Become Ecologically Sustainable?* (2020) (dissertation).
- Courtney Heywood, *Gun Control: The Effects of Gun Regulation on Society and Why America Is So Reluctant to Change and Amend Their Gun Laws* (2020) (dissertation).
- Cameron Humphrey, *Child Sexual Abuse in Sport: England & Wales' Institutions, Policies and Laws* (2020) (dissertation).
- Thomas McConachie, *Euthanasia in the United Kingdom: An Opportunity for Legal Reform?* (2020) (dissertation).
- Rubeena Taj, *Discussing Rape Laws in India in Contrast to the UK* (2020) (dissertation).
- Helene Atwal, *Should UK Prisoners Be Eligible to Vote? References Made to*

Carlo A. Pedrioli, Curriculum Vitae

the European Convention on Human Rights (2019) (research project).

- Emily Bennett, How Do the Laws of Counter-Terrorism and Their Developments Effect and Consider the Principles of Human Rights? (2019) (dissertation).
- Nia Lyimo, Should the UK Adopt US Gun Legislation? (2019) (research project).
- Corey Norwood, Should the UK Constitution Be Codified? A Comparison of the UK Constitutional Settlement and US Constitution (2019) (research project).
- Eoghan Rafferty, Terrorism and Brexit: A Critical Analysis of How Brexit Will Impact the UK's Future Security Against the Threat of Terrorism (2019) (dissertation).
- Hannah Collins, Journalism, Theatre and Social Media: A Critical Literature Review of the Freedom of Expression in the United Kingdom (2018) (dissertation).

Presentations and Other Public Speaking

- Presenter, War Powers of the United Kingdom and the United States, Presentation to First-Year Politics Students at the Catholic University of Lille, Lille, France (Sept. 27, 2019).
- Presenter, U.S. Presidential Elections and Donald Trump, Presentation to Second and Third Year Law Students at the Catholic University of Lille, Lille, France (Sept. 27, 2019).
- Presenter, The U.K. System of Government and Brexit, Presentations to First-Year Law Students at the Catholic University of Lille, Lille, France (Sept. 24 & 25, 2019).

Committee Assignments

- Lille/Hope Law Committee, 2018-21
- European Institute Committee, 2018-21
- Faculty Research Committee, 2018-19
- Staff/Student Liaison Committee, 2017-21 (Co-chair, 2017-18; Chair, 2018-21)

Carlo A. Pedrioli, Curriculum Vitae

- First-Year Committee, 2017-21

Additional Service

- Level Coordinator, First-Year Curriculum, 2018-21
- Facilitator, First-Year Law Student Retreat, Plas Caerdeon, Wales, 2017-20
- International Studies Coordinator for Law, 2021
- Co-facilitator, Open House (Including Mock Teaching), 2017-21

American Bar Foundation, Chicago, IL

Presentations and Other Public Speaking

- Panelist, The Catholic Faith and Legal Careers, St. Thomas More Society Panel for the Law Student Community, Northwestern University, Chicago, IL (Sept. 15, 2016).
- Presenter, State Supreme Courts and the Social Movement for Same-Sex Marriage, Presentation to the American Bar Foundation Faculty, Chicago, IL (Nov. 4, 2015).

Barry University, School of Law, Orlando, FL

Advising

- *Barry Law Review*, 2011-14
Primary Advisor, 2012-14
Assistant Advisor, 2011-12
- Barry Law Rotary Club, 2011-13

Supervising of Student Research Papers

- Marcus Duffy, Common Law Versus State Statutes: Breaching the Fine Line of Parental “Immunity” (2015) (law review paper, initial supervising).
- Meaghan A. James, Chasing the Common Core: Recognizing a Federal Right to an Adequate Education (2014) (law review paper).
- Nicole Canha, Recidivism Recourse: Cracking Down on Florida’s Sexually Violent Predators (2014) (law review paper).
- Young Kim, Extending the Fourth Amendment to Protect Employees’ Use of

Carlo A. Pedrioli, Curriculum Vitae

Facebook (2014).

- Heidi A. Hillyer, Reducing the Rate of Prison Recidivism in Florida by Providing State Corporate Income Tax Credits to Businesses As Incentive for Employment of Ex-Felons (2014) (law review paper).
- Deena R. Russella, The War Against Islam: Why Targeting People of the Muslim Religion and Arab Culture Is Not the Solution to the War Against Terrorism (2014).
- Patrice Robinson, The Further Encroachment of the Fourth Amendment (2014).
- Claudia Pastorius, Law and Policy in the Global Space Industry's Lift-Off (2013) (law review paper).
- Tiffany Burroughs, Time to Clean the Filter: Balancing Internet Filters with Education (2013).
- Noah Al-Malt, *Shelton v. Secretary, Department of Corrections: A Constitutional Challenge to Florida's Drug Law* (2013) (law review paper).
- Katherine Lee Klapsa, Florida Lawyers Bring Big Screen Drama to the Courtroom: How Popular Culture's Influence on the Law Has Created the Need for Professional Witnesses (2013) (law review paper).
- Jeffrey Smith, Equal Rights for Potential Fathers (2012).
- Shaun Kiss, The Rise of the 4th Amendment: John Adams' Creation, Legal Interpretations and Its Modern Workings (2012).
- Joseph Blanche, An Interpretation of the Second Amendment (2012).
- Jake Grandstaff, History of Civilian Contracting After WWII Leading to Modern Conflicts in Iraq and Afghanistan (2012).
- David DaRosa, Modern Copyright through the Eyes of the Framers (2012).
- Julie Hancock, The Liberty Hypocrisy: America's Inferiority Complex How Morality, Tradition, Religion and Fear Breed Intolerance (2012).
- Christina Farley, Obscenity Laws and Their Effects on Businesses (2011).

Carlo A. Pedrioli, Curriculum Vitae

- Douglas Galvan, Constitutional Interpretation of Same Sex Marriage Rights (2011).
- Tamara Wasserman, Demystifying the Judiciary's Justifications for Granting Congress Unwarranted Deference in Immigration Law (2011).
- David Wokoun, A Critical Look at the Constitutionality of Campaign Reform Legislation (2010).

Presentations and Other Public Speaking

- Moderator, Ethical Prosecution Panel, Florida Self-Defense and Ethical Prosecution in the Wake of the Zimmerman Trial, *Barry Law Review* Symposium, Barry University, Orlando, FL (Feb. 21, 2014).
- Presenter, Introduction of Bassem Chaaban, Guest Speaker for Exploring Muslim Peace-Making Traditions, Barry University, Orlando, FL (Jan. 29, 2014).
- Presenter, Introduction of Sr. Corinne Sanders, Guest Speaker for Dominican Distinguished Lecture, Barry University, Orlando, FL (Feb. 13, 2013).
- Moderator, Torture and Accountability Panel, Guantánamo's Legacy: Reflections on a Decade of Detention, *Barry Law Review* Symposium, Barry University, Orlando, FL (Feb. 24, 2012).
- Debater, Is the Constitution a "Living" Document?, Faculty Debate at Barry University, Orlando, FL (Mar. 15, 2011) (with Professors Linda Coco, Enrique Guerra-Pujol, and Daniel O'Gorman).
- Presenter, Respecting Language As Part of Ethnicity and Business Necessity As Part of Business: Title VII and Language Discrimination at Work, Presentation to the Law Faculty at Barry University, Orlando, FL (Nov. 9, 2010).
- Presenter, How to Brief a Case, Presentation to Incoming Law Students at Orientation, Barry University, Orlando, FL (Aug. 16, 2010).

Committee Assignments

- Environmental Responsibility Committee, 2013-14

Carlo A. Pedrioli, Curriculum Vitae

- Faculty Development Committee, 2011-12
- Library & Technology Committee, 2009-10, 2014-15
- Mission Effectiveness Committee, 2012-13, 2014-15
- Strategic Planning Committee, 2011-12
- Student Services Committee, 2009-14

LEGAL EXPERIENCE

Faculty Pro Bono Work

Pesci v. The GEO Group, Inc., et al., No. 2:10-cv-00428-SPC-MRM (M.D. Fla. filed July 6, 2010).

Counsel of record for indigent client in First Amendment free speech and press lawsuit. Supervised three law students in representation of client. See 2015 WL 1349711, at *1; 2015 U.S. Dist. LEXIS 37692, at *1 (Mar. 25, 2015).

Pesci v. Budz, 730 F.3d 1291 (11th Cir. 2013).

Counsel of record for indigent client in First Amendment free speech and press appeal. Obtained reversal of district court's granting of motion for summary judgment against client.

Lloyd v. Benton et al., 686 F.3d 1225 (11th Cir. 2012).

Counsel of record for indigent client in civil rights appeal regarding federal removal statute and Prison Litigation Reform Act. Advocated against dismissal of client's case based on removal to federal court.

Panel Member, U.S. Court of Appeals for the Ninth Circuit Pro Bono Panel, 2010-15

California Rural Legal Assistance, Modesto, CA

Attorney, February 2006 July 2009

Represented indigent clients in civil court, including at trial, and at administrative hearings. Counseled diverse clients in a high-volume office. Main areas of practice included housing law, employment law, and elder law. Used Spanish language skills to serve Spanish-speaking clients. Received award from State Bar of California for work (2007).

California Attorney General's Office, Sacramento, CA

Legal Intern, January April 2002

Carlo A. Pedrioli, Curriculum Vitae

Researched and wrote court memoranda and declarations in state civil rights cases, particularly cases of housing discrimination. Also drafted Attorney General's position papers on pending state civil rights legislation. Received "honors" evaluation.

Sacramento County District Attorney's Office, Sacramento, CA
Certified Legal Intern, June August 2001

Working with colleagues, arraigned misdemeanor defendants in state court. Negotiated settlements with defense attorneys. Researched and wrote District Attorney's argument for a suppression hearing.

Oakdale City Attorney's Office, Oakdale, CA
Research Assistant, July August 2000

Researched various municipal matters such as quo warranto and joint tenancies. Wrote memoranda of law and conducted follow-up research as needed.

EDUCATION

University of Utah, Salt Lake City, UT
Ph.D., Speech Communication/Rhetoric, August 2005
G.P.A.: 3.96/4.00

- *Dissertation* – Rhetorically Constructing the U.S. Law Professor Persona(e): Implications of Traditional, Invitational, and Cooperative Rhetorics¹⁴
- *Selected Courses of Note* – Free Speech & Society, Mass Communication Law, Public Broadcasting, Feminist Rhetorical Theory, Rhetoric of Social Movements, Rhetorical Methodologies, Foundations of Communication Theory, and Argumentation Theory

M.A., Speech Communication/Rhetoric, August 2003

- *Thesis* – Value Analysis and the Judicial Opinion: Insights Into Justice William Brennan's Philosophy on Free Speech and Representative Democracy

University of the Pacific, McGeorge School of Law, Sacramento, CA

¹⁴Referenced in the following works: Merle Kindred, *Invitational Rhetoric: Alternative Rhetorical Strategy as Ecofeminist Practice for Transformation of Perception and Use of Energy in the Residential Built Environment from the Keweenaw to Kerala*, in *ECOFEMINISM AND RHETORIC: CRITICAL PERSPECTIVES ON SEX, TECHNOLOGY, AND DISCOURSE* 89, 113 (Douglas A. Vakoch ed., 2011); Merle Niemi Kindred, *Invitational Rhetoric: Alternative Rhetorical Strategy for Transformation of Perception and Use of Energy in the Residential Built Environment from the Keweenaw to Kerala* 15-16, 134 (2007) (unpublished Ph.D. dissertation, Michigan Technological University) (on file with Van Pelt and Opie Library, Michigan Technological University).

Carlo A. Pedrioli, Curriculum Vitae

J.D., Concentration in Advocacy, May 2002

Standing: Top 11/25^{ths} of Graduating Class

- Dean's Honor Roll, 2001-02
- *Selected Courses of Note* – Critical Race Theory, Gender & the Law, Sexual Orientation & the Law, and Law & the Humanities
- Mock Trial Scrimmage Team, 2001-02
- Co-Winner, All-McGeorge Mock Trial Competition, 2002
- Finalist, First-Year Mock Trial Competition, 2000

California State University, Stanislaus, Turlock, CA

B.A., Communication and English (double major), *summa cum laude*, May 1999

G.P.A.: 3.96/4.00

- Dean's/President's Lists, 1996-99
- Phi Kappa Phi Honor Society (Nominated by Faculty)
- Intercollegiate Speech and Debate Team, 1997-99
Elected Team Vice-President by Teammates, Senior Year

BAR MEMBERSHIPS

California (# 229178), U.S. District Court for the Eastern District of California, U.S. District Court for the Northern District of California, U.S. Court of Appeals for the Ninth Circuit, U.S. Court of Appeals for the Eleventh Circuit, and U.S. Supreme Court

TEACHING QUALIFICATION

Fellow, U.K. Higher Education Academy (Ref. PR156420)

PERSONAL INTERESTS

Have visited Belgium, Canada, France, Hungary, Ireland, Italy, Luxembourg, the Netherlands, Nicaragua, Portugal, Spain, Switzerland, and the United Kingdom. Have lived in the U.K. for eight years (four as an adult). Proficient in Spanish (speaking, writing, and reading).

JOB CLASS 3	8	0	4	0
JOB CODE	F			
CAL ID	M			

SOUTHERN UNIVERSITY SYSTEM

Personnel Action Form

POSITION NUMBER	3	F			
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CAMPUS: SUS _____ SUBR _____ SULAC X SUAREC _____ SUNO _____ SUSLA _____

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

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

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

Profile of Person Recommended

Length of Employment 08/01/2022 To 05/31/2023
 Effective Date 08/01/2022

Name Judd F. Sneirson SS# _____ Sex M Race* W
(Last 4 digits only)

Position Title: Associate Professor Department: Law Center Instruction

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

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

Years Experience 28 Southern University Experience 1

Degree(s): Type/Discipline (BA Education):
B.A. William College 1992
J.D. University of Pennsylvania Law School 1996

Current Employer Mercer University School of Law

Personnel Action

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

Recommended Salary \$ 121,500.00 Salary Budgeted \$ 121,500.00

Source of Funds General Appropriation/Grant

Identify Budget: State Location 311001-31120-61003-36000
 Form Code: 1 Page 1 Item # 1

Change of: _____
 From _____ To _____
 Position _____
 Status _____
 Salary Adjustment _____

Financial Aid signature (if, applicable):


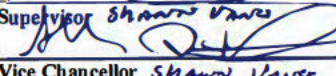

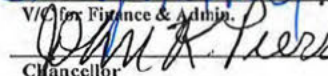
List total funds currently paid this employee by Southern University:
 *See Reverse Side

Comments: (Use back of form)

Source of Funds	Amount
N/A	

*See Reverse Side

Graduate School signature (if, applicable):

	<u>5/3/2022</u>	Supervisor <u>Shawn Vance</u>	Date
	<u>5/3/2022</u>	Vice Chancellor <u>Shawn Vance</u>	Date
_____	_____	Director/Personnel	Date
_____	_____	President	Date
	<u>5-3-20</u>	Dean/Unit Head <u>Gerry K. Hall</u>	Date
	<u>5/3/22</u>	Vice President/Finance <u>_____</u>	Date
_____	_____	Vice President/Finance Business Affairs/Comptroller	Date
_____	_____	Chairman/S.U. Board of Supervisors	Date

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

ETHNIC ORIGIN (Please check one):

Hispanic or Latino Non-Hispanic or Non Latino

RACE (Please check all that apply):

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

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

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

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

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

COMMENTS:

Tenure Track Faculty for the 2022 2023 Academic Year.

EMPLOYEE REGULAR WORK SCHEDULE:

Daily

EMPLOYEE DIRECT SUPERVISOR:

V/C Shawn Vance

NUMBER OF EMPLOYEES SUPERVISED, (if any)

100

HR USE ONLY: STATUS (circle one):

EXEMPT

NON-EXEMPT

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

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

CLASS OF EMPLOYMENT (VISA STATUS):

TYPE

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

SOUTHERN UNIVERSITY LAW CENTER
 CODE
 ENCUMBERED / FINEXPIRES
 DDCSLD.#
 RA 5-3-27
 DATE
 BY: Gerry K. Hall
 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

JUDD F. SNEIRSON

EXPERIENCE

- MERCER UNIVERSITY SCHOOL OF LAW
Visiting Professor
· Plan and teach courses on business entities, contracts, and sustainability and business law.
Macon, Georgia
August 2020 to present
- SOUTHERN UNIVERSITY LAW CENTER
Adjunct Professor
· Planned and taught remote courses on common law contracts and sales.
Baton Rouge, Louisiana
August 2020 to July 2021
- SAVANNAH LAW SCHOOL
Associate Professor (with tenure)
Associate Professor
· Planned and taught courses on business entities, contracts, employment law, intellectual property, art law, secured transactions, and sustainability and business law.
· Served on the academic standing, admissions, assessments, curriculum, faculty development, retention promotion and tenure, and technology committees, and as faculty representative to the school's board of directors.
· Voted Faculty Marshal and Professor of the Year, 2019
Savannah, Georgia
August 2014 to May 2020
August 2013 to July 2014
- HOFSTRA UNIVERSITY DEANE SCHOOL OF LAW
Visiting Professor
· Planned and taught courses on business entities, contracts, corporate governance, and sustainability and business law.
Hempstead, New York
August 2010 to May 2013
- UNIVERSITY OF FLORIDA LEVIN COLLEGE OF LAW
Visiting Professor
· Planned and taught courses on corporations, unincorporated business entities, and sustainability and business law.
Gainesville, Florida
August 2009 to May 2010
- UNIVERSITY OF OREGON SCHOOL OF LAW
Assistant Professor
Visiting Professor
· Planned and taught courses on business entities, contracts, corporate governance, and employment law.
· Served on the curriculum, diversity, lectures and awards, library, judicial clerkship, and scholarships faculty committees, as faculty advisor to the *Oregon Law Review*, and as law school representative to the University Senate.
· Advised and judged corporate law, employment law, sales, entertainment law, tax, and negotiation moot court teams.
· Critiqued business associations and contracts questions for the Oregon State Board of Bar Examiners.
Eugene, Oregon
August 2003 to May 2010
August 2001 to May 2003
- WILLAMETTE UNIVERSITY COLLEGE OF LAW
Visiting Professor
· Planned and taught courses on business entities, contracts, employment law, and sales.
· Coached the school's labor and employment law moot court team in a national competition.
Salem, Oregon
August 2000 to May 2001
- WILLKIE FARR & GALLAGHER
Associate
· Drafted trial level, appellate, and United States Supreme Court briefs involving arbitration, bankruptcy, contracts, corporations, employment, intellectual property, partnership, and securities law issues.
· Drafted pleadings, discovery requests and responses, and settlement agreements for pending litigations.
· Appeared and argued motions in federal and state courts.
New York, New York
October 1997 to July 2000
- UNITED STATES DISTRICT JUDGE JOSEPH E. IRENAS
Judicial Clerk
· Assisted the judge in trials, hearings, arguments, and settlement conferences.
· Researched pending cases and motions and recommended dispositions for the judge's determination.
· Drafted court opinions and orders, bench memoranda, voir dire, and jury instructions.
Camden, New Jersey
August 1996 to August 1997

OVERSEAS TRAINING CENTER

English Teacher

- Planned and taught English lessons at Japanese corporations, factories, and schools.

Tokyo, Japan
September 1992 to July 1993

EDUCATION

UNIVERSITY OF PENNSYLVANIA LAW SCHOOL

Juris Doctor, *cum laude*

- Honors: Member, Order of the Coif
- Activities: Articles Editor and Board Member, *University of Pennsylvania Law Review*
- Externships: Philadelphia Volunteer Lawyers for the Arts
Pennsylvania Department of Environmental Resources

Philadelphia, Pennsylvania
May 1996

WILLIAMS COLLEGE

Bachelor of Arts, *cum laude*, with departmental honors in political science

- Political science major with a concentration in environmental studies

Williamstown, Massachusetts
June 1992

PUBLICATIONS

Book

- Course Materials and Teacher's Manual, *Sustainability & Business Law* (Carolina Academic Press 2017) (with Nancy Shurtz)

Law Review Articles and Book Chapter

- Book Chapter, The History of Shareholder Primacy from Adam Smith Through the Rise of Financialism, in *Cambridge Handbook of Corporate Law, Corporate Governance, and Sustainability* 73 (Cambridge University Press 2020)
- Article, Shareholder Primacy and Corporate Compliance, 26 *Fordham Environmental Law Review* 450 (2015)
- Article, Chevron, Greenwashing, and the Myth of "Green Oil Companies," 2 *Washington & Lee Journal of Energy, Climate, and the Environment* 133 (2012) (with Miriam Cherry)
- Article, The Sustainable Corporation and Shareholder Profits, 46 *Wake Forest Law Review* 541 (2011)
- Article, Beyond Profit: Rethinking Corporate Social Responsibility After the BP Oil Disaster, 85 *Tulane Law Review* 983 (2011) (with Miriam Cherry)
- Article, Race to the Left: A Legislator's Guide to Greening a Corporate Code, 88 *Oregon Law Review* 491 (2009)
- Article, Green Is Good: Sustainability, Profitability, and a New Paradigm for Corporate Governance, 94 *Iowa Law Review* 987 (2009)
- Article, Soft Paternalism for Close Corporations: Helping Shareholders Help Themselves, 2008 *Wisconsin Law Review* 899, reprinted in 51 *Corporate Practice Commentator* 393 (2009) (peer reviewed)
- Article, Doing Well by Doing Good: Leveraging Due Care for Better, More Socially Responsible Corporate Decisionmaking, 3 *Corporate Governance Law Review* 438 (2007) (peer reviewed)
- Article, Merger Agreements, Termination Fees, and the Contract Corporate Tension, 2002 *Columbia Business Law Review* 574

Work in Progress

- Article, On Purpose: Milton Friedman, Benefit Corporations, and the Future of Corporate Governance
- Article, Free Beer™

Other Publications

- Article, Green to the Core: A New Option for Oregon Corporations, *Oregon Business Lawyer* (Fall 2008)
- Article, Making Oregon the Delaware of Green Business, *The Long View* [Oregon State Bar Sustainable Future Section Newsletter] (Spring 2010)
- Comment, Black Rage and the Criminal Law, 143 *University of Pennsylvania Law Review* 2251 (1995)
- Various Posts as a Guest Blogger, Concurring Opinions (April 2010)

PRESENTATIONS

- Presenter, "The History of Shareholder Primacy," Cambridge Handbook Symposium on Corporate Law, Corporate Governance, and Sustainability, University of Oslo Faculty of Law, Oslo, Norway, March 12, 2018.

- Panelist, "Public Art as Provocateur," Copyright Society of the USA Midwinter Meeting, Savannah, Georgia, February 2, 2018.
- Presenter, "Ethical Challenges in Environmental Compliance," Appalachian Public Interest Environmental Law Conference, University of Tennessee College of Law, Knoxville, Tennessee, October 21, 2017.
- Panelist, "Environmental Protection and the Green Economy," Southeastern Association of Law Schools Annual Conference, Boca Raton, Florida, August 5, 2017.
- Panelist and Organizer, "Sustainability and Cross Disciplinarity," Southeastern Association of Law Schools Annual Conference, Boca Raton, Florida, August 3, 2017.
- Panelist and Organizer, "Sustainability & Sustainable Business," Southeastern Association of Law Schools Annual Conference, Amelia Island, Florida, August 5, 2016.
- Guest Lecturer, "Censorship of Art and the First Amendment," Savannah College of Art & Design, Savannah, Georgia, February 16, 2016.
- Presenter, "Fair Use and Electronic Course Reserves," Association for Continuing Legal Education Mid Year Conference, Savannah, Georgia, February 6, 2016.
- Presenter, "Socially Responsible Investment and Fiduciary Duties Ten Years After the Freshfields Report," Southeastern Association of Law Schools Annual Conference, Boca Raton, Florida, July 30, 2015.
- Presenter, "Socially Responsible Investment and Fiduciary Duties Ten Years After the Freshfields Report," Sustainable Finance Geneva, University of Geneva School of Economics and Management, Geneva, Switzerland, May 29, 2015.
- Presenter, "Corporate Law and Social Responsibility in American Firms," Philanthropy and Corporate Social Responsibility Conference, University of Geneva Faculty of Law, Geneva, Switzerland, May 28, 2015.
- Presenter, "The History of Shareholder Primacy from Adam Smith Through the Rise of Financialism," Visiting Speaker Series, University of Kentucky College of Law, Lexington, Kentucky, March 31, 2015.
- Presenter, "Shareholder Primacy and Corporate Compliance," 15th Northeast Florida Environmental Summit, Florida Coastal School of Law, Jacksonville, Florida, February 27, 2014.
- Presenter, "Shareholder Primacy and Corporate Compliance," *Fordham Environmental Law Review* Symposium, New York, New York, February 22, 2013.
- Presenter, "The History of Shareholder Primacy from Adam Smith Through the Rise of Financialism," Baruch College, Zicklin School of Business, New York, New York, November 16, 2012.
- Presenter, "The History of Shareholder Primacy from Adam Smith Through the Rise of Financialism," Pace University Law School Business Law Colloquium, White Plains, New York, February 28, 2012.
- Presenter, "The Myth and Reality of Green Business," *William & Mary Environmental Law & Policy Review* Symposium, Williamsburg, Virginia, January 28, 2012.
- Presenter, "The History of Shareholder Primacy from Adam Smith Through the Rise of Financialism," First International Sustainable Companies Conference, University of Oslo Faculty of Law, Oslo, Norway, August 30, 2011.
- Presenter, "The Sustainable Corporation and Shareholder Profits," *Wake Forest Law Review* Symposium, Winston-Salem, North Carolina, April 1, 2011.
- Presenter, "The Myth and Reality of Green Oil Companies," Washington & Lee University School of Law *Journal of Energy, Climate, and the Environment* Symposium, Lexington, Virginia, February 18, 2011.
- Presenter, "The BP Oil Spill as a Failure of Corporate Law," *Albany Law Review* Symposium, Albany, New York, October 14, 2010.
- Presenter, "The Corporate Dimension of Sustainability," University of Florida Levin College of Law Environmental Speaker Series, Gainesville, Florida, January 21, 2010.
- Panelist, "Corporate Fiduciary Duties, Governance, and Social Responsibility," Section on Socio Economics, Association of American Law Schools Annual Meeting, New Orleans, Louisiana, January 6, 2010.
- Panelist, "Transforming Risk Into Opportunity," *Oregon Law Review* Green Business Symposium, Portland, Oregon, April 3, 2009.
- Testimony in Support of House Bill 2829, Oregon House Sustainability and Economic Development Committee, Salem, Oregon, March 24, 2009.
- Co Presenter (with Jennifer Howard Grenville), "Sustainability Meets Profitability," University of Oregon School of Law Environment and Natural Resources Fireside Conversation Series, Eugene, Oregon, January 15, 2009.
- Presenter, "Green Is Good: Sustainability, Profitability, and a New Paradigm for Corporate Governance," Pace University Law School Faculty Colloquia Series, White Plains, New York, October 7, 2008.
- Presenter, "Soft Paternalism for Close Corporations," St. John's University School of Law Faculty Colloquia Series, Queens, New York, October 6, 2008.
- Presenter, "Soft Paternalism for Close Corporations," Rutgers-Camden School of Law Faculty Colloquia Series, Camden, New Jersey, September 8, 2008.
- Presenter, "Soft Paternalism for Close Corporations," University of Oregon School of Law Thinking Out Loud Series, Eugene, Oregon, February 11, 2008.
- Presenter, "Doing Well by Doing Good: Leveraging Due Care for Better, More Socially Responsible Corporate Decisionmaking," Canadian Law and Economics Association Annual Meeting, University of Toronto Faculty of Law,

- Toronto, Canada, September 28, 2007.
- Presenter, "Restrictive Covenants and Related Issues in Oregon," Oregon Judicial Department Regional Conference, Eugene, Oregon, February 23, 2007.
- Presenter, "Doing Well by Doing Good: Leveraging Due Care for Better, More Socially Responsible Corporate Decisionmaking," Willamette Valley Junior Law Faculty Workshop, Salem, Oregon, February 15, 2007.
- Presenter, "Corporate Law and the Environment," University of Oregon School of Law Environment and Natural Resources Fireside Conversation Series, Eugene, Oregon, February 7, 2007.
- Panelist, "Post-Enron Ethics and the Business Lawyer," Business Innovation & Law Conference 2004, Portland, Oregon, October 1, 2004.
- Presenter, "Attorney Ethics After Enron," Schwabe, Williamson & Wyatt Retreat, Sunriver, Oregon, September 18, 2004.
- Panelist, "Mutual Fund or Your Mattress? What's Right and What's Wrong with Mutual Funds," University of Oregon Lundquist College of Business, Eugene, Oregon, December 5, 2003, and Portland, Oregon, January 28, 2004.
- Presenter (with Edward McAniff), "Sarbanes Oxley § 307 and Worst Case Planning," University of Oregon School of Law, Eugene, Oregon, April 24, 2003.
- Panelist (with Rep. Darlene Hooley and Portland business leaders), "Restoring Confidence in Corporate America," Lake Oswego, Oregon, April 23, 2003.
- Presenter, "Contracts in Breach of Directors' Fiduciary Duties," University of Oregon School of Law, Eugene, Oregon, November 18, 2002.
- Presenter, "Termination Fees and the Corporate Contract Tension," University of Oregon School of Law, Eugene, Oregon, November 19, 2001.
- Presenter, "Termination Fees and the Corporate Contract Tension," Seattle University School of Law, Seattle, Washington, November 12, 2001.

ADDITIONAL INFORMATION

- Bar Admission: New York
- Memberships: American Inns of Court; Phi Alpha Delta Law Fraternity; Oregon Lawyers for a Sustainable Future—Corporate Governance Workgroup
- Other service: Outside reviewer/referee for Cambridge University Press, Routledge, Wolters Kluwer, *European Journal of Development Research*, *Journal of Environmental Management*, *Legal Studies*, and *Utrecht Journal of International & European Law*
- Interests: Squash, jazz, opera, zymurgy, and cooking. Crossed the United States by bicycle.

REFERENCES

Professor Caprice Roberts
 George Washington University Law School
 caprice.roberts@gmail.com
 202.491.5858


Professor Roberts was a colleague at Savannah Law School

Professor Nancy Shurtz
 University of Oregon School of Law
 nshurtz@uoregon.edu
 541.346.3841

Professor Shurtz was a colleague at the University of Oregon and is co author of *Sustainability & Business Law*

Professor Beate Sjaafjell
 University of Oslo Faculty of Law
 b.k.sjaafjell@jus.uio.no
 +47 22 85 93 81

Professor Sjaafjell is a world leader in corporate sustainability and one of my Cambridge Handbook editors



February 1, 2022

Appointments Committee
Southern University Law Center
Two Roosevelt Steptoe Drive
Baton Rouge, Louisiana 70813

Re: Appointments

Dear Members of the Committee:

I truly enjoyed remotely teaching common-law contracts and UCC sales last academic year at Southern University Law Center. Despite the all-virtual format, I feel I was able to be an effective teacher and make real connections with my Southern students. I would welcome the opportunity to join your faculty on a more permanent, and less remote, basis. As you can see from my cv, I have taught business entities, contracts, commercial law, and related courses at range of different law schools. Marc Roark tells me I fit your curricular needs; I hope this is the case.

I have been researching, writing, speaking, and teaching about corporate governance, sustainable business, and corporate social responsibility for over ten years and am considered a leader in the field. In support of my Savannah Law School tenure application, Washington & Lee's David Millon described me as "one among a small handful of the most prominent and promising scholars of CSR in his generation." After gaining tenure, I published the first and only law school coursebook on sustainability as it relates to business law and have been active in an international group of corporate-law professors working to make corporate sustainability a reality.

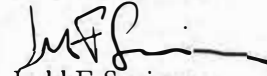
My publication record includes articles in top journals, a chapter in the 2020 *Cambridge Handbook of Corporate Law, Corporate Governance, and Sustainability*, and my coursebook, *Sustainability & Business Law* (Carolina Academic Press 2017). Most of my scholarship focuses on corporate governance issues—whether corporate law and norms require, permit, or forbid corporate social responsibility considerations. My coursebook and my more recent work are broader and additionally address social entrepreneurship, compliance issues, CSR reporting, supply chain management, and socially responsible investing, among other topics. I have presented papers on these themes at several U.S. law schools and at academic conferences throughout the United States, in Canada, and in Europe.

I am also an excellent teacher. I routinely receive glowing student evaluations ("Prof. Sneirson is and has been one of the best professors I've ever had ... [he] motivated me to show up to class and do my best work.") and grateful e-mails from graduates thanking me for preparing them well for the bar exam. I am a valued colleague, as well, active on law school committees and in less formal ways, in the community, and in the local bar.

In short, I believe I offer the total package—a proven scholar, teacher, colleague, and community member. Thank you in advance for your consideration. You are of course

welcome to view any of my classes through Panopto, and if you would like any additional information, do not hesitate to contact me.

Very truly yours,



Judd F. Sneirson

JOB CLASS 3	8	0	4	0
JOB CODE	F			
CAL ID	M			

SOUTHERN UNIVERSITY SYSTEM

Personnel Action Form

POSITION NUMBER	3	F			
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CAMPUS: SUS _____ SUBR _____ SULAC X SUAREC _____ SUNO _____ SUSLA _____

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

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

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

Profile of Person Recommended

Length of Employment 08/01/2022 To 05/31/2023
 Effective Date 08/01/2022

Name Jason B. Thrower SS# _____ Sex M Race* B
 (Last 4 digits only)

Position Title: Assistant 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 19 Southern University Experience 0

Degree(s): Type/Discipline (BA-Education): _____ Year: _____
B.A. Florida Agricultural & Mechanical University 1997
J.D. Loyola Law School, Los Angeles, CA 2006

Current Employer The Thrower Law Firm. LLC

Personnel Action

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

Recommended Salary \$ 103,500.00 Salary Budgeted \$ 103,500.00

Source of Funds General Appropriation/Grant

Identify Budget: State Location 311001-31120-61003-36000
 Form Code: 1 Page 1 Item # 1

Change of: _____
 Position _____ From _____ To _____
 Status _____
 Salary Adjustment _____

Financial Aid signature (if, applicable):

List total funds currently paid this employee by Southern University:

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

Source of Funds	Amount
N/A	

*See Reverse Side

Graduate School signature (if, applicable):

Supervisor Shawn Vance Date 5/3/2022
 Vice Chancellor Shawn Vance Date 5/3/2022
 Director/Personnel _____ Date _____
 President _____ Date _____

Dean/Unit Head Gerry R. Hall Date 5-3-22
 VC for Finance & Admin. John K. Pierre Date 5/3/22
 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):

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

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

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

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

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

COMMENTS:

Tenure Track Faculty for the 2022 2023 Academic Year.

EMPLOYEE REGULAR WORK SCHEDULE:

Daily

EMPLOYEE DIRECT SUPERVISOR:

V/C Shawn Vance

NUMBER OF EMPLOYEES SUPERVISED, (if any)

100

HR USE ONLY: STATUS (circle one):

EXEMPT

NON-EXEMPT

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

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

CLASS OF EMPLOYMENT (VISA STATUS):

TYPE

United States Citizen/Certificate of Naturalization

Resident Alien

H 1 Visa (Distinguished Merit & Ability)

J-1 Visa (Exchange Visitor Program)

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

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

SOUTHERN UNIVERSITY LAW CENTER

~~CONFIDENTIAL / FINANCIAL AVAILABLE~~

DOC. I.D. #

US

DATE

H1

J1

F1

F0

5-3-22
Gerry R. Hall

Do Not Write Below This Area

For Human Resource and Budgetary Control Use Only!

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

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

CONTINGENT UPON AVAILABILITY OF FUNDS

SOUTHERN UNIVERSITY - BATON ROUGE, LA 70813

SUS SUBR SULAC SUAREC SUNO SUSLA

POSITION VACANCY AUTHORIZATION

REQUEST THAT THE POSITION TITLE Assistant Professor AS DESCRIBED BELOW

Academic Affairs

(Department or Unit)

Replacement
 Civil Service
 Tenured

New Position
 Temporary
 Probationary (For Faculty this is same as tenure track)

Unclassified
 Faculty

Source of Funds

State
 Grant -in-Aid
 System Revenue
 Agency Fund State

VACANCY DESCRIPTION AND JUSTIFICATION

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

The Assistant Professor of Law position is a 10-month, tenure track full-time faculty position at Southern University Law Center (SULC). The position holder will report directly to the Vice Chancellor of Academic Affairs and teach courses in areas of specialty as assigned by SULC. The position holder will be required to perform specified duties and tasks as detailed in the policies of SULC for full-time faculty members, to include teaching classes as scheduled, tracking student attendance, producing and distributing a syllabus, holding a minimum of 10 office hours to meet with and counsel students, provide students with, at least, two writing opportunities during the semester wherein the professor provides feedback, and develop and assess (grade) a rigorous final exam in all assigned doctrinal courses. The position holder is expected to engage in substantial research and to produce quality scholarship on legal topics. The position holder is required to serve on committees that assist SULC in shared faculty governance. The position holder will be evaluated annually—by the Faculty Appointment, Retention, Promotion, and Tenure Committee—in categories to determine their fitness for tenure. The evaluative categories include: 1) professional training and experience, 2) teaching excellence, 3) professional activities, 4) research and publication, 5) law school service, and 6) student counseling and advisement. The position holder is hired pursuant to an annual contract that is presumptively renewable and will be considered for tenure within the time period specified in SULC's policies.

Salary/Range: \$110,000 - \$115,000 Previous Incumbent (if replacement): _____

Approved _____ Disapproved _____ *[Signature]* 5/3/22
 Department Head Date

Approved _____ Disapproved _____ *[Signature]* 5-3-22
 Dean/Director/Supervisor of Budget Unit Date

FINANCE/BUDGET OFFICE ONLY	
Funds Available	
<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
<u><i>[Signature]</i></u>	<u>5/3/22</u>
Signature	Date
Budget Number	<u>311001-31120-61003-36000</u>

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

Approved _____ Disapproved _____ *[Signature]* 5/3/2022
 Vice Chancellor Date

Approved _____ Disapproved _____ *[Signature]* 5/3/22
 Date

John K. Perie
Chancellor/Vice President

5/3/22
Date

____ Approved _____ Disapproved

President Date
An Equal Opportunity Employer

JASON B. THROWER, ESQ.



EDUCATION

Juris Doctor

Southern University Law Center
Baton Rouge, Louisiana, May 2006

Bachelor of Science in Business Administration

Florida Agricultural & Mechanical University
Tallahassee, Florida, May 1997

- *Marketing and Finance Concentration*

PROFESSIONAL EXPERIENCE

The Thrower Law Firm, LLC

Attorney, Managing Member

Baton Rouge, Louisiana
August 2011-Present

Southern University Law Center

Adjunct Professor of Law

Baton Rouge, Louisiana
August 2007-Present

City of Baton Rouge

Chief Deputy Judicial Administrator
Baton Rouge City Court

Baton Rouge, Louisiana
July 2017-January 2020

Dodson, Hooks & Frederick, APLC

Counsel

Baton Rouge, Louisiana
February 2014-January 2015

McCranie, Sistrunk, Anzelmo, Hardy, McDaniel & Welch LLC

Attorney

New Orleans, Louisiana
February 2008-August 2011

Nineteenth Judicial District Court

Honorable Janice Clark

Judicial Attorney

Baton Rouge, Louisiana
October 2006-February 2008

Mobile Area Chamber of Commerce

Vice President, Small Business Development

Mobile, Alabama
August 1999-July 2003

St. Paul Companies

Financial Underwriter

Atlanta, Georgia
June 1997-July 1999

SPECIALIZED EDUCATION & LEADERSHIP TRAINING

The American College of Financial Services

Bryn Mawr, Pennsylvania

Certificate in Health Care Reform Studies, November 2013

University of Georgia-Institute for Association and Chamber Management
Athens, Georgia, June 2002
Certificate in Non-Profit Organization Management and Marketing

Graduate

Alabama Leadership Initiative-2002
Leadership Mobile (AL)-2001

BAR ADMISSIONS

United States Fifth Circuit Court of Appeals, 2008-Present
United States District Court, All Louisiana Districts, 2008-Present
All Louisiana state trial and appellate courts, 2006-Present

PROFESSIONAL ASSOCIATIONS AND AFFILIATIONS

Baton Rouge Bar Association, 2004-Present
Louisiana State Bar Association, 2006-Present
Louisiana Association for Justice, 2014-Present
National Bar Association, 2017-Present
National Association of Bond Lawyers (The "Blue Book") 2016-2017
The Bond Buyer's Municipal Marketplace (The "Red Book") 2016-2017

PUBLICATIONS

Thrower, Jason. "Amendments adopted to the local rules for the Middle District of Louisiana." *Around the Bar*, June 2015, pp. 12-14.

COMMUNITY SERVICE & VOLUNTEER INVOLVEMENT

All Nations Worship Assembly Baton Rouge
Executive Pastor January 2020 Present

Capital Area Finance Authority, Baton Rouge, La.
Board Member 2019 Present

MetroMorphosis, Baton Rouge, La.
Board Member 2019 Present

Star Hill Church, Baton Rouge, La.
President, Finance Ministry, 2011-2018
Deacon Ministry, 2013-2018

The Community Change Center, Baton Rouge, La.
Founding Organizer, Board Chairman—2014-2018

United Way of Southwest Alabama
Board Member, Executive Committee Member 2000-2003
Annual Campaign Cabinet (Leadership Giving Chair, 2001 Campaign)


100 Black Men of America-Mobile, Alabama
Board Member, Executive Committee Member 2000-2003

PROFESSIONAL REFERENCES

Raymond A. Jetson
Chief Executive Catalyst
MetroMorphosis


raymond@metromorphosis.net

Honorable Janice G. Clark
Judge
Nineteenth Judicial District Court


Norman Hill
Vice President
Volkert, Inc.


nhill@volkert.com



"Linking Citizens of Louisiana with Opportunities for Success"

Southern University and A & M College System
AGRICULTURAL RESEARCH AND EXTENSION CENTER
Office of the Vice Chancellor, Extension and Outreach

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

EXTENSION PROGRAMS
Agriculture and Natural Resources
Family and Consumer Sciences
Youth Development
Sustainable Agricultural Research & Development Institute (SARDI)

LIVESTOCK SHOW OFFICE
Livestock and Poultry Show
State and National Rabbit Show
State and Regional Horse Show

April 13, 2022

Orlando F. McMeans, PhD
Chancellor – Dean
SU Ag Center/CAFCS
Southern University
Baton Rouge, LA 70813

Re: Salary Adjustments//CEP Administrative Team

Dear Dr. McMeans:

This correspondence is to request your approval for salary adjustments for the Cooperative Extension Administrative Team. This request is due to an increased workload and programming demands in relation to program expansion and new programming initiatives.

Team Member	Position	Current Salary	Proposed Salary
Dr. Krystle Allen	Program Leader, FCS/Assistant Specialist, CED	\$68,000.00	\$75,500.00
Mr. Antonio Harris	Director, SARDI	\$80,730.00	\$85,750.00
Mrs. Zanetta Augustine	Program Leader, ANR/Assistant Specialist, ANR	\$70,000.00	\$78,000.00
Dr. Tiffany Franklin	Program Leader, Youth Development/Associate Specialist, Youth Dev.	\$70,302.04	\$78,500.00

Each of these individuals has worked diligently to progressively meet the needs of their clientele by providing innovative programming, securing external funding, and providing staff training and professional development opportunities.

Your favorable response is appreciated. If additional information is warranted, please advise.

Sincerely,

De'Shoin A. York, PhD
Vice Chancellor, Extension and Outreach

RECEIVED

APR 13 2022

Office of the Chancellor/Dean

APPROVED:

Orlando F. McMeans, PhD

JOB CLASS			
JOB CODE			
CAL ID			

SOUTHERN UNIVERSITY SYSTEM

Personnel Action Form

POSITION NUMBER	6	M	9	9	5	9
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CAMPUS: SUS _____ SUBR _____ SULAC _____ SUAREC X SUNO _____ SUSLA _____

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

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

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

Profile of Person Recommended

Length of Employment 10/01/2021 To 09/30/2022
Effective Date June 1, 2022

Name Krystle J. Allen SS# _____ Sex F Race* AA
(Last 4 digits only)

Position Title: Asst. Specialist/Program Leader, CED Department: SU-CEP

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 8 Southern University Experience 8
Degree(s): Type/Discipline (BA-Education): Institution/Location (SU-Baton Rouge) Year:
MS-Leadership Development LSU-Baton Rouge 2013
MS-Public Administration LSU-Baton Rouge 2011
BS-Criminal Justice SU-Baton Rouge 2009

Current Employer Southern University Agricultural Research and Extension Center

Personnel Action

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

Recommended Salary 75,500.00 Salary Budgeted 75,500.00

Source of Funds Federal Funds

Identify Budget: 622305-62065--63000 Location A.O. Williams Hall
Form Code: US Page _____ Item # _____

Change of: _____

Position _____
Status _____
Salary Adjustment 68,000 75,500.00

Financial Aid signature (if applicable):

List total funds currently paid this employee by Southern University:

Source of Funds	Amount
622305-62065-63000	75,500.00

*See Reverse Side

Comments: (Use back of form)

*See Reverse Side

Graduate School signature (if applicable):

[Signature] 4/13/22 Date
 Supervisor _____ Date
[Signature] 4/13/22 Date
 Vice Chancellor _____ Date
[Signature] 4/27/2022 Date
 Director/Personnel _____ Date
 President _____ Date

[Signature] 4/13/22 Date
 Dean/Unit Head _____ Date
[Signature] 4/13/2022 Date
 Chancellor _____ Date
 Vice President/Finance _____ Date
 Business Affairs/Comptroller _____ Date
 Chairman/S.U. Board _____ Date
 of Supervisors _____ Date

RSD
4/26/2022

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 Phillipine Islands, and Samoa.

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

COMMENTS:

EMPLOYEE REGULAR WORK SCHEDULE: 8:00 AM-5:00 PM
EMPLOYEE DIRECT SUPERVISOR: De'Shoia York
NUMBER OF EMPLOYEES SUPERVISED, (if any) 32

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

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

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

CLASS OF EMPLOYMENT (VISA STATUS):

TYPE

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

SOUTHERN UNIVERSITY SYSTEM
 I certify that the above purchase(s) is (are) allowable under the terms and conditions of the appropriation, budget or award agreement in accordance with federal, state, local, and university policies.
CODE: EX111111
 US Allowability/Compliance Verified/Encumbered/funds Available
 RA Doc. I.D. #:
 HI By: RGD Date: 4/27/2022
 J1 Expiration Date: 9/30/2023
 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)



KRYSTLE J. ALLEN

GET IN CONTACT

Krystle.Washington@ymail.com

PERSONAL PROFILE

I utilize a practical approach to problem-solving and possess a drive to see things through to completion. I am detail-oriented and a team player.

EDUCATION HISTORY

SOUTHERN UNIVERSITY

Bachelor of Criminal Justice, 2009

LOUISIANA STATE UNIVERSITY

Master's of Public Administration (MPA), 2011

Master's of Human Resource Education and Workforce Development (M.S.), 2013

-Concentration: Leadership Development

Ph.D., Agriculture Education, Extension, and Evaluation, ABD (in progress)

PROFESSIONAL CERTIFICATION



WORK EXPERIENCE

Southern University Agricultural Research and Extension Center | 2014 – Present

Position: Asst. Specialist, Community and Economic Development, Program Leader, Family and Consumer Sciences

- Develop resources and programs for youth and adult clientele to address issues and needs while enhancing their knowledge, skills, and abilities
- Build partnerships with public agencies and the private sector
- Prepare grants and reports
- Engage with stakeholders (local, state, and national levels) to develop impactful and sustainable programs
- Design, facilitate/coach, and lead national programs, webinars, and training for Cooperative Extension Professionals (CEP) from 1862 and 1890 Universities
- Provide overall leadership, execution, promotion, and coordination for the delivery of Extension Emergency Preparedness, Rural and Small Business Development, and Vaccination Education Programs

Louisiana State University Research Assistant (2011-2014)

- Performed research under the direction of a faculty member
- Co-authored scholarly articles with faculty and fellow colleagues
- Completed data entry and analysis for research studies

JOB CLASS			
JOB CODE			
CAL ID			

SOUTHERN UNIVERSITY SYSTEM

Personnel Action Form

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

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

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

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

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

Profile of Person Recommended

Length of Employment 10/01/2021 To 09/30/2022
Effective Date June 1, 2022

Name Zanetta N. Augustine SS# _____ Sex F Race* AA

Position Title: Asst. Specials/Program Leader, ANR Department: SU-CEP

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 29 Southern University Experience 29

Degree(s):	Type/Discipline (BA-Education):	Institution/Location (SU-Baton Rouge):	Year:
	<u>BS-Ag. Econ/Business Mgmt.</u>	<u>SU-Baton Rouge</u>	<u>1987</u>
	<u>MS-Ag Mgmt./Business</u>	<u>Alabama A&M University-Norman, AL</u>	<u>1997</u>

Current Employer Southern University Agricultural Research and Extension Center

Personnel Action

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

Recommended Salary 78,000 Salary Budgeted 78,000

Source of Funds Federal Funds

Identify Budget: 622312-62100-63000 Location A.O. Williams Hall
Form Code: US Page _____ Item # _____

Change of: From _____ To _____

Position _____

Status _____

Salary Adjustment 70,000.00 78,000

Financial Aid signature (if applicable):

List total funds currently paid this employee by Southern University:

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

Source of Funds	Amount
<u>622303-62100-63000</u>	<u>78,000</u>
<u>622312-62100-63000</u>	<u>SS</u>

*See Reverse Side

Graduate School signature (if applicable):

Supervisor: Cashia Yoo 4/13/22 Date
 Vice Chancellor: Cashia Yoo 4/13/22 Date
 Director/Personnel: [Signature] 4/27/2022 Date
 President: _____ Date
 Dean/Unit Head: Cashia Yoo 4/13/22 Date
 Chancellor: [Signature] 4/13/2022 Date
 Vice President/Finance Business Affairs/Comptroller: _____ Date
 Chairman/S.U. Board of Supervisors: _____ Date

BGD
4/26/2022

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.

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

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

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

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

COMMENTS:

EMPLOYEE REGULAR WORK SCHEDULE: 8:00 AM-5:00 PM
EMPLOYEE DIRECT SUPERVISOR: De'Shoyn York
NUMBER OF EMPLOYEES SUPERVISED, (if any) 11
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

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- H-1 Visa (Distinguished Merit & Ability)
- J-1 Visa (Exchange Visitor Program)
- F-1 Visa (Student Emp. FT Student at S.U.)
- OPT (F-1 Visa-INS Prior Approval-"Practical Work Experience")

SOUTHERN UNIVERSITY SYSTEM
I certify that the above purchase(s) is (are) allowable under the terms and conditions of the appropriation, budget or award agreement and in accordance with federal, state, local, and university policies.
CODE _____ **EXPIRES** _____
Allowability/Compliance Verified/Encumbered/Funds Available
US Doc. I.D. # _____
RA By: RGB Date: 4/27/2022
H1 Expiration Date: 9/30/2023
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 _____)
- _____ 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)

Zanetta N. Augustine

EDUCATIONAL BACKGROUND

MS: Agricultural Management / Business, (1997) Alabama A&M University

- Concentration: Farm Management

BS: Agricultural Economic / Business Management, (1987)

Southern University and A&M College

- Concentration: Agricultural Economics

EXPERIENCES AND PROFESSIONAL ASSIGNMENTS

Southern University Agricultural Research and Extension Center (2018 – Present)

Specialist – Agriculture

Southern University Agricultural Research and Extension Center (2020 – Present)

Program Leader-Agriculture and Natural Resources

Southern University Agricultural Research and Extension Center

(September 2020 – Present) Positioning Louisiana Small Farms for Higher Level of Success

Director

Southern University Agricultural Research and Extension Center (March 2021 – Present), Enhancing Capacity of Louisiana Small Farms and Business

Director

Southern University Agricultural Research and Extension Center (2018 – Present)

Cultivating Leadership Innovative by Motivating Agriculture Talent through Education (CLIMATE)

Director

Southern University Agricultural Research and Extension Center (2009 - 2018)

Extension Associate

Southern University Agricultural Research and Extension Center

(Summer 2013 – 2015), Food and Agricultural Sciences Leadership Academy

Director

Southern University Agricultural Research and Extension Center

(Summer 2011 – 2012) Food and Agricultural Sciences Leadership Academy)

Co-Director

Southern University Agricultural Research and Extension Center

(Summer 2002-2009)

Research Associate

Southern University and A&M College (Summer 2002 - 2005 -Release Time)

BAYOU- Beginning Agricultural Youth Opportunity Unlimited Program

EOAFCS- Exploring Opportunities in the Agricultural, Family and Consumer Sciences

The Academy Program: Academic Enhancement of High School Students in the Food & Agricultural Sciences

Program Coordinator

10th Louisiana Small Farmer Conference, Southern University Agriculture Center, Southern University Baton Rouge, LA (December 2021)

Conference Program Chair

Annual Louisiana Small Farmer Conference Small Farmer Conference Southern University Agriculture Center, Baton Rouge, LA (2001 – 2020)

Conference Program Co-Chair

Southern University College of Agricultural, Family and Consumer Sciences (1993- 2001) Louisiana Family Farm Technical Assistance Project:

Marketing Specialist

PROFESSIONAL PRESENTATIONS (INVITED / PEER REVIEWED)

Enhancing Capacity of Louisiana Small Farms and Businesses Certification Program, Presenter, (2016 – Present), Southern University Agriculture Center, State Wide

Wisteria Alliance – Women in Agriculture Program, Co-Presenter, 2015 Extension Risk Management Education National Conference, (April 2015) Minneapolis, Minnesota

Small Farmer Agricultural Leadership Institute, Presenter, Professional Agricultural Workers Conference, (December 2012), Tuskegee, Alabama

RESOURCE PROCUREMENT / GRANTSMANSHIP

Project Director, Enhancing Capacity of Small Farms and Businesses- Certification Program, Louisiana Office of Community Development – Disaster Recovery (Grant 2021 -2022) 1.5M

Project Director, CLIMATE – Cultivating Leadership Innovation by Motivating Agriculture Talents through Education, USDA-National Institute of Food and Agriculture, 1890 Capacity Building Extension Grant (Competitive Grant 2019 – 2022), 250,000

Project Director, Small Farmer Agricultural Leadership Institute Class VII, USDA-Office of Advocacy and Outreach, (Competitive Grant 2017 – 2021) \$199,998

Co-Project Director, Small Farmer Agricultural Leadership Institute Class VI, USDA-Office of Advocacy and Outreach, (Competitive Grant 2016 – 2017) \$199,999

Co-Project Director, Enhancing Profitability of Louisianan's Small Family Farms, USDA – Office of Advocacy and Outreach, (Competitive Grant 2015 – 2016) \$200,000

Co-Project Director, Small Farmer Agricultural Leadership Institute Class V, USDA-Office of Advocacy and Outreach, (Competitive Grant 2014 – 2015) \$198,517

Project Director, Enhancement of High School Students in the Food & Agriculture Sciences, USDA- National Institute of Food and Agriculture, 1890 Capacity Building Extension Grant (Competitive Grant 2013 – 2015) \$243,249

JOB CLASS			
JOB CODE			
CAL ID			

SOUTHERN UNIVERSITY SYSTEM

Personnel Action Form

POSITION NUMBER	6	M	9	7	3	9
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CAMPUS: SUS _____ SUBR _____ SULAC _____ SUAREC SUNO _____ SUSLA _____

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

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

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

Profile of Person Recommended

Length of Employment July 1, 2022 To July 30, 2023
Effective Date Jul 01 2022

Name Tiffany Wilkerson-Franklin SS# [REDACTED] Sex F Race* Black
(Last 4 digits only)

Position Title: Associate Youth Specialist Department: Cooperative Extension

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

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 New Position Expiration Date: _____

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

Years Experience 21 Southern University Experience 12
Degree(s): Type/Discipline (BA-Education): Institution/Location (SU-Baton Rouge): Year:
BS-Therapeutic Rec/Leisure Studies SU-Baton Rouge 1997
Master of Public Administration SU-Baton Rouge 2011
PhD - Public Policy SU-Baton Rouge 2016

Current Employer Southern University and A & M College

Personnel Action

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

Recommended Salary \$78,500 Salary Budgeted \$78,500

Source of Funds Federal Funds

Identify Budget: 622313-62300-63000 Location State Office - EBR
Form Code: _____ Page _____ Item # _____

Change of: _____ From _____ To _____

Position _____
Status _____
Salary Adjustment \$70,302 \$78,500

Financial Aid signature (if applicable): _____

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

Source of Funds	Amount
622313 62300-63000	78,500

Comments: (Use back of form)

*See Reverse Side

Graduate School signature (if applicable): _____

<u>De'Shoin York</u> Supervisor <u>4/26/2022</u> Date	<u>De'Shoin York</u> Dean/Unit Head <u>4/26/2022</u> Date
<u>De'Shoin York</u> Vice Chancellor <u>4/26/2022</u> Date	_____ Chancellor Date
_____ Director/Personnel Date	_____ Vice President/Finance Business Affairs/Comptroller Date
_____ President Date	_____ Chairman/S.U. Board of Supervisors Date

BSG 4/26/2022

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 being generated due to job reorganization/assignment. This employee will be paid on Federal Funds-FY 10/1/2021 through 09/30/2022. Beginning October 1, 2022 the account number will change.

EMPLOYEE REGULAR WORK SCHEDULE: 8:00 A.M. – 5:00 P.M.

EMPLOYEE DIRECT SUPERVISOR: De'Shohn A. York

NUMBER OF EMPLOYEES SUPERVISED, (if any) 7

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

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

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

CLASS OF EMPLOYMENT (VISA STATUS):

TYPE

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

SOUTHERN UNIVERSITY SYSTEM
 I certify that the above purchase(s) is (are) allowable under the terms and conditions of the appropriation, budget and university policies.
 COBE-EXPENSE
 US Allowability/Compliance Verified/Encumbered/Funds Available
 RA Doc. I.D. #:
 HI By: RSD Date: 4/27/2023
 J1 Expiration Date: 9/30/2023
 F0

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- Proposed Employee Appointment
- Proposed Employee Clearance
- Restricted/ Job Appointment/CS Rule 6.5g Letter of Justification (for classified, if applicable)

TIFFANY WILKERSON-FRANKLIN, Ph.D.

QUALIFICATIONS PROFILE

- ◆ **Communications:** Exceptional verbal, written and interpersonal communication talents to concisely convey information using audience-specific terminology. Ability to communicate effectively at all levels of the development process. Adept public speaker.
 - ◆ **Public Administration:** Experienced Policy Analyst. Experienced in policy and program development, implementation monitoring and evaluation. Plans and implements projects in line with project requirements and budget constraints. Experienced Grant Writer.
 - ◆ **Leadership:** Strong leadership skills with the ability to enthusiastically motivate employees and volunteers to achieve ambitious results.
 - ◆ **Key Strengths:** Researches, develops and utilizes planning strategies to effectively educate and engage individuals and groups on specific policies to increase awareness and encourage improvements. Works well independently or as part of a collaborative team.
-

EDUCATION

DOCTORATE OF PHILOSOPHY – PUBLIC POLICY (MAY 2016)
SOUTHERN UNIVERSITY A&M COLLEGE BATON ROUGE, LOUISIANA

MASTER OF PUBLIC ADMINISTRATION: PUBLIC POLICY & PROGRAM MANAGEMENT (DECEMBER 2010)
SOUTHERN UNIVERSITY A&M COLLEGE–BATON ROUGE, LOUISIANA

BACHELOR OF SCIENCE (MAY 1997) - THERAPEUTIC RECREATION & LEISURE STUDIES
LOUISIANA STATE UNIVERSITY – BATON ROUGE, LOUISIANA

PROFESSIONAL & PRACTICUM EXPERIENCE

USDA National Institute of Food and Agriculture (NIFA)

Science Advisor – 12-month appointment - 8 hours weekly

July 2021 – March 2022

- Assists with conception and formulation of a NIFA Strategic Implementation Plan for 4-H and Positive Youth Development (PYD) that will focus on implementation and expansion of NIFA's responsibilities.
- Initiates, networks, and collaborates with partners and stakeholders to identify mission-relevant problems, opportunities, and issues requiring Federal attention in 4-H and PYD.
- Identifies opportunities for NIFA to create additional pathways for youth from underrepresented communities. Panel Manager, Military REACH, 2021
- Panel Manager, Children, Youth, and Families at Risk (CYFAR) Sustainable Community Projects (SCP) Program, 2021
- Panel Manager, Children, Youth, and Families at Risk (CYFAR) Sustainable Community Projects (SCP) Program, 2020
- Panel Manager, Children, Youth, and Families at Risk (CYFAR) Sustainable Community Projects (SCP) Program, 2019

Southern University and A&M College System - 40 hours weekly

Minority Serving Institution, 1890 Land-Grant University (LGU)

Southern University Agricultural Research and Extension Center (SUAREC)

Baton Rouge, Louisiana

Our land-grant role is to educate, train and mentor a cadre of highly skilled students and professionals to prepare them for a highly technological and globalized workforce. The mission of the SUAREC is to conduct basic and applied research and disseminate information to the citizens of Louisiana in a manner that is essential in addressing their scientific, technological, social, economic and cultural needs of its clientele.

TIFFANY WILKERSON-FRANKLIN, Ph.D.

Associate Youth Specialist/Program Leader, 4-H and Youth Development - 40 hours weekly
December 2017-Present

Responsibilities:

- Strategically designs research-based program opportunities to recruit, engage, train, and retain underserved, minority youth in rural and urban areas using positive youth and workforce development programs as a catalyst to promote the adoption of positive behaviors and change.
- Assists with managing the more than \$300,000 youth funding allocation(s).
- Leads research and education efforts with seven youth agents across the state, including one state office Science, Technology, Engineering, Agriculture, Mathematics (STEAM) Specialist.
- As aligned with the mission of our 1890 Land-Grant University, Minority-Serving Institution, ensuring all youth programs supports the National Institute of Food and Agriculture 4-H and Positive Youth Development goals to provide experiential learning opportunities to youth, primarily from underserved, rural and urban communities.
- Researches changing trends among youth to develop and contribute to intentional programming designs to meet the intricate challenges of youth from diverse groups, primarily from underserved communities across Louisiana, as well as nationally.
- Evaluates to determine the quality and impact of program delivery and implementation, utilizing research-based strategies to holistically meet the needs of the youth and families.
- Adequately trains staff to ensure access, equity and opportunity is present in program implementation plans.
- Develops implementation plans, delivers youth agent and volunteer staff training, and supports evaluation, plan of work and impact reporting.
- Establish collaborations with all Extension program areas, as well as Research, College of Agriculture, Family and Consumer Sciences to establish intentional programming for youth across the state with a primary focus on rural and underserved communities, specifically those addressing mission critical priorities of the institution.
- Collaborates with stakeholders within the Southern University System, across Louisiana, and nationally to address the challenges of Louisiana youth and families, as well as issues requiring federal attention.
- Works closely with the Vice Chancellor for Extension and Outreach to shape the strategic direction and priorities of the youth development program and other areas of Extension as deemed appropriate.
- Identify efficient strategies to disseminate research and evidence-based information to youth and families across Louisiana.
- Represent the Southern University Agricultural Research and Extension Center (SUAREC) on university councils and committees, both locally and nationally.

Co-Project Director - 20 hours monthly

May 2016- April 2019

Integrating Methods of Economic Development Analyses for Economically Distressed Communities in Louisiana
Evans Allen Project
Southern University Agricultural Research and Extension Center (SUAREC)

An applied research project implemented to address rural poverty across Louisiana where recent trends did not show signs of major improvement or significant reduction. The project emanated from the fact that economic development analysts in Louisiana are not fully utilizing the core economic tools available in the empirical literature to support the vision. This project develops, for the first time in the applied economic development research, a framework that utilizes descriptive, predictive, and evaluative analyses to support local comprehensive development strategies or plans; specifically, those intended for economically distressed parishes in Louisiana. Integrated and participatory approaches will allow for fruitful discussions, adoption of the appropriate analytical tools by relevant local economic development stakeholders and promote informed decision during the formulation of economic development projects or policies and economic development planning and analyses.

TIFFANY WILKERSON-FRANKLIN, Ph.D.

Responsibilities:

- Provide leadership to an evaluation team of four social science researchers.
- To collect primary and secondary data that allows integrated methods of economic development analysis in Louisiana and the Delta Region at the different geographic divisions (e.g., state, development district, parish, city, high poverty or persistent multi-parishes).
- To build models for the implementation of the descriptive, predictive, and evaluative analyses that are suitable in economically distressed regions.
- To conduct the descriptive, predictive, and evaluative analyses using collected data in selected planning and development districts, parishes, and cities and make recommendations for comprehensive economic development strategies.
- To create platforms for the replication of the results by local economic development stakeholders particularly in economically distressed parishes or a multi-parish/county setting.
- To assess further research needs in economic development analyses in collaboration with relevant local economic development stakeholders in rural and urban settings.

Project Director - 20 hours monthly

September 2012 – Present

Eradicating Food Deserts in Neighborhoods through the Development of School Gardens
1890 Capacity Building Grant Program
Southern University Agricultural Research and Extension Center (SUAREC)

The food desert project utilizes a hands-on, experiential learning approach to teach youth in local schools, which are located in food desert neighborhoods. The project seeks to successfully educate local community people and students about the importance of growing their own produce, which will utilize a hands-on approach to gardening. Several schools within close proximity to the SUAREC can benefit from learning new techniques about gardening, such as: increasing nutritional awareness using seasonal varieties of freshly grown produce, assisting with lowering the obesity rate in food desert areas, saving money in low-income households, increasing leadership development skills and self-esteem among youth, and decreasing health risks such as diabetes and heart disease, which are associated with obesity and other diet related diseases.

Responsibilities:

- Manage the \$250,000 budget; awarded subaward grants to partners (ExxonMobil, Louisiana Public Broadcasting)
- Supervise four staff members to ensure effective program delivery.
- Provide oversight for the overall implementation, planning and evaluation of a diverse and inclusive school gardening project.
- Submit quarterly and annual progress reports into the NIFA Reporting System (NRS) to USDA-NIFA, and upon request.
- Develops and maintains collaborative partnerships with USDA-NIFA, ExxonMobil Corporation, and Louisiana Public Broadcasting.
- Internally review and evaluate program performance and adjust implementation strategies as needed.
- Provides training opportunities to youth at local schools in food deserts areas to effectively reduce food insecurity in family and community.
- Provides training opportunities for community persons interested and qualified to become Master Gardeners.
-

Project Coordinator - 40 hours weekly

March 2011- December 2011

MISS-LOU: Connecting Kids and Community, Military Families Initiative
Military Community, Family and Youth Extension Project
Southern University Agricultural Research and Extension Center (SUAREC)

TIFFANY WILKERSON-FRANKLIN, Ph.D.

The MISS-LOU initiative was a partnership between two 1862 (Mississippi State University, and LSU) and two 1890 (Alcorn State University and Southern University Agricultural Research and Extension Center). The overall vision was to establish a comprehensive program that will educate and strengthen the lives of youth in military families, as well as non-military communities, by connecting them to available resources and community support on a continual basis. Each university is using the community or victory garden concept to support out-of-school time programs for youth; specifically youth with parents/guardians in the Military National Guard and Reserve. Participants were slated to gain knowledge and hands-on experience through the use of innovative strategies that encourage participation. Activities were designed to enhance and expand family relationships, community service, character development, health and wellbeing, and career/workforce readiness skills development.

Responsibilities:

- Managed \$300,000 subaward, awarded by Purdue University.
- Provided training to staff and sub awardees to accomplish efficient project implementation.
- Established partnership with 2 of 4 of Louisiana's Military Installations (Army Reserve, Air Force).
- Provided oversight of the program implementation, planning, and evaluation.
- Prepared and submitted monthly and final reports to USDA/NIFA via REEport.
- Maintained operational, working relationships between 1862 and 1890 Land-Grant University sub-awardees.
- Managed communication among Mississippi, Alcorn, and Louisiana State Universities.

Principal Investigator - 20 hours monthly

December 2010- Present

4-H National Mentoring Project, 4-H LIFE & College Beyond Reach (Youth Futures)
Southern University Agricultural Research and Extension Center

This program's goal is to reduce juvenile delinquency, drug abuse, truancy, and other problems and high-risk behaviors. The objective of this program is to provide direct one-on-one mentoring, group mentoring, or peer-mentoring services to underserved youth populations for a minimum of 12 months.

Responsibilities:

- Manage annual budget of \$68,000 - \$85,000
- Supervised a team of 10 youth agents to effectively and efficiently deliver programming in three parishes across Louisiana.
- Established on-going collaboration with the Project Manager at National 4-H Council, along with the Lead University (University of Missouri).
- Provided oversight for the overall program implementation, planning, and evaluation.
- Prepares and submits quarterly and final reports to the National 4-H Council.
- Establish and strengthen collaborative community approaches to improve outcomes for at-risk youth in mentoring programs.
- Provided training to personnel and ensured training obligations as outlined in the grant, were successfully completed.
- Maintains functional, working relationships with lead partners from the University of Missouri, National 4-H Council, Prison Administrations with active 4-H LIFE programs and First Pic, Inc.
- Ensures grant deliverables are successfully met; ensure staff submitted timely progress reports.
- Coordinates all programmatic functions as aligned with the expected outcomes.
- Coordinates prison schedules for family visits with inmates and children in accordance with grant deliverables and expected outcomes.

TIFFANY WILKERSON-FRANKLIN, Ph.D.

Project Coordinator - 8 hours monthly

March 2007 – Present

Second Chance 2 Recover
Southern University Agricultural Research and Extension Center

- Provides oversight for the overall program implementation, planning, and evaluation.
- Prepares and submits quarterly and final reports.
- Coordinates programmatic functions.
- Coordinates prison schedules for family visits with inmates.
- Schedules self-sufficiency classes for male and female inmates in prison and/or jail facilities in four correctional centers in three parishes in south Louisiana.
- Maintains program and class data to complete program analyses.

Program Analyst - 40 hours weekly

June 2006 – March 2011

PPSP and Full Circle
Southern University Agricultural Research and Extension Center

- Provided oversight for the overall program implementation, planning, and evaluation; prepare and submit quarterly and final reports.
- Monitored parent educators while evaluating program effectiveness.
- Developed grant proposals.
- Developed evaluation tools and methods of follow-up seek to identify behavior changes in clientele.

WORKFORCE INVESTMENT BOARD SDA-83, INC.

Monroe, La

October 2001- June 2006

Youth Development Coordinator: Youth Opportunity Grant - 40 hours weekly

- Provided oversight for the overall program implementation, planning, and evaluation.
- Prepared and submitted quarterly and final reports.
- Supervised approximately 20-25 youth development specialists in Tensas, Madison, and East Carroll parishes.
- Maintained functional, working relationships with lead partners from the United States Department of Labor, Louisiana Technical College, and local state colleges and University liaisons.

Case Manager: Youth Opportunity Grant - 40 hours weekly

September 2000 – October 2001

- Provide oversight for the overall program implementation, planning, and evaluation; prepare and submit quarterly and final reports.
- Managed a large caseload of youth ages 14-21; ensuring youth were receiving adequate services based on an individualized needs assessment.
- Worked closely with technical school and University officials to enroll students in curriculums that best fit their interest and qualifications.
- Conducted home and school visits as needed to evaluate the progress of the participating youth.

BRADFORD HEALTH SERVICES

Madison, Alabama

September 1998- August 2000

Program Service Aide/Assistant Recreation Therapist - 40 hours weekly

- Planned, implemented, and evaluated the therapeutic recreation component of the substance abuse program
- Managed a male and female acute care substance abuse unit for recovering teens
- Activities included Adventure Therapy and Experiential Learning opportunities
- Maintained case records for youth housed on each unit

TIFFANY WILKERSON-FRANKLIN, Ph.D.

DEVELOPED & AWARDED GRANT PROPOSALS

- 2022 4-H Healthy Habits Grant - \$33,000, Principal Investigator
- 2022 National 4-H Council, NMP 12 – \$33,935, Principal Investigator
- 2022 National 4-H Council, Healthy Habits, \$33,000, Principal Investigator
- 2022 Robert Wood Johnson Scholarship, Health Habits Summit - \$4,000
- 2022 National Youth Summit Series, Agri-Science - \$4,000
- 2021 Natural Resources Conservation Services (NRCS) - \$60,000, Project Director
- 2021 National 4-H Council, Health Rocks - \$20,000, Principal Investigator
- 2021 National 4-H Council, Tech Change Makers - \$92,000, Project Director
- 2021 National 4-H Council, NMP 11 - \$57,948, Principal Investigator
- 2020 National 4-H Council, NMP 10 - \$56,851.12, Principal Investigator
- 2020 National 4-H Council, Healthy Habits - \$55,000, Principal Investigator
- 2019 National 4-H Council, Healthy Habits - \$55,000, Principal Investigator
- 2019 National 4-H Council, National Mentoring Project, Youth Futures - \$58,500, Principal Investigator
- 2018 National 4-H Council, Bechtel Common Measures Challenge Cohort Wave 2 – \$12,000, Principal Investigator
- 2018 National 4-H Council, 4-H Healthy Habits - \$61,000, Principal Investigator
- 2018 National 4-H Council, National Mentoring Project; Youth Futures; Chevy Chase, Maryland – \$60,000, Principal Investigator
- 2018 Louisiana Children’s Trust Fund - \$18,100, Project Director
- 2018 United States Department of Agriculture (USDA) – National Institute of Food and Agriculture (NIFA); 1890 Capacity Building Grant Program; Washington, D.C.- \$245,331, Project Director
- 2018 National 4-H Council; National Mentoring Project, 4-H LIFE (Living Interactive Family Education), \$46,000, Principal Investigator
- 2017 Citizenship Washington Focus 1890 & 1994 Land Grant Institution Award- \$11,838, Principal Investigator
- 2016 Citizenship Washington Focus 1890 & 1994 Land Grant Institution Award- \$11,455, Principal Investigator
- 2015 Citizenship Washington Focus 1890 & 1994 Land Grant Institution Award- \$10,000, Principal Investigator
- 2014 Citizenship Washington Focus 1890 & 1994 Land Grant Institution Award- \$10,000, Principal Investigator
- December 2010 - 2017, National 4-H Council; National Mentoring Project; 4-H LIFE (Living Interactive Family Education); Chevy Chase, Maryland, \$ 410,110, Principal Investigator
- United States Department of Agriculture (USDA) – National Institute of Food and Agriculture (NIFA); 1890 Capacity Building Grant Program; Washington, D.C. - \$250,000, Project Director
- Southern University Agricultural Research and Extension Center Mini Grant, Second Chance 2 Recover Program; Baton Rouge, Louisiana – \$11,500, Project Director

GRANT REVIEW EXPERIENCE

- Panel Manager, Military REACH, 2021
- Panel Manager, Children, Youth, and Families at Risk (CYFAR) Sustainable Community Projects (SCP) Program, 2021
- Panel Manager, Children, Youth, and Families at Risk (CYFAR) Sustainable Community Projects (SCP) Program, 2020
- Panel Manager, Children, Youth, and Families at Risk (CYFAR) Sustainable Community Projects (SCP) Program, 2019
- USDA, Farmer’s Market and Local Food Promotion Program (FMLFPP), Panelist, Team Leader, 2018
- Children, Youth, and Families at Risk (CYFAR) Professional Development and Training Assistance Program, Panelist, 2018
- Children, Youth, and Families at Risk (CYFAR) Sustainable Community Projects (SCP) Program, Panelist, 2018

TIFFANY WILKERSON-FRANKLIN, Ph.D.

trwvf08@gmail.com · 225.620.7211

- USDA, Local Food Promotion Program (LFPP), Panelist, 2017
 - Children, Youth, and Families at Risk (CYFAR) Sustainable Community Projects (SCP) Program, Panelist, 2017
 - Children, Youth, and Families at Risk (CYFAR) Sustainable Community Projects (SCP) Program, Panelist, 2016
 - USDA, Local Food Promotion Program, Panelist, 2015
 - Children, Youth, and Families at Risk (CYFAR) Sustainable Community Projects (SCP) Program, Panelist, 2014
 - Children, Youth, and Families at Risk (CYFAR) Sustainable Community Projects (SCP) Program, Panelist, 2013
-

PUBLICATIONS

- Wilkerson-Franklin, Tiffany. (2019). *"Meeting the ethical challenges of leadership, casting light or shadow"*, Community Development, Taylor & Francis Journals, vol. 50 (1), pages 111-112, January.
- Grover, Leslie T., Franklin, Tiffany W., & Horent, Eric. (2018). 9 The people left behind: A look at rural housing policy implications at the half-century mark. In *Rural Housing and Economic Development*. New York, NY: Routledge.
- Grover, Leslie T., Wilkerson-Franklin, Tiffany R., & Horent, Eric. (2012). *"Prison Privatization and Economic Development: Evidence and Implications for Public Policy"*. Prison Privatization: The Many Facets of a Controversial Industry. Volume II: Private Prisons and Private Profit.
-

PRESENTATIONS

- December 2021
National Association of Extension Program and Staff Development Professionals (NAEPSDP) Virtual Conference
Lesson Study Model of Professional Development at 1890 Land Grant Universities
- February 2021
Racially Inclusive Programs Panel, VA Cooperative Extension
- November 2020
New Millennium Leadership for Teens
- November 2020
WALS Conference, Joint Presentation on Lesson Study within the 1890 Community
- November 2020
Day of Dialogue on Race and Education: Exploring Restorative Practices in Traditional Educational Settings
- November 2020
New Millennium Leadership: A Podcast for College Students
- July 2020
Panel Discussion: Diversity, Equity, and Inclusion for Mind, Community, and Institution
- June 2020
Healing for Youth Programming: Understanding to Support Youth from ALL Racial Backgrounds
- June 2020
Around the Computer About Race
- September 2017
Lee High School Parent Night, Guest Speaker
Topic: "Bridging the Gap between Parents, Students, and Teachers: A New Age Learning Curve"
- May 2017
National Institute of Food and Agriculture (NIFA) Vulnerable Populations Chair/Co-Chairs Meeting
Topic: "Vulnerable Populations: 4-H and Incarcerated Youth", Chevy Chase, MD
- July 2016
Urban Education Mini Conference
Topic: "Understanding the Intricate Matters of Children of Incarcerated Parents: Through Another Set of Eyes"