

# **SOUTHERN<sup>®</sup> 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.  
February 18, 2022  
9:00 a.m.

# **ACADEMIC AFFAIRS COMMITTEE**

**Friday, February 18, 2022**

**Southern University System Board Meeting Room**

**J. S. Clark Administration Building 2<sup>nd</sup> Floor**

**Baton Rouge, LA 70813**

**9:00 AM**

## **AGENDA**

1. Call to Order
2. Invocation and Pledge of Allegiance
3. Roll Call
4. Adoption of the Agenda
5. Public Comments
6. Informational Item
  - A. FBI Special Report (*Update on Nationwide HBCU bomb threats*)
7. Action Item(s)
  - A. Request Approval to Develop a New Program – Cybersecurity Certificate Program (SUSLA)  
*The requested program is projected to increase student enrollment and provide more curriculum options to meet student interest and workforce needs.*
  - B. Request Approval to Establish the Heirs Property Institute at the Southern University Law Center (SULC)  
*The requested institute seeks to assist disadvantaged rural and urban families in securing or solidifying property rights in real property, with the objective of helping those individuals and families avoid involuntary loss of property.*
  - C. Request Approval to Establish the Federal and Corporate Solutions Institute at the Southern University Law Center (SULC)  
*The establishment of this institute would serve as a global nexus to governmental and private university sector entities by providing innovative solutions, service fees and revenue to address national and international needs.*
8. Other Business
9. Adjournment

## **MEMBERS**

Mr. Sam Gilliam- Chairman, Dr. Leon Tarver–Vice-Chair,  
Ms. Arlanda Williams, Mrs. Ann Smith, Mr. Myron Lawson, Mrs. Christy Reeves  
Atty. Edwin Shorty - Ex Officio



Vladimir A. Appeaning, Ph.D.  
Interim Chancellor



February 2, 2022

Dr. Ray L. Belton  
President-Chancellor  
Southern University System Office  
4<sup>th</sup> Floor, J. S. Clark Administration Building  
Baton Rouge, La. 70813

**Ref: Proposal to Develop a New Program-*Cybersecurity Certificate Program***

Dear Dr. Belton:

This correspondence is directed to your attention seeking your endorsement of a new program offering as recommended by the Curriculum Committee and Academic Council at Southern University at Shreveport Louisiana (SUSLA). Specifically, the university advances a proposal to establish a Cybersecurity Certificate Program.

The development of the proposed program was prompted by the recognized need for this type of credentials in today's cybersecurity landscape to empower and educate current and future students in this rapidly growing domain. The program aligns with SUSLA's mission to be responsive to the workforce needs of the community.

Thank you for your favorable consideration and support of our request.

Respectfully submitted,

A handwritten signature in blue ink that reads "Vladimir A. Appeaning, Ph.D." with a stylized flourish at the end.

Vladimir A. Appeaning, Ph. D.  
Interim Chancellor

VAA/lw

3050 MARTIN LUTHER KING, JR. DRIVE, \* SHREVEPORT, LOUISIANA 71107  
PHONE: (318) 670-9312 \* FAX (318) 670-6374  
TOLL FREE: 1-800-458-1472, EXT 6312  
[www.SUSLA.edu](http://www.SUSLA.edu)



OFFICE OF THE VICE CHANCELLOR OF ACADEMIC AFFAIRS AND WORKFORCE DEVELOPMENT

Wednesday, February 2, 2022

Dr. Vladimir Appeaning  
Interim Chancellor  
Southern University at Shreveport  
3050 Dr. Martin Luther King Dr.  
Shreveport, LA 71101

**Ref: Approval of Cybersecurity Certificate Program:**

Dear Dr. Appeaning:

A Cybersecurity Certificate Program (see attachment) was developed by the Computer Science Department as part of the Louisiana Economic Development - Computer Information System (LED-CIS) Grant. We are seeking to have this certificate program added to the February Board of Supervisors' meeting for approval.


The enclosed program provides a purpose, rationale, description and job outlook. This new program will be an asset to Southern University at Shreveport (SUSLA) in the areas of increasing student enrollment and provide more program options to meet student interest and workforce needs. Program has been reviewed and vetted by the SUSLA Curriculum Committee, approved by each respective Dean and recommended by the Office of Academic Affairs and Workforce Development.

Your consideration is greatly appreciated.

Respectfully submitted,

  
Barry Hester, Ph.D.  
Interim Vice Chancellor for Academic Affairs and Workforce Development

Approved:

 02/02/2022  
Date: \_\_\_\_\_

Not Approved:

\_\_\_\_\_  
Date: \_\_\_\_\_



Louisiana Board of Regents

**AA 2.05: REQUEST FOR AUTHORITY TO OFFER A NEW DEGREE PROGRAM\***

– Including incremental credentials building up to the Degree --

\* Prior to final action by the Board of Regents, no institution may initiate or publicize a new program.\*

Date: July 1, 2021

Institution: Southern University at Shreveport	Requested CIP, Designation, Subject/Title: CAS, Cybersecurity
Institutional Contact Person & Contact Info (if clarification is needed) Dr. Barry Hester, <a href="mailto:bhester@susla.edu">bhester@susla.edu</a> 3050 Martin Luther King, Jr. Drive Shreveport, LA 71107	
Date Letter of Intent was approved by Board of Regents:	N/A
Date this Proposal was approved by Governing Board:	
Planned Semester/Term & Year to Begin Offering Program:	Fall 2022
Program Delivery Site(s):	SUSLA campus/Online

**1. Program Description**

Describe the program concept: (a) purpose and objectives; and (b) list learning outcomes for the proposed program, i.e., what students are expected to know and be able to do upon completion of the program. Be as specific as possible.

The Computer Science Department is proposing a Cybersecurity certificate program offered online and face-to-face. This certificate program aims to develop expertise in various aspects of Computer Security and students' gain critical understanding of the technological needs, threats, and weaknesses in cybersecurity. Through this certificate, students will build knowledge of the tools and protocols needed to navigate, use, and manage security technologies as well as gain insight into the legal, social, and political dynamics of the cyber universe. Southern University wants to offer a stackable two-semester certificate program consisting of 27 hours of course work.

**Objectives: Students will be able to:**

- To evaluate the computer network and information security needs of an organization.
- Develop knowledge of technical and organizational information security risks and communication tactics to mitigate these risks for both traditional and cloud-based environments.
- Learn to develop and articulate effective enterprise information security policies that address internal and external national and international threats.
- Describe tactics, techniques and procedures used by cyber criminals.
- Analyze critically and solve real-world security issues and explain legal and ethical concerns.
- Utilize critical thinking skills to collect, analyze and interpret technical data collected through investigation and experimentation.
- Read and interpret technical literature and convey technical information through verbal and written communication.
- Transfer, if necessary, and enroll in additional science courses at SUSLA or a four-year institution.

Map out the proposed curriculum, including course credits and contact hours (if applicable). Identify any incremental credentials and/or concentrations within the degree. Indicate which courses will be new. Describe plan for developing and offering new courses as well as any special program requirements (e.g., internships, comprehensive exam, thesis, etc.).

**Cybersecurity**  
Certificate of Applied Science

**Fall Semester**

Course Prefix/Number	Course Name	Credit Hours
SENL 101S	Freshman English I	3
MATH 133S	Algebra for College Students <i>or</i>	
SMAT 121S	Pre-Calculus Algebra	3
CNET 110S	Introduction to Cybersecurity (TERM A)	3
CNET 130S	Cybersecurity Essentials (TERM B)	3
CNET 243S	Linux Operating System (NEW)	3
		<b>15</b>

**Spring Semester**

Course Prefix/Number	Course Name	Credit Hours
CNET 262S	Intrusion Detection/Prevention Systems (NEW)	3
CNET 264S	Ethical Hacking and System Defense (NEW)	3
CNET 247S	Incident Response and Handling (NEW)	3
SBIO 103S	General Biology Lecture I <i>or</i>	
SPHY 102S	Physical Science I	3
		<b>12</b>
<b>TOTAL CREDIT HOURS:</b>		<b>27</b>

**COURSE DESCRIPTIONS**

**CNET 110S INTRODUCTION TO CYBERSECURITY**

This course offers in-depth coverage of the current risks and threats to an organization’s data, combined with a structured way of addressing the safeguarding of these critical electronic assets. The course provides a foundation for those new to Information Security as well as those responsible for protecting network services, devices, traffic, and data. Additionally, the course provides the broad-based knowledge necessary to prepare students for further study in other specialized security fields. It is also intended to serve the needs of individuals seeking to pass the Computing Technology Industry Association’s (CompTIA) Security + certification exam. (3-0-2)

**CNET 130S CYBERSECURITY ESSENTIALS**

This course explores converging computer and communications technologies, such as transmission concepts, network hardware and software, protocols, and standards. It is also designed to serve the needs of those interested in understanding the field of data communications and how it relates to other areas of Information Technology (IT).

The material covered in this class provides the broad-based knowledge necessary to prepare students for further study in specialized networking fields, or may be used by those interested in an introduction to the field. It also helps prepare individuals seeking to pass the Cisco Certified Network Associate (CCNA exam), or the Computing Technology Industry Association (CompTIA) Network+ certification exam. (2-1-3)

**CNET 243S LINUX OPERATING SYSTEM (NEW)**

This course provides students with the fundamental concepts of system administration using the Linux operating system. The course is designed to help students prepare for professional careers in the information and communication technology (ICT) field. It also helps prepare individuals seeking to pass the Computing Technology Industry Association’s (CompTIA) Linux+ certification exam. (2-1-3)



**CNET 262S INTRUSION DETECTION/PREVENTION SYSTEMS (NEW)**

Intrusion Detection/Prevention Systems are critical components of well-designed network architectures. These systems act as a line of defense, helping protect company assets from attacks.

In this course, students gain a thorough grounding in the design, implementation, and administration of IDSes/IPSes, as well as practical, hands-on experience working with them. In addition, students analyze various attack signatures and the network traffic these systems collect. (2-1-3)

**CNET 264S ETHICAL HACKING AND SYSTEMS DEFENSE (NEW)**

Students will learn the fundamental principles of forensic science. This hands-on course covers the technical aspects of digital forensics including general forensic procedures, imaging, hashing, file recovery, file system basics, identifying mismatched file types, reporting, and laws regarding computer evidence. Students will also use open-source digital forensic software tools to conduct forensic examinations. (2-1-3)

**CNET 247S INCIDENT RESPONSE AND HANDLING (NEW)**

This course explores security incidents and intrusions, including identifying and categorizing incidents and attackers, responding to incidents, analyzing logfiles and packet captures, working with Security Information and Event Management (SIEM) systems, and leveraging Network Security Monitoring methodologies. (2-1-3)

Identify any embedded Industry-Based Certifications (IBCs). Describe process for student to earn/receive the IBC.

These courses are aligned with industry certification exams (CompTIA) that are in current demand. Gaining an industry certification is beneficial for students seeking entry level jobs and for working professionals seeking career advancements. After successful completion of associated courses, student will be able to sit for the corresponding certification exam.

Industry Certification Exam	Aligned Courses
CompTIA Security+	CNET 110 and CNET 130
CompTIA Linux+	CNET 243

Program Delivery (Courses): To what extent must a student come to the campus to complete this program, including orientation or any face-to-face meetings?

- On-site (>50% delivered face-to-face)    
  Hybrid (51%-99% online)    
  Online (100% online)  
 Day courses offered    
  Evening courses offered    
  Weekend courses offered

**2. Need**

How is this program essential for the wellbeing of the state, region, or academy (e.g., how is it relevant, how does it contribute to economic development or relate to current/evolving needs).

There is a world-wide shortage of Cybersecurity professionals especially in the state of Louisiana. This shortage is predicted to increase to the point of becoming global crises as seen by the impingement of other countries on the privacy of the United States, US business industry and its citizens. In order to combat the proliferation of this problem, Cybersecurity is one of the fastest growing fields in the United States today. The Bureau of Labor Statistics predicts that jobs related to Cybersecurity will increase on the average by 28% per year through 2026 with annually salary range of \$54,000 to \$77,000.

The proposed Cybersecurity Certificate program will meet the demand of the region by providing training for Cyber Risk professionals to combat cyber threats through the design and implementation of technical solutions and processes that can enable businesses to grow and thrive. And in addition, improve their security, vigilance, and resilience in the face of the growing challenges of cyber threats locally and nationally.

**LOUISIANA WORKFORCE COMMISSION STAR LEVEL (<http://www.laworks.net/Stars/>)**

- 5 Stars    
  4 Stars    
  3 Stars    
  2 Stars    
  1 Star

Describe how the program will further the mission of the institution.

SUSLA is committed to providing students with multiple career pathways and stackable degrees to prepare them for

a competitive workforce. This program is an institutional priority at this time because it will give students enrolled in the Computer Science program multiple pathways to graduate with not only an associate but also with an industry certificate.

The program is designed to meet the educational needs of the region's culturally-diverse student body with an end-product that produces an employable, productive, ethically-responsible, and engaged citizen and public servant. Program implementation and potential enrollment growth fulfills the three immediate strategic plan goals of the university by (1) serving the needs of the region, (2) increase in revenue, and (3) increase enrollment, retention, and graduation. Fundamentally, the program will provide job ready applicants to fill the void in a high demand field at an attractive cost-saving and revenue-raising return.

Identify similar programs in the state and explain why the proposed one is needed: present an argument for a new or additional program of this type and how it will be distinct from existing offerings.

Southern University will be the only institute in Region 7 offering a certificate in Cybersecurity. Bossier Parish Community College offers an Associate Degree in Cybersecurity

If approved, will the program result in the termination or phasing out of existing programs? (Is it a replacement?) Explain.

N/A

If a Graduate program, cite any pertinent studies or national/state trends indicating need for more graduates in the field. Address possibilities for cooperative programs or collaboration with other institution(s).

N/A

### 3. Students

Describe evidence of student interest. Project the source of students (e.g., from existing programs, or the prospects of students being recruited specifically for this program who might not otherwise be attracted to the institution).

The Cybersecurity certificate program prepares graduates with skills needed to secure enterprise systems by applying a combination of network security, systems security administration, and various other controls. The skills acquired will enable students to managing risk, ethical and legal frameworks. Forensics techniques also provide the student with a comprehensive survey of the field of Cybersecurity. Courses and extensive hands-on training prepare students for the workforce and for professional certification exams including Comp TIA Security+ and Linux+. Skills acquired can be applied toward a college degree, update current job requirements, or enable graduates to secure new career opportunities in a fast-growing and high-demand occupation in the following areas:

- Analyst/Responder
- Incident Handler
- Incident Responder
- Intrusion Analyst
- Intrusion Detection System (IDS) Technician
- Network Defense Technician
- Network Operations Specialist

Project enrollment and productivity for the first 5 years, and explain/justify the projections.

Estimated number of enrollees and graduates per year are presented below:

	Year 1	Year 2	Year 3	Year 4	Year 5
Enrollment	8	12	16	20	25
Graduates		5	10	14	18

Based on enrollment data for closely related program currently offered at the institution from previous 5 years below.

	2015	2016	2017	2018	2019
CNET Enrollment	4	6	7	8	9



List and describe resources that are available to support student success.

SUSLA's campus Center for Student Success.

What preparation will be necessary for students to enter the program?

Some students will require remediation, but no other preparatory needs to enroll in the program.

If a Graduate program, indicate & discuss sources of financial support for students in the program.

N/A

#### 4. Faculty

List present faculty members who will be most directly involved in the proposed program: name, present rank; degrees; courses taught; other assignments.

Dr. Iris Champion, Professor of Computer Science  
Ms. Vanessa White, Assistant Professor, Math & Industrial Engineering  
Ms. Breunka Moon, Assistant Professor of Computer Science  
Ms. Sharon Golett, Adjunct Professor – Computer Science  
Ms. Katina Lewis, Adjunct Professor – Computer Science  
Ms. Shanace Robinson, Adjunct Professor – Computer Science

Project the number of new faculty members needed to initiate the program for each of the first five years. If it will be absorbed in whole or part by current faculty, explain how this will be done. Explain any special needs.

No additional faculty members will be required.

Describe involvement of faculty – present and projected – in research, extension, and other activities and the relationship of these activities to teaching load. For proposed new faculty, describe qualifications and/or strengths needed.

SUSLA's faculty will continue to play a role in research and developing the best practices for success of its students by learning current and innovative teaching techniques as it relates to employment of students.

The majority of teaching and research will be done within a reasonable time frame while maintaining regular teaching hours for faculty.

We will employ existing faculty members in the program.

#### 5. Library and Other Special Resources

To initiate the program and maintain the program in the first five years what library holdings or resources will be necessary? How do journal, database, monograph, datasets, and other audiovisual materials compare to peer institutions' holdings with similar/related programs?

Southern University at Shreveport currently uses the LOUIS Network. SUSLA also participates in LALINK system which garners usage from other educational institutions.

What additional resources will be needed?

None

Are there any open educational resources (OER), including open textbooks, available to use as required course materials for this program? If so, which courses could these materials support, and what is the anticipated savings to students?

Resources from <https://www.oercommons.org/> are available to support the courses in this program.

#### 6. Facilities and Equipment

Describe existing facilities (classrooms, labs, offices, etc.) available for the program. Describe present utilization of these facilities that are assigned to the sponsoring department.

The program will be housed in the New Classroom Building, NCR. There is ample space in the facility to operate the program. We are expecting to upgrade the computer room.

Describe the need for new facilities (e.g., special buildings, labs, remodeling, construction, equipment), and estimate the cost, proposed sources of funding, and estimated availability for program delivery.

We anticipate upgrading the computers. The funds will be allocated from the general university funding source.

**7. Administration**

In what department, division, school, college, or center/institute will the proposed program be administered? How will the new program affect the present administrative structure of the institution?

The program will be administered by the Computer Science Department which falls under the Division of Business, Science, Technology, Engineering and Math. The Cybersecurity program will add to the present administrative structure thereby enhancing the Computer Science Program.

Describe departmental strengths and/or weaknesses and how the proposed program will affect them.

The Computer Science Department has some of the top faculty members within the Southern University system. Faculty has outstanding credentials, numerous publications, grants and awards. Faculty members are dedicated and look forward to new challenges.

**8. Accreditation**

Describe plan for achieving *program* accreditation, including: name of accrediting agency, basic requirements for accreditation, how the criteria will be achieved, and projected accreditation date.

The program provides built in certification based on the courses taken (see chart below).

Industry Certification Exam	Aligned Courses
CompTIA Security+	CNET 110 and CNET 130
CompTIA Linux+	CNET 160

If a graduate program, describe the use of consultants in developing the proposal, and include a copy of the consultant's report as an appendix.

N/A

**9. Related Fields**

Indicate subject matter fields at the institution which are related to, or will support, the proposed program; describe the relationship.

The Division of Business, Science, Technology, Engineering, and Math will support the program by offering courses necessary to complete the degree requirements. In addition, the Arts, Humanities, Social Sciences, and Education Division will also provide the needed general education course requirements for the program.

**10. Cost & Revenue**

Summarize additional costs to offer the program, e.g., additional funds for research needed to support the program; additional faculty, administrative support, and/or travel; student support. How will the program affect the allocation of departmental funds?

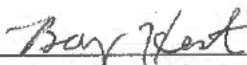
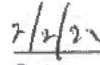
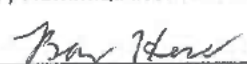
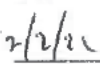
See attached budget sheet.

\*On the separate budget form, estimate new costs and revenues for the projected program for the first four years, indicating need for additional appropriations or investment by the institution.

Outside of revenue from tuition & fees, explain and justify any additional anticipated sources of funds, e.g., grants (in hand, promised, or in competition), institutional funds, etc.

N/A

**CERTIFICATIONS:**

	
Primary Administrator for Proposed Program	Date
	
Vice Chancellor/Chief Academic Officer	Date
Management Board/System Office	Date

## SUMMARY OF ESTIMATED ADDITIONAL COSTS/INCOME FOR PROPOSED PROGRAM

**Institution:** Southern University at Shreveport

**Date:** July 2021

**Certificate Program, Unit:** Cybersecurity, Certificate of Applied Science

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

EXPENDITURES								
	FIRST YEAR		SECOND YEAR		THIRD YEAR		FOURTH YEAR	
	AMOUNT	FTE	Amount	FTE	AMOUNT	FTE	AMOUNT	FTE
Faculty	\$12,000		\$12,000		\$12,000		\$12,000	
Graduate Assistants								
Support Personnel								
Fellowships and Scholarships								
<b>SUB-TOTAL EXPENSES</b>	<b>\$12,000</b>		<b>\$12,000</b>		<b>\$12,000</b>		<b>\$12,000</b>	
	AMOUNT		AMOUNT		AMOUNT		AMOUNT	
Facilities	\$		\$		\$		\$	
Equipment	\$20,000							
Travel								
Supplies	\$1,000		\$1,000		\$1,000		\$1,000	
<b>SUB-TOTAL</b>								
<b>GRAND TOTAL EXPENSES</b>	<b>\$33,000</b>		<b>\$13,000</b>		<b>\$13,000</b>		<b>\$13,000</b>	
REVENUES								
Amount & Percentage of Total Anticipated From:	AMOUNT	%	AMOUNT	%	AMOUNT	%	AMOUNT	%
State Appropriations								
Federal Grants/Contracts								
State Grants/Contracts								
Private Grants/Contracts								
<b>Expected Enrollment:</b>								
Tuition	\$13,090	39.67	\$13,090	100	\$13,090	100	\$13,090	100
Fees								
Other (specify)								
<b>TOTAL</b>	<b>\$13,090</b>	<b>39.67</b>	<b>\$13,090</b>	<b>100</b>	<b>\$13,090</b>	<b>100</b>	<b>\$13,090</b>	<b>100</b>





## SOUTHERN UNIVERSITY LAW CENTER

261 A. A. LENOIR HALL

POST OFFICE BOX 9294

BATON ROUGE, LOUISIANA 70813-9294

February 1, 2022

OFFICE OF THE CHANCELLOR

(225) 771-2552

FAX (225) 771-2474

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

RE: Establishment of the Heirs Property Institute at the Southern University Law Center (SULC)

Dear Dr. Belton:

The Southern University Law Center (SULC) is seeking permission from the Southern University Board of Supervisors to establish an entity that would be called the Heirs Property Institute. Heirs' property issues are vexing problems, impacting socially and economically disadvantaged rural and urban communities. SULC has over the last 25 years worked on various projects and initiatives designed to address heir property issues in Louisiana and other southern states.

The Institute would seek to assist disadvantaged rural and urban families in securing or solidifying property rights in real property, with the objective of helping those individuals and families avoid involuntary loss of property. There is a substantial need to address heir property and land loss issues, in that African Americans went from owning nearly 20 million of acres of agricultural land in 1910 to owning somewhere between 4 and 5 million acres today.

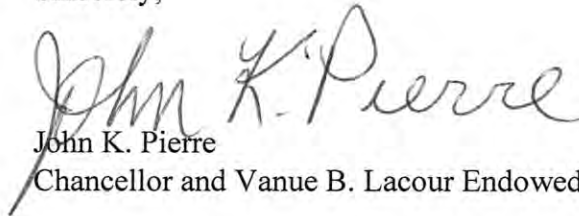
The institute would sponsor continuing legal education (CLE) programs designed in assisting attorneys in becoming more knowledgeable about heir property issues and raise the awareness of those attorneys in a way that might motivate some of them to agree to handle some cases for economically, disadvantaged individuals and families on a pro bono or reduced fee basis. The institute would also sponsor activities that would help train and educate law students and would work to provide students with significant experiential and serving learning opportunities that would provide substantial benefits to communities in Louisiana and other states, as well as seminars, workshops, and boot camps



The institute would seek funding opportunities through grants and contracts. The proposed institute would work to create collaborative efforts and opportunities with the Southern University Agricultural Research and Extension Center (SUAREC), other 1890 Land Grant institutions, nonprofits such as the Federation of Southern Cooperatives, Louisiana Appleseed and local governmental entities.

I respectfully request that this proposal be presented to the Southern University Board of Supervisors for approval at its February 18, 2022, meeting. If you have any questions, please feel free to contact me.

Sincerely,

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

John K. Pierre

Chancellor and Vanue B. Lacour Endowed Law Professor



## SOUTHERN UNIVERSITY LAW CENTER

261 A. A. LENOIR HALL

POST OFFICE BOX 9294

BATON ROUGE, LOUISIANA 70813-9294

February 1, 2022

OFFICE OF THE CHANCELLOR

(225) 771-2552

FAX (225) 771-2474

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

RE: Establishment of the Federal and Corporate Solutions Institute at the Southern University Law Center (SULC)

Dear Dr. Belton:

The Southern University Law Center (SULC) would like for the Southern University Board of Supervisors to approve the establishment of the Federal and Corporate Solutions Institute (FCSI). The institute would serve as a global nexus to governmental and private university sector entities by providing innovative solutions, and service fees and revenue to address national and international needs. The institute would be committed to developing faculty, staff, and students to provide contractual and business professional services to universities, governmental entities, private sector, and nonprofit entities.

The Southern University Law Center is poised during the 2021-2022 fiscal year to generate approximately \$1,000,000 in contractual services. The Law Center will be better positioned to support long-term economic growth for itself as a constituent institution within the Southern University System, whereby the return on investment (ROI) is realized in human capital, infrastructure improvements, and revenue generation. The institute could serve as a model for efficiency and scale by coordinating internal operations in the delivery of services to its university, governmental, and private sector clients.


The institute would provide a platform to grow federal contracting opportunities, workforce education, and training, research and innovation that could positively impact SU System sister constituent institutions, and business partnering and collaboration opportunities with federal and state agencies, large contractors, and small businesses.

The intended tangible outcomes include: (1) training SULC students in contract management, (2) providing supplemental income opportunities to faculty and staff that provide services, and (3) generating teaming opportunities with private businesses and other organizations on contract opportunities. The institute will help to provide added value to SULC capabilities and current capacity for sustained organic growth. An example can be found in the work of the Law Center's Minority Business Development Center (MBDC) which was funded by the Minority Business Development Agency (MBDA) in the amount of \$1,875,000

over a five-year period. The MBDC just purchased technology which is an on-demand training platform that provides courses on government contracting to staff and MBDC clients.

I respectfully request that this proposal be presented to the Southern University System Board of Supervisors at it February 18, 2022, meeting. If you have any questions, please feel free to contact me.

Sincerely,



John K. Pierre

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

# FACILITIES AND PROPERTY COMMITTEE

(Following Academic Affairs Committee)

Friday, February 18, 2022

Southern University System Board Meeting Room

J. S. Clark Administration Building 2<sup>nd</sup> Floor

Baton Rouge, LA 70813

## AGENDA

1. Call to Order

2. Roll Call

3. Adoption of the Agenda

4. Public Comments

5. Informational Item

A. Facilities Planning Project Updates (SUS)

***Ravine:***

***Accomplishments***

*Clearing and Grubbing – finished clearing all of Millennium Apartments side and phase 1 of Student Health Services*

***Pipe arrival and Fusion***

*Close to being finished with fusing all pipe*

***2 Week Look Ahead***

*Debris haul- haul off cleared debris for millennium apartments*

*Grub & Site Grading- prepare bottom of apartments to place rip rap and dirt to bottom of pipe*

*Catch Basins- Catch basins arrive and begin placement*

*Install pipe and make joints with catch basins*

*HDPE- Embankment is placed in lifts and pipe placement begins*

***Road/Bridge:***

*65% complete with BA Little*

- Received FEMA approval for the electrical line repairs and erosion control change orders*
- Expected completion May 22'*

***Capital Outlay Project Update:***

***Shreveport***

- Louis Collier Science Building – Architect Selected*
- Waterproofing Metro Building – Architect Selected*
- Gymnasium Demolition – August 22' target date for demolition*
- Drainage Project – Direct Appointment*
- Workforce Development Building – Preliminary Programming Phase*



***SULC***

- Renovation and Additions to Law Library – May Architectural Selection Board

***SUNO***

- Gate Repairs and Access Control – In Plan Review

***Baton Rouge***

- STEM Building – Architect Selected, moving into Schematic Design Phase
- New Business School – Architect Selected
- New Student Union – May Architectural Selection Board
- New Honors Dormitory – May Architectural Selection Board
- Fisher Hall Renovation - Contractor Mobilization and Demolition

6. Other Business

7. Adjournment

**MEMBERS**

Mr. Sam Gilliam- Chairman, Dr. Rani Whitfield–Vice-Chair,  
Mr. Richard Hilliard, Mr. John Barthelemy, Dr. Leon Tarver, Mr. Myron Lawson  
Atty. Edwin Shorty - Ex Officio



## Office of Facility Services

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

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

Office: 225.771.4740  
Fax: 225.771.2378

February 7, 2022

### **Re: Facility Updates**

#### **Ravine:**

##### **Accomplishments**

Clearing and Grubbing – finished clearing all of Millennium Apartments side and phase 1 of Student Health Services

##### **Pipe arrival and Fusion**

Close to being finished with fusing all pipe

##### **2 Week Look Ahead**

Debris haul- haul off cleared debris for millennium apartments

Grub & Site Grading- prepare bottom of apartments to place rip rap and dirt to bottom of pipe

Catch Basins- Catch basins arrive and begin placement

Install pipe and make joints with catch basins

HDPE- Embankment is placed in lifts and pipe placement begins

#### **Road/Bridge:**

65% complete with BA Little

- Received FEMA approval for the electrical line repairs and erosion control change orders
- Expected completion May 22'

#### **Capital Outlay Project Update:**

##### **Shreveport**

- Louis Collier Science Building – Architect Selected
- Waterproofing Metro Building – Architect Selected
- Gymnasium Demolition – August 22' target date for demolition
- Drainage Project – Direct Appointment
- Workforce Development Building – Preliminary Programming Phase

##### **SULC**

- Renovation and Additions to Law Library – May Architectural Selection Board

##### **SUNO**

- Gate Repairs and Access Control – In Plan Review

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- STEM Building – Architect Selected, moving into Schematic Design Phase
- New Business School – Architect Selected
- New Student Union – May Architectural Selection Board
- New Honors Dormitory – May Architectural Selection Board
- Fisher Hall Renovation - Contractor Mobilization and Demolition

**Respectfully submitted,  
Maurice Pitts,  
Executive Director  
Office of Facility Services**

**FINANCE COMMITTEE**  
**(Following Facilities and Property Committee)**  
**Friday, February 18, 2022**  
**Southern University System Board Room**  
**J. S. Clark Administration Building 2<sup>nd</sup> Floor**  
**Baton Rouge, LA 70813**

**AGENDA**

1. Call to Order
2. Roll Call
3. Adoption of the Agenda
4. Public Comments
5. Action Item
  - A. Request Approval of Renewal of Ricoh Printing Contract (SUBR)  
*Approval of this contract renewal extends the existing contract with Ricoh for twenty-nine months beginning 2-1-22 through 6-30-24.*
  - B. Request Approval to FY22 BA-7 to Increase Self-Generated funds (SULC)
6. Informational Item
  - A. Interim Financial Reports
7. Other Business
8. Adjournment

**MEMBERS**

Mrs. Arlanda Williams- Chairman, Mr. Myron Lawson–Vice-Chair,  
Dr. Leon Tarver, Mrs. Christy Reeves, Atty. Domoine Rutledge, Mr. Sam Gilliam  
Atty. Edwin Shorty - Ex Officio

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

February 7, 2022

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

**RE: RICOH CONTRACT EXTENSION**

Dear Dr. Belton:

I am pleased to present to you a proposal from one of our corporate partners, RICOH USA Inc., to extend our existing contract for twenty-nine months, beginning February 1, 2022 and ending June 30, 2024.

In return for this extension, RICOH has indicated a willingness to reduce our monthly invoices by sixteen thousand, seven hundred eighty-two dollars (\$16,782) per month split between the SUBR and SUSLA campuses. (See Attachment)

As you are aware, the University is always searching for innovative ways to reduce expenses and maintain quality services.

Please note that the terms of the original contract were not altered and the changes only involved the contract period and monthly cost.

RICOH has proven to be a loyal and invaluable partner in providing state of the art printing services to the University.

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

Sincerely,

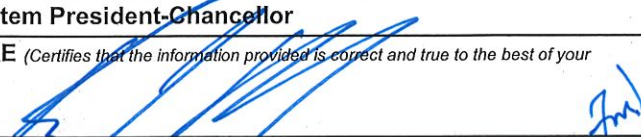


Benjamin Pugh  
VICE-CHANCELLOR FOR FINANCE AND ADMINISTRATION



<b>Item</b>	<b>Current</b>	<b>Proposed</b>
<b>Management Fee</b>	\$ 50,278.07	\$ 40,545.00
<b>Overtime</b>	\$ 955.00	\$ -
<b>Maintenance</b>	\$ 5,930.34	\$ 5,930.34
<b>Lease Payment</b>	\$ 30,473.16	\$ 24,378.53
<b>Total</b>	<b>\$ 87,636.57</b>	<b>\$ 70,853.87</b>
<b>Monthly Savings</b>		\$ 16,782.70
<b>Total Contract Savings</b>		<b>\$ 486,698.30</b>

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

<b>DEPARTMENT: Higher Education</b>		<b>FOR OPB USE ONLY</b>				
<b>AGENCY: Southern University Board of Supervisor</b>		OPB LOG NUMBER		AGENDA NUMBER		
<b>SCHEDULE NUMBER: 19-615</b>		Approval and Authority:				
<b>SUBMISSION DATE: 2/08/22</b>						
<b>AGENCY BA-7 NUMBER: 3</b>						
<b>HEAD OF BUDGET UNIT: Dr. Ray Belton</b>						
<b>TITLE: System President-Chancellor</b>						
<b>SIGNATURE</b> <i>(Certifies that the information provided is correct and true to the best of your knowledge):</i> 						
<b>MEANS OF FINANCING</b>	<b>CURRENT FY 2021-2022</b>	<b>ADJUSTMENT (+) or (-)</b>	<b>REVISED FY 2021-2022</b>			
<b>GENERAL FUND BY:</b>						
DIRECT	\$51,673,797	\$0	\$51,673,797			
INTERAGENCY TRANSFERS	\$3,869,822	\$0	\$3,869,822			
FEES & SELF-GENERATED	\$104,962,570	\$6,225,036	\$111,187,606			
STATUTORY DEDICATIONS	\$4,250,997	\$0	\$4,250,997			
Support Education in Louisiana First Fund (G10)	\$2,439,028	\$0	\$2,439,028			
Tobacco Tax Health Care Fund (E32)	\$1,000,000	\$0	\$1,000,000			
Subtotal of Dedications from Page 2	\$811,969	\$0	\$811,969			
FEDERAL	\$6,154,209	\$0	\$6,154,209			
<b>TOTAL</b>	<b>\$170,911,395</b>	<b>\$6,225,036</b>	<b>\$177,136,431</b>			
AUTHORIZED POSITIONS	0	0	0			
AUTHORIZED OTHER CHARGES	0	0	0			
NON-TO FTE POSITIONS	0	0	0			
<b>TOTAL POSITIONS</b>	<b>0</b>	<b>0</b>	<b>0</b>			
<b>PROGRAM EXPENDITURES</b>						
<b>PROGRAM NAME:</b>	<b>DOLLARS</b>	<b>POS</b>	<b>DOLLARS</b>	<b>POS</b>	<b>DOLLARS</b>	<b>POS</b>
<b>PROGRAM NAME:</b>						
Southern University - Board of Supervisors	\$3,323,376	0	\$0	0	\$3,323,376	0
Southern University - Baton Rouge Campus	\$89,388,763	0	\$0	0	\$89,388,763	0
Southern University - Law Center	\$22,926,424	0	\$6,225,036	0	\$29,151,460	0
Southern University - New Orleans Campus	\$22,305,554	0	\$0	0	\$22,305,554	0
Southern University - Shreveport Campus	\$16,609,653	0	\$0	0	\$16,609,653	0
Southern University - Agricultural, Research & Extension Center	\$16,357,625	0	\$0	0	\$16,357,625	0
	\$0	0	\$0	0	\$0	0
	\$0	0	\$0	0	\$0	0
	\$0	0	\$0	0	\$0	0
	\$0	0	\$0	0	\$0	0
Subtotal of programs from Page 2:	\$0	0	\$0	0	\$0	0
<b>TOTAL</b>	<b>\$170,911,395</b>	<b>0</b>	<b>\$6,225,036</b>	<b>0</b>	<b>\$177,136,431</b>	<b>0</b>

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

<b>DEPARTMENT: Higher Education</b>	<b>FOR OPB USE ONLY</b>	
<b>AGENCY: Southern University Board of Supervisor</b>	OPB LOG NUMBER	AGENDA NUMBER
<b>SCHEDULE NUMBER: 19-615</b>		
<b>SUBMISSION DATE: 2/08/22</b>	<b>ADDENDUM TO PAGE 1</b>	
<b>AGENCY BA-7 NUMBER: 3</b>		

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

MEANS OF FINANCING	CURRENT FY 2021-2022	ADJUSTMENT (+) or (-)	REVISED FY 2021-2022
<b>GENERAL FUND BY:</b>			
<b>STATUTORY DEDICATIONS</b>			
Pari-mutuel Live Racing Facility Gaming Control Fund (G09)	\$50,000	\$0	\$50,000
Southern University AgCenter Program Fund (G12)	\$750,000	\$0	\$750,000
Education Excellence Fund (Z18)	\$11,969	\$0	\$11,969
[Select Statutory Dedication]	\$0	\$0	\$0
[Select Statutory Dedication]	\$0	\$0	\$0
[Select Statutory Dedication]	\$0	\$0	\$0
<b>SUBTOTAL (to Page 1)</b>	<b>\$811,969</b>	<b>\$0</b>	<b>\$811,969</b>

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

PROGRAM EXPENDITURES	DOLLARS	POS	DOLLARS	POS	DOLLARS	POS
<b>PROGRAM NAME:</b>						
	\$0	0	\$0	0	\$0	0
	\$0	0	\$0	0	\$0	0
	\$0	0	\$0	0	\$0	0
	\$0	0	\$0	0	\$0	0
	\$0	0	\$0	0	\$0	0
	\$0	0	\$0	0	\$0	0
	\$0	0	\$0	0	\$0	0
	\$0	0	\$0	0	\$0	0
	\$0	0	\$0	0	\$0	0
<b>SUBTOTAL (to Page 1)</b>	<b>\$0</b>	<b>0</b>	<b>\$0</b>	<b>0</b>	<b>\$0</b>	<b>0</b>

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

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

1. What is the source of funding (if other than General Fund (Direct))? Specifically identify any grant or public law and the purposes of the funds, if applicable. A copy of any grant application and the notice of approved grant or appropriation must accompany the BA-7. What are the expenditure restrictions of the funds?

The source of funding for this BA-7 is self-generated funds as a result of increased enrollment at the Law Center and indirect cost earned on the HEERF Funds (CARES ACT, CRRSAA and ARP). The funds will be used to support the general operations at the Law Center.

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

MEANS OF FINANCING OR EXPENDITURE	FY 2021-2022	FY 2022-2023	FY 2023-2024	FY 2024-2025	FY 2025-2026
<b>GENERAL FUND BY:</b>					
DIRECT	\$0	\$0	\$0	\$0	\$0
INTERAGENCY TRANSFERS	\$0	\$0	\$0	\$0	\$0
FEES & SELF-GENERATED	\$6,225,036	\$0	\$0	\$0	\$0
STATUTORY DEDICATIONS	\$0	\$0	\$0	\$0	\$0
FEDERAL	\$0	\$0	\$0	\$0	\$0
<b>TOTAL</b>	<b>\$6,225,036</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>

3. If this action requires additional personnel, provide a detailed explanation below:

The Law Center had to hire additional faculty, adjunct professors and support personnel because of the increase in enrollment and the need for remote instruction and smaller class sizes due to COVID 19.

4. Explain why this request can't be postponed for consideration in the agency's budget request for next fiscal year.

The funds are generated in this fiscal year and will be spent and/or committed in this fiscal year.

5. Is this an after the fact BA-7, e.g.; have expenditures been made toward the program this BA-7 is for? If yes, explain per PPM No.52.

This is not an after the fact BA-7.



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

**PERFORMANCE IMPACT OF MID-YEAR BUDGET ADJUSTMENT**

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

The funds will be used to support current activities and operations at the Law Center. The Law Center is committed to providing a high-quality legal education with training in both civil and common law to a diverse group of students from underrepresented racial, ethnic and socio-economic backgrounds.

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

OBJECTIVE:

LEVEL	PERFORMANCE INDICATOR NAME	PERFORMANCE STANDARD		
		CURRENT FY 2021-2022	ADJUSTMENT (+) OR (-)	REVISED FY 2021-2022
	Undetermined			

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

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

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

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

The BA-7 will not have any performance impact.

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

The BA-7 will not have any performance impact.

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

**PROGRAM LEVEL REQUEST FOR MID-YEAR BUDGET ADJUSTMENT**

PROGRAM 1 NAME: Southern University - Board of Supervisors

MEANS OF FINANCING:	CURRENT	REQUESTED	REVISED	ADJUSTMENT OUTYEAR PROJECTIONS			
	FY 2021-2022	ADJUSTMENT	FY 2021-2022	FY 2022-2023	FY 2023-2024	FY 2024-2025	FY 2025-2026
<b>GENERAL FUND BY:</b>							
Direct	\$3,323,376	\$0	\$3,323,376	\$0	\$0	\$0	\$0
Interagency Transfers	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Fees & Self-Generated	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Statutory Dedications *	\$0	\$0	\$0	\$0	\$0	\$0	\$0
FEDERAL FUNDS	\$0	\$0	\$0	\$0	\$0	\$0	\$0
<b>TOTAL MOF</b>	<b>\$3,323,376</b>	<b>\$0</b>	<b>\$3,323,376</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>
<b>EXPENDITURES:</b>							
Salaries	\$1,846,338	\$0	\$1,846,338	\$0	\$0	\$0	\$0
Other Compensation	\$64,500	\$0	\$64,500	\$0	\$0	\$0	\$0
Related Benefits	\$733,663	\$0	\$733,663	\$0	\$0	\$0	\$0
Travel	\$176,000	\$0	\$176,000	\$0	\$0	\$0	\$0
Operating Services	\$171,100	\$0	\$171,100	\$0	\$0	\$0	\$0
Supplies	\$80,000	\$0	\$80,000	\$0	\$0	\$0	\$0
Professional Services	\$63,000	\$0	\$63,000	\$0	\$0	\$0	\$0
Other Charges	\$123,775	\$0	\$123,775	\$0	\$0	\$0	\$0
Debt Services	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Interagency Transfers	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Acquisitions	\$65,000	\$0	\$65,000	\$0	\$0	\$0	\$0
Major Repairs	\$0	\$0	\$0	\$0	\$0	\$0	\$0
UNALLOTTED	\$0	\$0	\$0	\$0	\$0	\$0	\$0
<b>TOTAL EXPENDITURES</b>	<b>\$3,323,376</b>	<b>\$0</b>	<b>\$3,323,376</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>
<b>POSITIONS</b>							
Classified	0	0	0	0	0	0	0
Unclassified	12	0	12	0	0	0	0
<b>TOTAL T.O. POSITIONS</b>	<b>12</b>	<b>0</b>	<b>12</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
OTHER CHARGES POSITIONS	0	0	0	0	0	0	0
NON-TO FTE POSITIONS	0	0	0	0	0	0	0
<b>TOTAL POSITIONS</b>	<b>12</b>	<b>0</b>	<b>12</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>* Statutory Dedications:</b>							
[Select Statutory Dedication]	\$0	\$0	\$0	\$0	\$0	\$0	\$0
[Select Statutory Dedication]	\$0	\$0	\$0	\$0	\$0	\$0	\$0
[Select Statutory Dedication]	\$0	\$0	\$0	\$0	\$0	\$0	\$0
[Select Statutory Dedication]	\$0	\$0	\$0	\$0	\$0	\$0	\$0
[Select Statutory Dedication]	\$0	\$0	\$0	\$0	\$0	\$0	\$0
[Select Statutory Dedication]	\$0	\$0	\$0	\$0	\$0	\$0	\$0
[Select Statutory Dedication]	\$0	\$0	\$0	\$0	\$0	\$0	\$0
[Select Statutory Dedication]	\$0	\$0	\$0	\$0	\$0	\$0	\$0

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

**PROGRAM LEVEL REQUEST FOR MID-YEAR BUDGET ADJUSTMENT**

PROGRAM 1 NAME: Southern University - Board of Supervisors

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

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

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

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

**PROGRAM LEVEL REQUEST FOR MID-YEAR BUDGET ADJUSTMENT**

PROGRAM 2 NAME: Southern University - Baton Rouge Campus

MEANS OF FINANCING:	CURRENT	REQUESTED	REVISED	ADJUSTMENT OUTYEAR PROJECTIONS			
	FY 2021-2022	ADJUSTMENT	FY 2021-2022	FY 2022-2023	FY 2023-2024	FY 2024-2025	FY 2025-2026
<b>GENERAL FUND BY:</b>							
Direct	\$21,728,631	\$0	\$21,728,631	\$0	\$0	\$0	\$0
Interagency Transfers	\$3,869,822	\$0	\$3,869,822	\$0	\$0	\$0	\$0
Fees & Self-Generated	\$62,181,366	\$0	\$62,181,366	\$0	\$0	\$0	\$0
Statutory Dedications *	\$1,608,944	\$0	\$1,608,944	\$0	\$0	\$0	\$0
FEDERAL FUNDS	\$0	\$0	\$0	\$0	\$0	\$0	\$0
<b>TOTAL MOF</b>	<b>\$89,388,763</b>	<b>\$0</b>	<b>\$89,388,763</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>
<b>EXPENDITURES:</b>							
Salaries	\$42,454,990	\$0	\$42,454,990	\$0	\$0	\$0	\$0
Other Compensation	\$201,377	\$0	\$201,377	\$0	\$0	\$0	\$0
Related Benefits	\$18,796,927	\$0	\$18,796,927	\$0	\$0	\$0	\$0
Travel	\$325,870	\$0	\$325,870	\$0	\$0	\$0	\$0
Operating Services	\$8,080,389	\$0	\$8,080,389	\$0	\$0	\$0	\$0
Supplies	\$937,411	\$0	\$937,411	\$0	\$0	\$0	\$0
Professional Services	\$1,101,480	\$0	\$1,101,480	\$0	\$0	\$0	\$0
Other Charges	\$12,946,988	\$0	\$12,946,988	\$0	\$0	\$0	\$0
Debt Services	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Interagency Transfers	\$4,343,650	\$0	\$4,343,650	\$0	\$0	\$0	\$0
Acquisitions	\$199,681	\$0	\$199,681	\$0	\$0	\$0	\$0
Major Repairs	\$0	\$0	\$0	\$0	\$0	\$0	\$0
UNALLOTTED	\$0	\$0	\$0	\$0	\$0	\$0	\$0
<b>TOTAL EXPENDITURES</b>	<b>\$89,388,763</b>	<b>\$0</b>	<b>\$89,388,763</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>
<b>POSITIONS</b>							
Classified	236	0	236	0	0	0	0
Unclassified	667	0	667	0	0	0	0
<b>TOTAL T.O. POSITIONS</b>	<b>903</b>	<b>0</b>	<b>903</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
OTHER CHARGES POSITIONS	0	0	0	0	0	0	0
NON-TO FTE POSITIONS	0	0	0	0	0	0	0
<b>TOTAL POSITIONS</b>	<b>903</b>	<b>0</b>	<b>903</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>* Statutory Dedications:</b>							
Support Education in Louisiana First Fund (G10)	\$1,596,975	\$0	\$1,596,975	\$0	\$0	\$0	\$0
Education Excellence Fund (718)	\$11,969	\$0	\$11,969	\$0	\$0	\$0	\$0
[Select Statutory Dedication]	\$0	\$0	\$0	\$0	\$0	\$0	\$0
[Select Statutory Dedication]	\$0	\$0	\$0	\$0	\$0	\$0	\$0
[Select Statutory Dedication]	\$0	\$0	\$0	\$0	\$0	\$0	\$0
[Select Statutory Dedication]	\$0	\$0	\$0	\$0	\$0	\$0	\$0
[Select Statutory Dedication]	\$0	\$0	\$0	\$0	\$0	\$0	\$0
[Select Statutory Dedication]	\$0	\$0	\$0	\$0	\$0	\$0	\$0



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

**PROGRAM LEVEL REQUEST FOR MID-YEAR BUDGET ADJUSTMENT**

PROGRAM 2 NAME: Southern University - Baton Rouge Campus

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

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

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

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

**PROGRAM LEVEL REQUEST FOR MID-YEAR BUDGET ADJUSTMENT**

PROGRAM 3 NAME: Southern University - Law Center

MEANS OF FINANCING:	CURRENT	REQUESTED	REVISED	ADJUSTMENT OUTYEAR PROJECTIONS			
	FY 2021-2022	ADJUSTMENT	FY 2021-2022	FY 2022-2023	FY 2023-2024	FY 2024-2025	FY 2025-2026
<b>GENERAL FUND BY:</b>							
Direct	\$4,927,259	\$0	\$4,927,259	\$0	\$0	\$0	\$0
Interagency Transfers	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Fees & Self-Generated	\$17,824,821	\$6,225,036	\$24,049,857	\$0	\$0	\$0	\$0
Statutory Dedications *	\$174,344	\$0	\$174,344	\$0	\$0	\$0	\$0
FEDERAL FUNDS	\$0	\$0	\$0	\$0	\$0	\$0	\$0
<b>TOTAL MOF</b>	<b>\$22,926,424</b>	<b>\$6,225,036</b>	<b>\$29,151,460</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>
<b>EXPENDITURES:</b>							
Salaries	\$11,971,842	\$800,000	\$12,771,842	\$0	\$0	\$0	\$0
Other Compensation	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Related Benefits	\$4,410,564	\$304,000	\$4,714,564	\$0	\$0	\$0	\$0
Travel	\$515,000	\$0	\$515,000	\$0	\$0	\$0	\$0
Operating Services	\$2,038,567	\$721,036	\$2,759,603	\$0	\$0	\$0	\$0
Supplies	\$325,000	\$50,000	\$375,000	\$0	\$0	\$0	\$0
Professional Services	\$1,570,590	\$750,000	\$2,320,590	\$0	\$0	\$0	\$0
Other Charges	\$1,176,186		\$1,176,186	\$0	\$0	\$0	\$0
Debt Services	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Interagency Transfers	\$568,675	\$0	\$568,675	\$0	\$0	\$0	\$0
Acquisitions	\$350,000	\$3,100,000	\$3,450,000	\$0	\$0	\$0	\$0
Major Repairs	\$0	\$500,000	\$500,000	\$0	\$0	\$0	\$0
UNALLOTTED	\$0	\$0	\$0	\$0	\$0	\$0	\$0
<b>TOTAL EXPENDITURES</b>	<b>\$22,926,424</b>	<b>\$6,225,036</b>	<b>\$29,151,460</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>
<b>POSITIONS</b>							
Classified	11	0	11	0	0	0	0
Unclassified	106	46	152	0	0	0	0
<b>TOTAL T.O. POSITIONS</b>	<b>117</b>	<b>46</b>	<b>163</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
OTHER CHARGES POSITIONS	0	0	0	0	0	0	0
NON-TO FTE POSITIONS	0	0	0	0	0	0	0
<b>TOTAL POSITIONS</b>	<b>117</b>	<b>46</b>	<b>163</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>* Statutory Dedications:</b>							
Support Education in Louisiana First Fund (G10)	\$174,344	\$0	\$174,344	\$0	\$0	\$0	\$0
[Select Statutory Dedication]	\$0	\$0	\$0	\$0	\$0	\$0	\$0
[Select Statutory Dedication]	\$0	\$0	\$0	\$0	\$0	\$0	\$0
[Select Statutory Dedication]	\$0	\$0	\$0	\$0	\$0	\$0	\$0
[Select Statutory Dedication]	\$0	\$0	\$0	\$0	\$0	\$0	\$0
[Select Statutory Dedication]	\$0	\$0	\$0	\$0	\$0	\$0	\$0
[Select Statutory Dedication]	\$0	\$0	\$0	\$0	\$0	\$0	\$0

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

**PROGRAM LEVEL REQUEST FOR MID-YEAR BUDGET ADJUSTMENT**

PROGRAM 3 NAME: Southern University - Law Center

MEANS OF FINANCING:	State General Fund	Interagency Transfers	Fees & Self-Generated Revenues	Statutory Dedications	Federal Funds	TOTAL
AMOUNT	\$0	\$0	\$6,225,036	\$0	\$0	\$6,225,036

EXPENDITURES:						
Salaries	\$0	\$0	\$800,000	\$0	\$0	\$800,000
Other Compensation	\$0	\$0	\$0	\$0	\$0	\$0
Related Benefits	\$0	\$0	\$304,000	\$0	\$0	\$304,000
Travel	\$0	\$0	\$0	\$0	\$0	\$0
Operating Services	\$0	\$0	\$721,036	\$0	\$0	\$721,036
Supplies	\$0	\$0	\$50,000	\$0	\$0	\$50,000
Professional Services	\$0	\$0	\$750,000	\$0	\$0	\$750,000
Other Charges	\$0	\$0		\$0	\$0	\$0
Debt Services	\$0	\$0	\$0	\$0	\$0	\$0
Interagency Transfers	\$0	\$0	\$0	\$0	\$0	\$0
Acquisitions	\$0	\$0	\$3,100,000	\$0	\$0	\$3,100,000
Major Repairs	\$0	\$0	\$500,000	\$0	\$0	\$500,000
UNALLOTTED	\$0	\$0	\$0	\$0	\$0	\$0
<b>TOTAL EXPENDITURES</b>	<b>\$0</b>	<b>\$0</b>	<b>\$6,225,036</b>	<b>\$0</b>	<b>\$0</b>	<b>\$6,225,036</b>

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

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

**PROGRAM LEVEL REQUEST FOR MID-YEAR BUDGET ADJUSTMENT**

PROGRAM 4 NAME: Southern University - New Orleans Campus

MEANS OF FINANCING:	CURRENT	REQUESTED	REVISED	ADJUSTMENT OUTYEAR PROJECTIONS			
	FY 2021-2022	ADJUSTMENT	FY 2021-2022	FY 2022-2023	FY 2023-2024	FY 2024-2025	FY 2025-2026
<b>GENERAL FUND BY:</b>							
Direct	\$6,851,532	\$0	\$6,851,532	\$0	\$0	\$0	\$0
Interagency Transfers	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Fees & Self-Generated	\$14,947,545	\$0	\$14,947,545	\$0	\$0	\$0	\$0
Statutory Dedications *	\$506,477	\$0	\$506,477	\$0	\$0	\$0	\$0
FEDERAL FUNDS	\$0	\$0	\$0	\$0	\$0	\$0	\$0
<b>TOTAL MOF</b>	<b>\$22,305,554</b>	<b>\$0</b>	<b>\$22,305,554</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>
<b>EXPENDITURES:</b>							
Salaries	\$10,354,998	\$0	\$10,354,998	\$0	\$0	\$0	\$0
Other Compensation	\$75,000	\$0	\$75,000	\$0	\$0	\$0	\$0
Related Benefits	\$4,649,692	\$0	\$4,649,692	\$0	\$0	\$0	\$0
Travel	\$21,000	\$0	\$21,000	\$0	\$0	\$0	\$0
Operating Services	\$1,922,500	\$0	\$1,922,500	\$0	\$0	\$0	\$0
Supplies	\$180,500	\$0	\$180,500	\$0	\$0	\$0	\$0
Professional Services	\$3,000	\$0	\$3,000	\$0	\$0	\$0	\$0
Other Charges	\$4,400,384	\$0	\$4,400,384	\$0	\$0	\$0	\$0
Debt Services	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Interagency Transfers	\$523,480	\$0	\$523,480	\$0	\$0	\$0	\$0
Acquisitions	\$175,000	\$0	\$175,000	\$0	\$0	\$0	\$0
Major Repairs	\$0	\$0	\$0	\$0	\$0	\$0	\$0
UNALLOTTED	\$0	\$0	\$0	\$0	\$0	\$0	\$0
<b>TOTAL EXPENDITURES</b>	<b>\$22,305,554</b>	<b>\$0</b>	<b>\$22,305,554</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>
<b>POSITIONS</b>							
Classified	48	0	48	0	0	0	0
Unclassified	136	0	136	0	0	0	0
<b>TOTAL T.O. POSITIONS</b>	<b>184</b>	<b>0</b>	<b>184</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
OTHER CHARGES POSITIONS	0	0	0	0	0	0	0
NON-TO FTE POSITIONS	0	0	0	0	0	0	0
<b>TOTAL POSITIONS</b>	<b>184</b>	<b>0</b>	<b>184</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>* Statutory Dedications:</b>							
Support Education in Louisiana First Fund (G10)	\$456,477	\$0	\$456,477	\$0	\$0	\$0	\$0
Pari-mutuel Live Racing Facility Gaming Control Fund (G09)	\$50,000	\$0	\$50,000	\$0	\$0	\$0	\$0
[Select Statutory Dedication]	\$0	\$0	\$0	\$0	\$0	\$0	\$0
[Select Statutory Dedication]	\$0	\$0	\$0	\$0	\$0	\$0	\$0
[Select Statutory Dedication]	\$0	\$0	\$0	\$0	\$0	\$0	\$0
[Select Statutory Dedication]	\$0	\$0	\$0	\$0	\$0	\$0	\$0
[Select Statutory Dedication]	\$0	\$0	\$0	\$0	\$0	\$0	\$0
[Select Statutory Dedication]	\$0	\$0	\$0	\$0	\$0	\$0	\$0



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

**PROGRAM LEVEL REQUEST FOR MID-YEAR BUDGET ADJUSTMENT**

PROGRAM 4 NAME: Southern University - New Orleans Campus

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

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

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

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

**PROGRAM LEVEL REQUEST FOR MID-YEAR BUDGET ADJUSTMENT**

PROGRAM 5 NAME: Southern University - Shreveport Campus

MEANS OF FINANCING:	CURRENT	REQUESTED	REVISED	ADJUSTMENT OUTYEAR PROJECTIONS			
	FY 2021-2022	ADJUSTMENT	FY 2021-2022	FY 2022-2023	FY 2023-2024	FY 2024-2025	FY 2025-2026
<b>GENERAL FUND BY:</b>							
Direct	\$6,437,438	\$0	\$6,437,438	\$0	\$0	\$0	\$0
Interagency Transfers	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Fees & Self-Generated	\$10,008,838	\$0	\$10,008,838	\$0	\$0	\$0	\$0
Statutory Dedications *	\$163,377	\$0	\$163,377	\$0	\$0	\$0	\$0
FEDERAL FUNDS	\$0	\$0	\$0	\$0	\$0	\$0	\$0
<b>TOTAL MOF</b>	<b>\$16,609,653</b>	<b>\$0</b>	<b>\$16,609,653</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>
<b>EXPENDITURES:</b>							
Salaries	\$7,755,534	\$0	\$7,755,534	\$0	\$0	\$0	\$0
Other Compensation	\$0		\$0	\$0	\$0	\$0	\$0
Related Benefits	\$3,712,410	\$0	\$3,712,410	\$0	\$0	\$0	\$0
Travel	\$35,300	\$0	\$35,300	\$0	\$0	\$0	\$0
Operating Services	\$2,627,955	\$0	\$2,627,955	\$0	\$0	\$0	\$0
Supplies	\$153,200	\$0	\$153,200	\$0	\$0	\$0	\$0
Professional Services	\$221,557	\$0	\$221,557	\$0	\$0	\$0	\$0
Other Charges	\$755,074	\$0	\$755,074	\$0	\$0	\$0	\$0
Debt Services	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Interagency Transfers	\$748,623	\$0	\$748,623	\$0	\$0	\$0	\$0
Acquisitions	\$300,000	\$0	\$300,000	\$0	\$0	\$0	\$0
Major Repairs	\$300,000	\$0	\$300,000	\$0	\$0	\$0	\$0
UNALLOTTED	\$0	\$0	\$0	\$0	\$0	\$0	\$0
<b>TOTAL EXPENDITURES</b>	<b>\$16,609,653</b>	<b>\$0</b>	<b>\$16,609,653</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>
<b>POSITIONS</b>							
Classified	49	0	49	0	0	0	0
Unclassified	143	0	143	0	0	0	0
<b>TOTAL T.O. POSITIONS</b>	<b>192</b>	<b>0</b>	<b>192</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
OTHER CHARGES POSITIONS	0	0	0	0	0	0	0
NON-TO FTE POSITIONS	0	0	0	0	0	0	0
<b>TOTAL POSITIONS</b>	<b>192</b>	<b>0</b>	<b>192</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>* Statutory Dedications:</b>							
Support Education in Louisiana First Fund (G10)	\$163,377	\$0	\$163,377	\$0	\$0	\$0	\$0
[Select Statutory Dedication]	\$0	\$0	\$0	\$0	\$0	\$0	\$0
[Select Statutory Dedication]	\$0	\$0	\$0	\$0	\$0	\$0	\$0
[Select Statutory Dedication]	\$0	\$0	\$0	\$0	\$0	\$0	\$0
[Select Statutory Dedication]	\$0	\$0	\$0	\$0	\$0	\$0	\$0
[Select Statutory Dedication]	\$0	\$0	\$0	\$0	\$0	\$0	\$0
[Select Statutory Dedication]	\$0	\$0	\$0	\$0	\$0	\$0	\$0
[Select Statutory Dedication]	\$0	\$0	\$0	\$0	\$0	\$0	\$0

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

**PROGRAM LEVEL REQUEST FOR MID-YEAR BUDGET ADJUSTMENT**

PROGRAM 5 NAME: Southern University - Shreveport Campus

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

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

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

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

**PROGRAM LEVEL REQUEST FOR MID-YEAR BUDGET ADJUSTMENT**

PROGRAM 6 NAME: Southern University - Agricultural Research and Extension Center

MEANS OF FINANCING:	CURRENT	REQUESTED	REVISED	ADJUSTMENT OUTYEAR PROJECTIONS			
	FY 2021-2022	ADJUSTMENT	FY 2021-2022	FY 2022-2023	FY 2023-2024	FY 2024-2025	FY 2025-2026
<b>GENERAL FUND BY:</b>							
Direct	\$8,405,561	\$0	\$8,405,561	\$0	\$0	\$0	\$0
Interagency Transfers	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Fees & Self-Generated	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Statutory Dedications *	\$1,797,855	\$0	\$1,797,855	\$0	\$0	\$0	\$0
FEDERAL FUNDS	\$6,154,209	\$0	\$6,154,209	\$0	\$0	\$0	\$0
<b>TOTAL MOF</b>	<b>\$16,357,625</b>	<b>\$0</b>	<b>\$16,357,625</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>
<b>EXPENDITURES:</b>							
Salaries	\$5,200,822	\$0	\$5,200,822	\$0	\$0	\$0	\$0
Other Compensation	\$85,000	\$0	\$85,000	\$0	\$0	\$0	\$0
Related Benefits	\$2,997,586	\$0	\$2,997,586	\$0	\$0	\$0	\$0
Travel	\$95,000	\$0	\$95,000	\$0	\$0	\$0	\$0
Operating Services	\$470,558	\$0	\$470,558	\$0	\$0	\$0	\$0
Supplies	\$245,177	\$0	\$245,177	\$0	\$0	\$0	\$0
Professional Services	\$35,000	\$0	\$35,000	\$0	\$0	\$0	\$0
Other Charges	\$2,428,357	\$0	\$2,428,357	\$0	\$0	\$0	\$0
Debt Services	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Interagency Transfers	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Acquisitions	\$998,331	\$0	\$998,331	\$0	\$0	\$0	\$0
Major Repairs	\$3,801,794	\$0	\$3,801,794	\$0	\$0	\$0	\$0
UNALLOTTED	\$0	\$0	\$0	\$0	\$0	\$0	\$0
<b>TOTAL EXPENDITURES</b>	<b>\$16,357,625</b>	<b>\$0</b>	<b>\$16,357,625</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>
<b>POSITIONS</b>							
Classified	23	0	23	0	0	0	0
Unclassified	90	0	90	0	0	0	0
<b>TOTAL T.O. POSITIONS</b>	<b>113</b>	<b>0</b>	<b>113</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
OTHER CHARGES POSITIONS	0	0	0	0	0	0	0
NON-TO FTE POSITIONS	0	0	0	0	0	0	0
<b>TOTAL POSITIONS</b>	<b>113</b>	<b>0</b>	<b>113</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>* Statutory Dedications:</b>							
Support Education in Louisiana First Fund (G10)	\$47,855	\$0	\$47,855	\$0	\$0	\$0	\$0
Tobacco Tax Health Care Fund (E32)	\$1,000,000	\$0	\$1,000,000	\$0	\$0	\$0	\$0
Southern University AgCenter Program Fund (G12)	\$750,000	\$0	\$750,000	\$0	\$0	\$0	\$0
[Select Statutory Dedication]	\$0	\$0	\$0	\$0	\$0	\$0	\$0
[Select Statutory Dedication]	\$0	\$0	\$0	\$0	\$0	\$0	\$0
[Select Statutory Dedication]	\$0	\$0	\$0	\$0	\$0	\$0	\$0
[Select Statutory Dedication]	\$0	\$0	\$0	\$0	\$0	\$0	\$0
[Select Statutory Dedication]	\$0	\$0	\$0	\$0	\$0	\$0	\$0



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

**PROGRAM LEVEL REQUEST FOR MID-YEAR BUDGET ADJUSTMENT**

PROGRAM 6 NAME: Southern University - Agricultural Research and Extension Center

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

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

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

**Southern University System**  
**General Operating Budget Financial Statement**  
**For Fiscal Year Ending June 30, 2022**  
**As of January 31, 2022**

	FY22 Budget	Actual	Projected	Total FY22	Over/(Under) Budget	% Actual to Budget
<b>Revenues</b>						
General Fund Direct	\$ 51,673,797	\$ 35,579,777	\$ 16,094,020	\$ 51,673,797	\$ -	68.9%
Statutory Dedicated	4,250,997	1,145,291	3,105,706	4,250,997	-	26.9%
Federal	6,154,209	2,378,431	3,775,778	6,154,209	-	38.6%
<b>Self Generated</b>						
Tuition - Fall 2021	35,093,666	35,652,827	150,000	35,802,827	709,161	101.6%
Tuition - Spring 2022	31,941,234	28,553,055	2,522,504	31,075,559	(865,676)	89.4%
Tuition - Summer	7,121,013	1,742,865	5,154,246	6,897,111	(223,902)	24.5%
Out-of-State Fees	13,470,378	15,233,770	1,266,475	16,500,245	3,029,867	113.1%
Other	17,336,279	12,619,428	8,880,470	21,499,898	4,163,619	72.8%
Interagency Transfer	3,869,822	2,187,379	1,682,443	3,869,822	-	56.5%
<b>Total Revenues</b>	<b>\$ 170,911,395</b>	<b>\$ 135,092,823</b>	<b>\$ 42,631,642</b>	<b>\$ 177,724,465</b>	<b>\$ 6,813,070</b>	<b>79.0%</b>
<b>Expenditures</b>						
Salaries	\$ 79,584,524	\$ 48,515,464	\$ 33,492,970	\$ 82,008,434	\$ 2,423,910	61.0%
Other Compensation	425,877	59,500	165,000	224,500	(201,377)	14.0%
Related Benefits	34,792,842	20,310,484	14,006,005	34,316,489	(476,353)	58.4%
<b>Total Personal Services</b>	<b>\$ 114,803,243</b>	<b>\$ 68,885,448</b>	<b>\$ 47,663,975</b>	<b>\$ 116,549,422</b>	<b>\$ 1,746,179</b>	<b>60.0%</b>
Travel	1,168,170	188,603	677,290	865,892	(302,278)	16.1%
Operating Services	15,026,069	9,664,521	8,330,346	17,994,867	2,968,798	64.3%
Supplies	1,901,288	850,470	595,045	1,445,515	(455,773)	44.7%
<b>Total Operating Expenses</b>	<b>\$ 18,095,527</b>	<b>\$ 10,703,594</b>	<b>\$ 9,602,681</b>	<b>\$ 20,306,275</b>	<b>\$ 2,210,748</b>	<b>59.2%</b>
Professional Services	2,964,627	1,143,841	1,795,467	2,939,308	(25,319)	38.6%
Other Charges	18,288,815	879,321	16,466,926	17,346,247	(942,568)	4.8%
Debt Services						
Interagency Transfers	6,762,089	3,055,641	3,706,448	6,762,089	-	45.2%
<b>Total Other Charges</b>	<b>\$ 28,015,531</b>	<b>\$ 5,078,804</b>	<b>\$ 21,968,841</b>	<b>\$ 27,047,644</b>	<b>\$ (967,887)</b>	<b>18.1%</b>
General Acquisitions	241,363	296,593	545,115	841,708	600,345	122.9%
Library Acquisitions	662,649	441,845	195,990	637,835	(24,814)	66.7%
Major Repairs	801,794	163,758	638,036	801,794	-	
<b>Total Acquisitions/Major Repairs</b>	<b>\$ 1,705,806</b>	<b>\$ 902,197</b>	<b>\$ 1,379,140</b>	<b>\$ 2,281,337</b>	<b>\$ 575,531</b>	<b>52.9%</b>
Scholarships	8,291,288	10,988,682	551,104	11,539,786	3,248,498	132.5%
<b>Total Expenditures</b>	<b>\$ 170,911,395</b>	<b>\$ 96,558,724</b>	<b>\$ 81,165,740</b>	<b>\$ 177,724,465</b>	<b>\$ 6,813,070</b>	<b>56.5%</b>

**Southern University Board and System Administration**  
**General Operating Budget Financial Statement**  
**For Fiscal Year Ending June 30, 2022**  
**As of January 31, 2022**

	FY22 Budget	Actual	Projected	Total FY22	Over/(Under) Budget	% Actual to Budget
<b>Revenues</b>						
General Fund Direct	\$ 3,673,376	\$ 2,533,925	\$ 1,139,451	\$ 3,673,376	\$ -	69.0%
Statutory Dedicated		-	-			
Federal		-	-			
<b>Self Generated</b>						
Tuition - Fall 2021		-	-			
Tuition - Spring 2022		-	-			
Tuition - Summer		-	-			
Out-of-State Fees		-	-			
Other		-	-			
Interagency Transfer		-	-			
<b>Total Revenues</b>	<b>\$ 3,673,376</b>	<b>\$ 2,533,925</b>	<b>\$ 1,139,451</b>	<b>\$ 3,673,376</b>	<b>\$ -</b>	<b>69.0%</b>
<b>Expenditures</b>						
Salaries	\$ 1,846,338	\$ 954,735	\$ 891,603	\$ 1,846,338	\$ -	51.7%
Other Compensation	64,500	30,333	34,167	64,500	-	47.0%
Related Benefits	733,663	277,462	456,201	733,663	-	37.8%
<b>Total Personal Services</b>	<b>\$ 2,644,501</b>	<b>\$ 1,262,530</b>	<b>\$ 1,381,971</b>	<b>\$ 2,644,501</b>	<b>\$ -</b>	<b>47.7%</b>
Travel	176,000	29,746	146,254	176,000	-	16.9%
Operating Services	171,100	66,805	104,295	171,100	-	39.0%
Supplies	80,000	11,101	68,899	80,000	-	13.9%
<b>Total Operating Expenses</b>	<b>\$ 427,100</b>	<b>\$ 107,652</b>	<b>\$ 319,448</b>	<b>\$ 427,100</b>	<b>\$ -</b>	<b>25.2%</b>
Professional Services	63,000	1,450	61,550	63,000	-	2.3%
Other Charges	473,775	-	473,775	473,775	-	0.0%
Debt Services						
Interagency Transfers		-	-			
<b>Total Other Charges</b>	<b>\$ 536,775</b>	<b>\$ 1,450</b>	<b>\$ 535,325</b>	<b>\$ 536,775</b>	<b>\$ -</b>	<b>0.3%</b>
General Acquisitions	65,000	2,734	62,266	65,000	-	4.2%
Library Acquisitions		-	-			
Major Repairs		-	-			
<b>Total Acquisitions/Major Repairs</b>	<b>\$ 65,000</b>	<b>\$ 2,734</b>	<b>\$ 62,266</b>	<b>\$ 65,000</b>	<b>\$ -</b>	<b>4.2%</b>
Scholarships		-	-			
<b>Total Expenditures</b>	<b>\$ 3,673,376</b>	<b>\$ 1,374,366</b>	<b>\$ 2,299,010</b>	<b>\$ 3,673,376</b>	<b>\$ -</b>	<b>37.4%</b>

**Southern University Baton Rouge Campus  
General Operating Budget Financial Statement  
For Fiscal Year Ending June 30, 2022  
As of January 31, 2022**

	FY22 Budget	Actual	Projected	Total FY22	Over/(Under) Budget	% Actual to Budget
<b>Revenues</b>						
General Fund Direct	\$ 21,703,631	\$ 16,903,861	\$ 4,799,770	\$ 21,703,631	\$ -	77.9%
Statutory Dedicated	1,608,944	609,234	999,710	1,608,944	-	37.9%
Federal	-	-	-	-	-	
<b>Self Generated</b>						
Tuition - Fall 2021	21,709,761	22,653,673	-	22,653,673	943,912	104.3%
Tuition - Spring 2022	19,487,148	17,654,573	1,103,623	18,758,196	(728,953)	90.6%
Tuition - Summer	4,963,498	1,217,207	3,494,492	4,711,699	(251,799)	24.5%
Out-of-State Fees	8,349,603	10,258,211	771,454	11,029,665	2,680,062	122.9%
Other	7,671,356	4,557,067	6,625,244	11,182,311	3,510,955	59.4%
Interagency Transfer	3,869,822	2,187,379	1,682,443	3,869,822	-	56.5%
<b>Total Revenues</b>	<b>\$ 89,363,763</b>	<b>\$ 76,041,205</b>	<b>\$ 19,476,736</b>	<b>\$ 95,517,940</b>	<b>\$ 6,154,177</b>	<b>85.1%</b>
<b>Expenditures</b>						
Salaries	\$ 42,454,990	\$ 25,855,725	\$ 18,157,397	\$ 44,013,122	\$ 1,558,132	60.9%
Other Compensation	201,377	-	-	-	(201,377)	0.0%
Related Benefits	18,796,927	11,852,090	6,501,807	18,353,897	(443,030)	63.1%
<b>Total Personal Services</b>	<b>\$ 61,453,294</b>	<b>\$ 37,707,814</b>	<b>\$ 24,659,204</b>	<b>\$ 62,367,018</b>	<b>\$ 913,724</b>	<b>61.4%</b>
Travel	325,870	31,766	13,235	45,001	(280,869)	9.7%
Operating Services	8,080,389	5,220,533	4,441,995	9,662,528	1,582,139	64.6%
Supplies	937,411	404,038	267,998	672,036	(265,375)	43.1%
<b>Total Operating Expenses</b>	<b>\$ 9,343,670</b>	<b>\$ 5,656,338</b>	<b>\$ 4,723,228</b>	<b>\$ 10,379,566</b>	<b>\$ 1,035,896</b>	<b>60.5%</b>
Professional Services	1,101,480	662,361	381,320	1,043,681	(57,799)	60.1%
Other Charges	5,980,700	430,262	6,150,438	6,580,700	600,000	7.2%
Debt Services		-	-			
Interagency Transfers	4,343,650	1,922,410	2,421,240	4,343,650	-	44.3%
<b>Total Other Charges</b>	<b>\$ 11,425,830</b>	<b>\$ 3,015,032</b>	<b>\$ 8,952,998</b>	<b>\$ 11,968,031</b>	<b>\$ 542,201</b>	<b>26.4%</b>
General Acquisitions	62,032	179,977	182,400	362,377	300,345	290.1%
Library Acquisitions	137,649	85,544	64,435	149,979	12,330	62.1%
Major Repairs	-	-	-	-	-	
<b>Total Acquisitions/Major Repairs</b>	<b>\$ 199,681</b>	<b>\$ 265,521</b>	<b>\$ 246,835</b>	<b>\$ 512,356</b>	<b>\$ 312,675</b>	<b>133.0%</b>
Scholarships	6,941,288	10,228,387	62,582	10,290,969	3,349,681	147.4%
<b>Total Expenditures</b>	<b>\$ 89,363,763</b>	<b>\$ 56,873,093</b>	<b>\$ 38,644,847</b>	<b>\$ 95,517,940</b>	<b>\$ 6,154,177</b>	<b>63.6%</b>

**Southern University Law Center**  
**General Operating Budget Financial Statement**  
**For Fiscal Year Ending June 30, 2022**  
**As of January 31, 2022**

	FY22 Budget	Actual	Projected	Total FY22	Over/(Under) Budget	% Actual to Budget
<b>Revenues</b>						
General Fund Direct	\$ 4,927,259	\$ 3,093,181	\$ 1,834,078	\$ 4,927,259	\$ -	62.8%
Statutory Dedicated	174,344	49,427	124,917	174,344	-	28.4%
Federal	-	-	-	-	-	
<b>Self Generated</b>						
Tuition - Fall 2021	4,583,457	5,016,672	-	5,016,672	433,215	109.5%
Tuition - Spring 2022	4,412,842	4,735,651	-	4,735,651	322,809	107.3%
Tuition - Summer	882,945	-	752,442	752,442	(130,503)	0.0%
Out-of-State Fees	4,196,111	4,435,200	173,644	4,608,844	412,733	105.7%
Other	3,749,466	3,802,276	299,556	4,101,832	352,366	101.4%
Interagency Transfer		-	-			
<b>Total Revenues</b>	<b>\$ 22,926,424</b>	<b>\$ 21,132,408</b>	<b>\$ 3,184,636</b>	<b>\$ 24,317,044</b>	<b>\$ 1,390,620</b>	<b>92.2%</b>
<b>Expenditures</b>						
Salaries	\$ 11,971,842	\$ 7,243,202	\$ 5,011,437	\$ 12,254,639	\$ 282,797	60.5%
Other Compensation	-	-	-	-	-	
Related Benefits	4,410,564	2,246,552	2,271,835	4,518,387	107,823	50.9%
<b>Total Personal Services</b>	<b>\$ 16,382,406</b>	<b>\$ 9,489,754</b>	<b>\$ 7,283,272</b>	<b>\$ 16,773,026</b>	<b>\$ 390,620</b>	<b>57.9%</b>
Travel	515,000	96,187	418,813	515,000	-	18.7%
Operating Services	2,038,567	851,678	2,186,889	3,038,567	1,000,000	41.8%
Supplies	325,000	199,312	125,688	325,000	-	61.3%
<b>Total Operating Expenses</b>	<b>\$ 2,878,567</b>	<b>\$ 1,147,177</b>	<b>\$ 2,731,390</b>	<b>\$ 3,878,567</b>	<b>\$ 1,000,000</b>	<b>39.9%</b>
Professional Services	1,570,590	252,993	1,317,597	1,570,590	-	16.1%
Other Charges	526,186	182,500	343,686	526,186	-	34.7%
Debt Services				-	-	
Interagency Transfers	568,675	284,338	284,337	568,675	-	50.0%
<b>Total Other Charges</b>	<b>\$ 2,665,451</b>	<b>\$ 719,831</b>	<b>\$ 1,945,620</b>	<b>\$ 2,665,451</b>	<b>\$ -</b>	<b>27.0%</b>
General Acquisitions	-	-	-	-	-	
Library Acquisitions	350,000	260,670	89,330	350,000	-	74.5%
Major Repairs	-	-	-	-	-	
<b>Total Acquisitions/Major Repairs</b>	<b>\$ 350,000</b>	<b>\$ 260,670</b>	<b>\$ 89,330</b>	<b>\$ 350,000</b>	<b>\$ -</b>	<b>74.5%</b>
Scholarships	650,000	587,848	62,152	650,000	-	90.4%
<b>Total Expenditures</b>	<b>\$ 22,926,424</b>	<b>\$ 12,205,280</b>	<b>\$ 12,111,764</b>	<b>\$ 24,317,044</b>	<b>\$ 1,390,620</b>	<b>53.2%</b>



**Southern University New Orleans Campus  
General Operating Budget Financial Statement  
For Fiscal Year Ending June 30, 2022  
As of January 31, 2022**

	FY22 Budget	Actual	Projected	Total FY22	Over/(Under) Budget	% Actual to Budget
<b>Revenues</b>						
General Fund Direct	\$ 6,851,532	\$ 4,726,243	\$ 2,125,289	\$ 6,851,532	\$ -	69.0%
Statutory Dedicated	506,477	187,361	319,116	506,477	-	37.0%
Federal	-	-	-	-	-	
<b>Self Generated</b>						
Tuition - Fall 2021	5,051,510	4,573,613	150,000	4,723,613	(327,898)	90.5%
Tuition - Spring 2022	4,577,842	3,643,207	1,062,517	4,705,724	127,882	79.6%
Tuition - Summer	429,999	236,903	250,000	486,903	56,904	55.1%
Out-of-State Fees	517,807	353,900	273,077	626,977	109,170	68.3%
Other	4,370,387	2,486,066	1,818,969	4,305,035	(65,352)	56.9%
Interagency Transfer		-	-			
<b>Total Revenues</b>	<b>\$ 22,305,554</b>	<b>\$ 16,207,293</b>	<b>\$ 5,998,968</b>	<b>\$ 22,206,261</b>	<b>\$ (99,294)</b>	<b>72.7%</b>
<b>Expenditures</b>						
Salaries	\$ 10,354,998	\$ 6,853,404	\$ 4,406,015	\$ 11,259,419	\$ 904,421	66.2%
Other Compensation	75,000	-	75,000	75,000	-	
Related Benefits	4,649,692	2,969,009	1,784,006	4,753,015	103,323	63.9%
<b>Total Personal Services</b>	<b>\$ 15,079,690</b>	<b>\$ 9,822,413</b>	<b>\$ 6,265,021</b>	<b>\$ 16,087,434</b>	<b>\$ 1,007,744</b>	<b>65.1%</b>
Travel	21,000	9,649	5,000	14,649	(6,351)	45.9%
Operating Services	1,922,500	1,630,003	589,475	2,219,478	296,978	84.8%
Supplies	180,500	44,106	5,000	49,106	(131,394)	24.4%
<b>Total Operating Expenses</b>	<b>\$ 2,124,000</b>	<b>\$ 1,683,758</b>	<b>\$ 599,475</b>	<b>\$ 2,283,233</b>	<b>\$ 159,233</b>	<b>79.3%</b>
Professional Services	13,000	27,429		27,429	14,429	
Other Charges	3,412,723	10,895	2,343,207	2,354,102	(1,058,622)	0.3%
Debt Services						
Interagency Transfers	1,101,141	493,219	607,922	1,101,141	-	44.8%
<b>Total Other Charges</b>	<b>\$ 4,526,864</b>	<b>\$ 531,543</b>	<b>\$ 2,951,129</b>	<b>\$ 3,482,672</b>	<b>\$ (1,044,193)</b>	<b>11.7%</b>
General Acquisitions	-	-	-	-	-	0.0%
Library Acquisitions	175,000	95,631	42,225	137,856	(37,144)	54.6%
Major Repairs	-	-	-	-	-	
<b>Total Acquisitions/Major Repairs</b>	<b>\$ 175,000</b>	<b>\$ 95,631</b>	<b>\$ 42,225</b>	<b>\$ 137,856</b>	<b>\$ (37,144)</b>	<b>54.6%</b>
Scholarships	400,000	139,046	76,020	215,066	(184,934)	34.8%
<b>Total Expenditures</b>	<b>\$ 22,305,554</b>	<b>\$ 12,272,391</b>	<b>\$ 9,933,870</b>	<b>\$ 22,206,261</b>	<b>\$ (99,294)</b>	<b>55.0%</b>

**Southern University Shreveport Campus**  
**General Operating Budget Financial Statement**  
**For Fiscal Year Ending June 30, 2022**  
**As of January 31, 2022**

	<b>FY22 Budget</b>	<b>Actual</b>	<b>Projected</b>	<b>Total FY22</b>	<b>Over/(Under) Budget</b>	<b>% Actual to Budget</b>
<b>Revenues</b>						
General Fund Direct	\$ 6,112,438	\$ 4,248,870	\$ 1,863,568	\$ 6,112,438	\$ -	69.5%
Statutory Dedicated	163,377	49,427	113,950	163,377	-	30.3%
Federal		-	-			
<b>Self Generated</b>						
Tuition - Fall 2021	3,748,938	3,408,870	-	3,408,870	(340,068)	90.9%
Tuition - Spring 2022	3,463,402	2,519,624	356,364	2,875,988	(587,414)	72.7%
Tuition - Summer	844,571	288,755	657,312	946,067	101,496	34.2%
Out-of-State Fees	406,857	186,459	48,300	234,759	(172,098)	45.8%
Other	1,545,070	1,774,019	136,701	1,910,720	365,650	114.8%
Interagency Transfer		-	-			
<b>Total Revenues</b>	<b>\$ 16,284,653</b>	<b>\$ 12,476,024</b>	<b>\$ 3,176,195</b>	<b>\$ 15,652,219</b>	<b>\$ (632,434)</b>	<b>76.6%</b>
<b>Expenditures</b>						
Salaries	\$ 7,755,534	\$ 4,393,902	\$ 3,040,192	\$ 7,434,094	\$ (321,440)	56.7%
Other Compensation	-	-	-	-	-	0.0%
Related Benefits	3,712,410	1,788,827	1,679,114	3,467,941	(244,469)	48.2%
<b>Total Personal Services</b>	<b>\$ 11,467,944</b>	<b>\$ 6,182,729</b>	<b>\$ 4,719,306</b>	<b>\$ 10,902,035</b>	<b>\$ (565,909)</b>	<b>53.9%</b>
Travel	35,300	10,242	10,000	20,242	(15,058)	29.0%
Operating Services	2,342,955	1,516,864	915,772	2,432,636	89,681	64.7%
Supplies	153,200	73,681	20,515	94,196	(59,004)	48.1%
<b>Total Operating Expenses</b>	<b>\$ 2,531,455</b>	<b>\$ 1,600,787</b>	<b>\$ 946,287</b>	<b>\$ 2,547,074</b>	<b>\$ 15,619</b>	<b>63.2%</b>
Professional Services	181,557	8,205	35,000	43,205	(138,352)	4.5%
Other Charges	1,055,074	26,738	705,793	732,531	(322,543)	2.5%
Debt Services						
Interagency Transfers	748,623	355,675	392,948	748,623	-	47.5%
<b>Total Other Charges</b>	<b>\$ 1,985,254</b>	<b>\$ 390,618</b>	<b>\$ 1,133,741</b>	<b>\$ 1,524,359</b>	<b>\$ (460,895)</b>	<b>19.7%</b>
General Acquisitions	-	-	300,000	300,000	300,000	0.0%
Library Acquisitions	-	-	-	-	-	0.0%
Major Repairs	-	-	-	-	-	0.0%
<b>Total Acquisitions/Major Repairs</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 300,000</b>	<b>\$ 300,000</b>	<b>\$ 300,000</b>	<b>0.0%</b>
Scholarships	300,000	28,401	350,350	378,751	78,751	9.5%
<b>Total Expenditures</b>	<b>\$ 16,284,653</b>	<b>\$ 8,202,535</b>	<b>\$ 7,449,684</b>	<b>\$ 15,652,219</b>	<b>\$ (632,434)</b>	<b>50.4%</b>

**Southern University Agricultural Research and Extension Center**  
**General Operating Budget Financial Statement**  
**For Fiscal Year Ending June 30, 2022**  
**As of January 31, 2022**

	FY22 Budget	Actual	Projected	Total FY22	Over/(Under) Budget	% Actual to Budget
<b>Revenues</b>						
General Fund Direct	\$ 8,405,561	\$ 4,073,697	\$ 4,331,864	\$ 8,405,561	\$ -	48.5%
Statutory Dedicated	1,797,855	249,842	\$ 1,548,013	1,797,855	-	13.9%
Federal	6,154,209	2,378,431	\$ 3,775,778	6,154,209	-	38.6%
<b>Self Generated</b>						
Tuition - Fall 2021		-	-			
Tuition - Spring 2022		-	-			
Tuition - Summer		-	-			
Out-of-State Fees		-	-			
Other		-	-			
Interagency Transfer		-	-			
<b>Total Revenues</b>	<b>\$ 16,357,625</b>	<b>\$ 6,701,969</b>	<b>\$ 9,655,656</b>	<b>\$ 16,357,625</b>	<b>\$ -</b>	<b>41.0%</b>
<b>Expenditures</b>						
Salaries	\$ 5,200,822	\$ 3,214,496	\$ 1,986,326	\$ 5,200,822	\$ -	61.8%
Other Compensation	85,000	29,167	55,833	85,000	-	34.3%
Related Benefits	2,489,586	1,176,544	1,313,042	2,489,586	-	47.3%
<b>Total Personal Services</b>	<b>\$ 7,775,408</b>	<b>\$ 4,420,207</b>	<b>\$ 3,355,201</b>	<b>\$ 7,775,408</b>	<b>\$ -</b>	<b>56.8%</b>
Travel	95,000	11,012	83,988	95,000	-	11.6%
Operating Services	470,558	378,638	91,920	470,558	-	80.5%
Supplies	225,177	118,232	106,945	225,177	-	52.5%
<b>Total Operating Expenses</b>	<b>\$ 790,735</b>	<b>\$ 507,882</b>	<b>\$ 282,853</b>	<b>\$ 790,735</b>	<b>\$ -</b>	<b>64.2%</b>
Professional Services	35,000	191,403	-	191,403	156,403	546.9%
Other Charges	6,840,357	228,926	6,450,028	6,678,954	(161,403)	3.3%
Debt Services			-			
Interagency Transfers	-	-	-	-	-	0.0%
<b>Total Other Charges</b>	<b>\$ 6,875,357</b>	<b>\$ 420,329</b>	<b>\$ 6,450,028</b>	<b>\$ 6,870,357</b>	<b>\$ (5,000)</b>	<b>6.1%</b>
General Acquisitions	114,331	113,882	449	114,331	-	99.6%
Library Acquisitions		-	-	-		
Major Repairs	801,794	163,758	638,036	801,794	-	20.4%
<b>Total Acquisitions/Major Repairs</b>	<b>\$ 916,125</b>	<b>\$ 277,640</b>	<b>\$ 638,485</b>	<b>\$ 916,125</b>	<b>\$ -</b>	<b>30.3%</b>
Scholarships	-	5,000	-	5,000	5,000	
<b>Total Expenditures</b>	<b>\$ 16,357,625</b>	<b>\$ 5,631,059</b>	<b>\$ 10,726,566</b>	<b>\$ 16,357,625</b>	<b>\$ -</b>	<b>34.4%</b>

**GOVERNANCE COMMITTEE**  
**(Following Finance Committee)**  
**Friday, February 18, 2022**  
Southern University System Board Room  
J. S. Clark Administration Building 2nd Floor  
Baton Rouge, LA 70813

**AGENDA**

1. Call to Order
2. Roll Call
3. Adoption of the Agenda
4. Public Comments
5. Action Items
  - A. Request Approval for Employee Tuition Waiver Policy (SUS)  
*These proposed policy revisions align with the recommendations per the System Audit. The proposed changes are as follows:*
    1. *The employment term was decreased from two (2) years to one (1) year.*
    2. *The definitions section was added specifically:*
      - a. *SU System Employee*
      - b. *One-term Employment*
      - c. *Administrator*
  - B. Request Approval for Employees' Immediate Family Members Tuition Waiver Policy (SUS)  
*These proposed policy revisions align with the recommendations per the System Audit. The proposed changes are as follows:*
    1. *Definition Section added for:*
      - a. *Immediate Family*
      - b. *SU System Employee*
    2. *Summary of Policy added*
6. Other Business
7. Adjournment

**MEMBERS**

Mr. Myron Lawson- Chairman, Dr. Leon Tarver, II, –Vice-Chair,  
Dr. Leroy Davis, Ms. Christy O. Reeves, Mr. Kevin Taylor-Jarrell, II  
Atty. Edwin Shorty- Ex Officio



**POLICY TITLE**

*Tuition Benefit for Full-time Employees Policy*

**POLICY NUMBER**

*7-002*

<b>Responsible Unit:</b> <i>Southern University System Human Resources Office</i>	<b>Effective Date:</b> <i>06/01/2022</i>
<b>Responsible Official:</b> <i>Associate Vice President for Human Resources</i>	<b>Last Reviewed Date:</b> <i>06/24/2016</i>
<b>Policy Classification:</b> <i>Human Resources</i>	<b>Origination Date:</b> <i>06/24/2016</i>

**I. POLICY STATEMENT AND RATIONALE**

The Southern University System (System) strives to provide its employees with educational and professional development opportunities. To that end, this Policy will allow System employees with such opportunities. The System will offer a tuition waiver benefit to all full-time permanent employees.

**II. POLICY SCOPE AND AUDIENCE**

This Policy is for all System employees who meet the policy requirements and accompanying internal procedures.

**III. POLICY COMPLIANCE**

All eligible employees are required to comply with this policy and all accompanying procedures. If the employee fails to comply with the policy and accompanying procedures, the employee will forfeit the benefit.

**IV. POLICY DEFINITIONS**

**System Employee-** any full-time employee who works for one of the following System campuses: Southern University System Board Office, Southern University System, Southern University and A&M College, Southern University Agricultural Research and Extension Center and the College of Agricultural, Family and Consumer Sciences, Southern University at New Orleans, Southern University Shreveport Louisiana, and Southern University Law Center.



**Full-time Employee**-an employee working full-time at a System campus. The employee works a forty (40) hour work week.

**Part-time Employee**-is an employee who works less than forty (40) hours per week.

**One (1) year or more continuous service**-will be determined by the employee's first day of employment to the date the employee applies for this benefit.

**Administrator**-is a full-time employee who has direct and/or an indirect influence on a campus faculty member. This may include but not limited to administrator in academic, financial, and/or human resources unit. The administrator would have the title of director or higher. This definition will be expanded in the System internal procedures.

## V. POLICY IMPLEMENTATION PROCEDURES

The policy will be implemented by System Campus Human Resources departments through the SU System Internal Procedures.

### Policy Eligibility

All full-time System employees who are currently in a full-time permanent position for at least one (1) or more continuous years of service. Part-time employees are not eligible for this benefit.

### Policy Requirements

The full-time employees must be admitted to an undergraduate or graduate program on a System campus.

### Policy Benefit

The maximum tuition waiver benefit will be as follows:

- Fall and Spring semesters- six (6) credit hours
- Summer semester-three (3) credit hours.

### Continued Eligibility

The employee will be required to maintain the following GPAs

- **Cumulative Undergraduate GPA 2.5/4.0**
- **Cumulative Graduate School GPA 3.0/4.0**

An administrator, as defined in this policy and the System internal procedures, who receives this benefit must sign a conflict-of-interest agreement. The conflict of interest must be signed and approved by the Campus Chief Academic Officer. The Vice President for Academic Affairs will work with the Associate Vice President for Human Resources to develop the agreement and procedures.

All employees approved for the tuition benefit may be required to sign an employee agreement to work for specified period after the employees completes their degree and/or certification.

**VI. POLICY HISTORY AND REVIEW CYCLE**

This existing policy is being updated along with the internal procedures. This policy is subject to a five-year policy review cycle.

**VII. POLICY URL**

[www.sus.edu](http://www.sus.edu).

**VIII. POLICY APPROVAL**

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

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***Effective Date of Policy***

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***The Honorable Attorney Edwin Shorty***  
*Chair - Southern University System Board of Supervisors*

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***Effective Date of Policy***

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**POLICY TITLE**

Tuition Waiver for Employees' Immediate Family Members

**POLICY NUMBER**

7-003

<b>Responsible Unit:</b> <i>Southern University System Office for Human Resources</i>	<b>Effective Date:</b> <i>06/01/2022</i>
<b>Responsible Official:</b> <i>Associate Vice President for Human Resources</i>	<b>Last Reviewed Date:</b> <i>06/24/2016</i>
<b>Policy Classification:</b> <i>Human Resources</i>	<b>Origination Date:</b> <i>06/24/2016</i>

**I. POLICY STATEMENT AND RATIONALE**

The Southern University System supports its employees by continuing to provide benefits for employees and employee's immediate families. To that end, the System will offer a tuition benefit for full-time employees' immediate family members.

**II. POLICY SCOPE AND AUDIENCE**

This policy is for all System full-time employees and their immediate family members.

**III. POLICY COMPLIANCE**

All eligible full-time employees and full-time employee's immediate family members are required to comply with this policy and all the accompanying internal procedures. If employees and/or their immediate family members do not comply with this policy and/or the internal procedures, the employee and/or the immediate family member will forfeit the benefit.

**IV. POLICY DEFINITIONS**

**System Employee:** any full-time employees who works for one the following System campuses: The Southern University System Board office, the Southern University System, Southern University and A&M College, Southern University Law Center, Southern University at New Orleans, Southern University Shreveport Louisiana, and the Southern University Agricultural Research and Extension Center and the College of Agricultural, Family and Consumer Sciences.

**Full-time Employee:** an employee working in a full-time position at a System campus. The employee works forty (40) hours a week.

**Immediate family members:** employee's spouse and/or qualified dependents.

**Qualified dependent;** as defined by [Section 152 of the Internal Revenue Service](#).

## V. POLICY IMPLEMENTATION PROCEDURES

This policy will be implemented by the System Campus Human Resources departments through the SU System Internal Procedures. The policy requirements are as follows:

### Policy Eligibility

All full-time System employees' immediate family members who meet the definition of a qualified dependent as defined by [Section 152 of the Internal Revenue Code](#) and/or a spouse are/is eligible for this benefit.

### Policy Requirements

The qualified dependent/spouse must be admitted to a System campus to pursue an undergraduate degree, graduate degree, or an academic certification.

### Policy Benefits

The maximum tuition waiver benefit will be as follows:

- Fall and Spring semesters – six (6) credit hours
- Summer semester – three (3) credit hours

### Continued Eligibility

The dependent and/or immediate family member will have to maintain the following GPAs:

- **Cumulative** Undergraduate **GPA**—2.0/4.0
- **Cumulative** Graduate **GPA**—3.0/4.0

## VI. POLICY HISTORY AND REVIEW CYCLE

This existing policy is being updated along with the accompanying internal procedures. This policy is subject to a five-year policy review cycle.

## VII. POLICY URL

[www.sus.edu](http://www.sus.edu).

## VIII. POLICY APPROVAL

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***Ray L. Belton, Ph.D.***

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

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***Effective Date of Policy***

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***The Honorable Attorney Edwin Shorty***

*Chairperson - Southern University System Board of Supervisors*

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***Effective Date of Policy***



# **PERSONNEL AFFAIRS COMMITTEE**

**(Following Governance Committee)**

**Friday, February 18, 2022**

**Southern University System Board Room**

**J. S. Clark Administration Building 2<sup>nd</sup> Floor**

**Baton Rouge, LA 70813**

## **AGENDA**

1. Call to Order
2. Roll Call
3. Adoption of the Agenda
4. Public Comments
5. Action Items
  - A. Request Approval of Faculty Retirement Incentive Plans for Southern University Law Center (SULC)  
*SULC is proposing to offer retirement incentive plans to eligible faculty and staff employees as a proactive measure to reduce operating costs.*
  - B. Request Approval of Faculty Retirement Incentive Plans for Southern University and A&M College at Baton Rouge (SUBR)  
*SUBR is proposing to offer retirement incentive plans to eligible faculty employees as a proactive measure to reduce operating costs.*

C. Request Approval of Faculty Tenure and Promotion – Academic Year 2021-2022 (SUBR)

**Faculty Tenure and Promotion Requests  
Fiscal Year 2021-2022**

*TENURE & PROMOTION*

Applicant	Rank/ Status	College/ Department	Applied for:	Recommendations by:		
				Department Committee	College Committee	University Committee
Dr. Radian Belu	Associate Professor	Sciences & Engineering/	Promotion <b>X</b>	<b>Approved</b>	<b>Approved</b>	<b>Approved</b>
	Tenure Track	Electrical Engineering	Tenure <b>X</b>	Department Chair <b>Approved</b>	College Dean <b>Approved</b>	Executive Vice-Chancellor <b>Approved</b>

Applicant	Rank/ Status	College/ Department	Applied for:	Recommendations by:		
				Department Committee	College Committee	University Committee
Dr. Christopher Chappell	Assistant Professor	Agricultural, Family and Consumer Sciences	Promotion <b>X</b>	<b>Approved</b>	<b>Approved</b>	<b>Approved</b>
	Tenure Track	Urban Forestry and Natural Resources	Tenure <b>X</b>	Department Chair <b>Approved</b>	College Dean <b>Approved</b>	Executive Vice-Chancellor <b>Approved</b>

**Faculty Tenure and Promotion Requests  
Fiscal Year 2021-2022**

*PROMOTION ONLY*

Applicant	Rank/ Status	College/ Department	Applied for:	Recommendations by:		
				Department Committee	College Committee	University Committee
Dr. Lidiya Dubytka	Associate Professor	Sciences & Engineering/	Promotion <b>X</b>	<b>Approved</b>	<b>Approved</b>	<b>Approved</b>
	Tenured	Biological Sciences & Chemistry	Tenure	Department Chair <b>Approved</b>	College Dean <b>Approved</b>	Executive Vice-Chancellor <b>Approved</b>

Applicant	Rank/ Status	College/ Department	Applied for:	Recommendations by:		
				Department Committee	College Committee	University Committee
Dr. Caroline Telles	Associate Professor	Sciences & Engineering/	Promotion <b>X</b>	<b>Approved</b>	<b>Approved</b>	<b>Approved</b>
	Tenured	Biological Sciences & Chemistry	Tenure	Department Chair <b>Approved</b>	College Dean <b>Approved</b>	Executive Vice-Chancellor <b>Approved</b>

Applicant	Rank/ Status	College/ Department	Applied for:	Recommendations by:		
				Department Committee	College Committee	University Committee
Dr. Xiaoping Yi	Assistant Professor	Sciences & Engineering/	Promotion <b>X</b>	<b>Approved</b>	<b>Approved</b>	<b>Approved</b>
	Tenured	Biological Sciences & Chemistry	Tenure	Department Chair <b>Approved</b>	College Dean <b>Approved</b>	Executive Vice-Chancellor <b>Approved</b>

Applicant	Rank/ Status	College/ Department	Applied for:	Recommendations by:		
				Department Committee	College Committee	University Committee
Dr. Yaw Twumasi	Associate Professor	Agricultural, Family and Consumer Sciences	Promotion <b>X</b>	<b>Approved</b>	<b>Approved</b>	<b>Approved</b>
	Tenured	Urban Forestry and Natural Resources	Tenure	Department Chair <b>Approved</b>	College Dean <b>Approved</b>	Executive Vice-Chancellor <b>Approved</b>

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

<b>Name</b>	<b>Position/Campus</b>	<b>Salary</b>	<b>Funding Source</b>
1. Chauncey Cammon	Web Applications System Engineer New Appointment / Replacement (SUBR)	\$65,000.00	State
2. Robert Easley	Director of Advancement Salary Adjustment (SUAREC)	\$92,000.00	State
3. Haitham Eid	Director of Museum Studies Additional Duties (SUNO)	\$90,000.00	State
4. Preston Gray	Network Video Services Administrator New Appointment / Replacement (SUBR)	\$63,110.82	Federal
5. Goldie Jordan	Web Application Systems Developer New Appointment / Replacement (SUBR)	\$65,000.00	Federal
6. Kimberly LaMotte	Academic Support Counselor and Instructor New Appointment (SULC)	\$116,000.00	Federal

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 Amadee  
Atty. Edwin Shorty - Ex Officio



## SOUTHERN UNIVERSITY LAW CENTER

261 A. A. LENOIR HALL

POST OFFICE BOX 9294

BATON ROUGE, LOUISIANA 70813-9294

OFFICE OF THE CHANCELLOR

(225) 771-2552

FAX (225) 771-2474

February 2, 2022

**VIA HAND DELIVERY**

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

**RE: Retirement Incentive Plans**


Dear Dr. Belton:

The Southern University Law Center (Law Center) is proposing to offer retirement incentive plans (Plans) to eligible faculty and staff employees as a proactive measure to reduce operating costs. The Law Center expects that by offering the Plans, some faculty and staff employees who are considering retirement in the near future may choose to retire now. The Plans' participation will be limited to a maximum of eight (8) eligible employees for both plans together. The Plans are attached.

The Plans comply with the Board of Supervisors policies for Retirement Incentive Plans. The Plans will be limited to participants on a first come first served basis.

I request that you forward these proposals to the Board of Supervisors for their due consideration at their February 2022 board meeting.

Sincerely,

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



**SOUTHERN UNIVERSITY LAW CENTER**  
**TENURED FACULTY**  
**RETIREMENT INCENTIVE PLAN**

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The Southern University Law Center (SULC) will offer a retirement incentive plan in accordance with the Southern University and A&M College Board of Supervisors' (Board) Policy for Tenured Faculty Regular Retirement Incentive Plans. The eligibility criteria for the retirement incentive plan (Plan) will be based on the Board's policy and the following guidelines specific to SULC. The Plan will be offered through June 3, 2022, with a retirement/resignation date of June 30, 2022.

Retirement Incentive Plan

1. SULC Tenured Faculty employees (Faculty Member) who are current and fulltime are eligible to participate in the Plan.
2. Any and all employees with the administrative title of Chancellor, Vice Chancellor or Associate Vice Chancellor shall not be eligible to participate in the plan.
3. An administrative employee who is otherwise ineligible but holds tenure as a faculty member may only participate in the retirement incentive plan in the following manner. The administrative employee must submit an intent to resign the administrative position with the application. They must meet all other eligibility conditions required for faculty. If accepted into the program, the resignation from the administrative position will be effective and the administrative employee will be allowed to participate at a salary commensurate with their faculty rank in the same manner as other eligible faculty.
4. Faculty Members must be eligible for regular retirement under the Louisiana State Employees Retirement System (LASERS), Teachers Retirement System of Louisiana (TRSL), or the Optional Retirement Plan (ORP) and should meet all plan eligibility requirements as of the application date.
5. To participate in the Plan, an eligible Faculty Member shall not have applied for retirement or received notice of termination prior to submitting their application. This exclusion shall not include those who are still working, but are officially retired under the Deferred Retirement Option Plan (DROP).
6. The Plan's offer is based on One Hundred (100%) percent of the Faculty Member's base salary for fiscal year 2021-2022. The retirement incentive will be paid over a three (3) year period, in installment payments equal to Thirty-Three and One Third percent (33.33%) of the Faculty Member's base salary, in each year of the three (3) year period. The retirement incentive payments will begin after separation from the Law Center, and upon **the employee/retiree providing a copy of their Retirement Pay Advice.**
7. All retirement incentive payments are subject to all applicable federal and state taxes and regulations.



**SOUTHERN UNIVERSITY LAW CENTER**  
**TENURED FACULTY**  
**RETIREMENT INCENTIVE PLAN**

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8. The Plan will be limited to Four (4) participants. Participation in the Plan will be on a first come, first served basis. If all applications are received at the same time, the lottery method will be employed.
9. A Faculty member who wishes to participate in the plan must complete a Retirement Incentive Plan Application form along with the regular retirement system documents and submit them to the System Vice President of Human Resources (HR), and simultaneously, submit a copy of the Retirement Incentive Plan Application form and retirement system documents to the Chancellor of the Law Center, no later than the close of business on June 3, 2022.
10. All application documents for the Plan herein described shall be submitted in writing to the System Vice President of Human Resources, and simultaneously, submit a copy of the application documents to the Chancellor of the Law Center, via electronic mail, facsimile, or hand delivery. Applications submitted via U.S. Postal Service or an overnight delivery/mail service should be evidenced by a returned receipt signed by an employee in the HR Dept., and will be considered received on the date they are received by the HR Dept. All submissions made by electronic mail etc. must be followed by delivery of the original documents within 48 hours of the electronic submissions. The faculty member must obtain proof of delivery signed by an employee in the HR Dept.
11. Upon notification of approval, the Faculty Member must submit a letter of resignation as required in the application. The faculty member must also officially retire from the university. ***The Plan is not applicable to resignations not accompanied by retirements.***
12. Upon notification of approval of acceptance to participate in the Plan, the Faculty Member will have a Grace Period of seven (7) calendar days to revoke their election to participate in the Plan. A Faculty Member's revocation of election to participate in the Plan must be in writing and must be received by the System Vice President of Human Resources before the expiration of the grace period. Simultaneously, a copy of the Faculty Member's revocation of election to participate in the Plan must be received by the Chancellor of the Law Center. A Faculty Member, who submits the required documents and has been approved to participate in the Plan and then revokes their election to participate in the Plan, may not again elect to participate.
13. Any Faculty Member who participates in this plan cannot be rehired by the University as a full-time employee for a period of two (2) years.
14. The position vacated by the Faculty Member who resigns through participation in the retirement Plan will not be filled prior to the Fall Semester of 2023 unless said position is deemed critical to the effective and efficient operation of the unit. This provision will ensure costs savings through the 2022-2023 budget year



**SOUTHERN UNIVERSITY LAW CENTER  
UNCLASSIFIED EMPLOYEES  
RETIREMENT INCENTIVE PLAN**

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The Southern University Law Center (SULC) will offer a retirement incentive plan in accordance with the Southern University and A&M System Board of Supervisors' (Board) Policy for Unclassified Employee Regular Retirement Incentive Plan. The eligibility criteria for the retirement incentive plan (Plan) will be based on the Board's policy and the following guidelines specific to SULC. The Plan will be offered through June 3, 2022, with a retirement/resignation date of June 30, 2022.

**Retirement Incentive Plan**

1. SULC Unclassified employees who are current and fulltime are eligible to participate in the retirement Plan.
2. Employees must be eligible for regular retirement under the Louisiana State Employees Retirement System (LASERS), Teachers Retirement System of Louisiana (TRSL), or the Optional Retirement Plan (ORP) and should meet all plan eligibility requirements as of the application date.
3. To participate in the retirement Plan, a SULC unclassified employee shall not have applied for retirement or received notice of termination prior to application. This exclusion shall not include those who are still working, but are officially retired under the Deferred Retirement Option Plan (DROP).
4. The retirement incentive will be fifty percent (50%) of the SULC unclassified employee's annual base salary, for 2021-2022. The retirement incentive will be paid after separation from the Law Center, and upon **the employee/retiree providing a copy of their retirement pay stub.**
5. The retirement incentive payment is subject to all applicable federal and state taxes and regulations.
6. The position vacated by the SULC unclassified employee who resigns through participation in the retirement plan will not be filled prior to the July 1, 2023, unless said position is deemed critical to the effective and efficient operation of the unit. This provision will ensure costs savings through the 2022-2023 budget year.
7. In each department, for every three (3) unclassified employees eligible for retirement, one (1) qualified employee will be allowed to participate in the retirement incentive plan on a first come, first served basis. However, the Plan will be limited to Four (4) participants. If all applications are received at the same time, the lottery method will be employed.
8. An unclassified employee who wishes to participate in the plan must complete a Retirement Incentive Plan Application form along with the regular retirement system documents and submit them to the System Vice President of Human Resources (HR), and simultaneously, submit a

**SOUTHERN UNIVERSITY LAW CENTER  
UNCLASSIFIED EMPLOYEES  
RETIREMENT INCENTIVE PLAN**

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copy of the Retirement Incentive Plan Application form and retirement system documents to the Chancellor of the Law Center, no later than the close of business on June 3, 2022.

9. Applications for the retirement plan herein described shall be submitted in writing to the System Vice President of Human Resources, and simultaneously, a copy of the application to the Chancellor of the Law Center, via electronic mail, facsimile, or hand delivery. Applications submitted via U.S. Postal Service or an overnight delivery/mail service should be evidenced by a returned receipt signed by an employee in the HR Dept., and will be considered received on the date they are received by the HR Dept. All submissions made by electronic mail etc. must be followed by delivery of the original documents within 48 hours of the electronic submissions. The employee must obtain proof of delivery signed by an employee in the HR Dept.
10. Upon notification of approval, the SULC unclassified employee must submit a letter of resignation as required in the application. The SULC unclassified employee must also officially retire from the university. ***The Plan is not applicable to resignations not accompanied by retirements.***
11. Upon notification of approval of acceptance to participate in the Plan, the Unclassified Employee will have a Grace Period of seven (7) calendar days to revoke their election to participate in the Plan. An Unclassified Employee's revocation of election to participate in the Plan must be in writing and must be received by the System Vice President of Human Resources before the expiration of the grace period. Simultaneously, a copy of the Unclassified Employee's revocation of election to participate in the Plan must be received by the Chancellor of the Law Center. An Unclassified Employee, who submits the required documents and has been approved to participate in the Plan and then revokes their election to participate in the Plan, may not again elect to participate.
12. Any unclassified employee who participates in this plan cannot be rehired by SULC for a period of two (2) years.



**SOUTHERN UNIVERSITY LAW CENTER**  
**UNCLASSIFIED EMPLOYEE**  
**Retirement/Resignation Incentive Plan Application**

**Name:** \_\_\_\_\_

**Title:** \_\_\_\_\_ **Department/Unit** \_\_\_\_\_

I hereby elect to participate in the Southern University and A&M College Law Center (SULC) Unclassified Employee Retirement Incentive Plan (Plan). I certify that I have reviewed the Southern University A&M College Law Center Unclassified Employee Retirement Incentive Plan and that I understand the guidelines for the Plan. I further certify that I meet all eligibility requirements.

I will voluntarily resign my employment with SULC on the appropriate effective date in order to retire.<sup>1</sup> I understand that this decision is *irreversible* once the seven (7) calendar day grace period has passed. I understand that if for any reason after expiration of the grace period, I elect not to separate by retirement or if I fail to comply with applicable retirement system plan application procedures or rules (e.g., completion of supporting forms) and therefore do not become a retiree from the system without a break in service, **I will not receive the incentive payment, and will still be separated from employment with Southern.**

If SULC finds that although I complied with the relevant application procedures and rules, I am determined to be ineligible for retirement, I understand that I will not receive the retirement incentive selected but *may* remain employed with SULC with no break in service.

By signing this document, I agree to abide by all provisions of the Plan. My decision to participate in the Plan is completely voluntary and free from threat, duress, intimidation, or other inappropriate or unlawful influence. I have made the decision to participate in the Plan only after careful consideration, and only after the SULC afforded me a reasonable period of time in which to consult with others prior to electing to participate in the Plan.

I understand that the retirement/resignation incentive being offered by SULC is in addition to all retirement benefits to which I may be entitled under the Teacher's Retirement System of Louisiana (TRSL), the Louisiana State Employees Retirement System (LASERS), and the Federal Civil Service Retirement System (CSRS), the Optional Retirement Plan (ORP) or other applicable state plan. I understand that the Plan does not in any way affect either my eligibility for retirement or the amount of any retirement stipend/benefits to which I am entitled.

**Done this** \_\_\_\_\_ **day of** \_\_\_\_\_, **2022.**

**Signature** \_\_\_\_\_

**Date** \_\_\_\_\_

**Witness** \_\_\_\_\_

**Date** \_\_\_\_\_

\_\_\_\_\_  
<sup>1</sup> Applicant shall submit a letter of resignation not more than four (4) days after receipt of notice of acceptance into the Plan. The seven (7) calendar day grace period will begin upon applicant's receipt of notice of acceptance into the Plan.

## TENURED FACULTY RETIREMENT INCENTIVE PLAN

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

1. Tenured faculty members who are current and fulltime, not including those serving in administrative positions, are eligible to participate in the retirement incentive plan.
2. Participants must be eligible for regular retirement under the Louisiana State Employees Retirement System (LASERS), Teachers Retirement System of Louisiana (TRSL), or the Optional Retirement Plan (ORP) and should meet all plan eligibility requirements as of the application date.
3. A faculty member is not eligible to participate in this Plan if he/she has applied for retirement or received termination notice before the plan was offered to employees. This exclusion shall not include those who are still working, but are officially retired under the Deferred Retirement Option Plan (DROP).
4. Applications will be reviewed on a first come, first serve basis based on allocated funding. **The retirement incentive plan will be limited to two (2) faculty members per department. If more than two (2) professors apply for the plan, the Department Chairperson, the College Dean and the Chief Academic Officer will review and approve the application.**
5. The retirement incentive will be one hundred (100%) percent of the faculty members base salary for 2021-2022. The incentive will be paid over a three (3) year period, in installment payments equal to Thirty-Three and One Third percent (33.33%) of the Faculty Member's base salary, in each year of the three-year period. The retirement incentive payments will begin after separation from Southern University at Baton Rouge.
6. If the SUBR faculty member is approved to participate in the retirement incentive plan, the faculty member's position will not be filled prior to the Fall semester 2023. This provision will ensure costs savings through the 2022-2023 budget year.
7. If the faculty position is deemed critical for the effective and efficient operation of the academic unit, the office of Academic Affairs may be engaged for alternative arrangement(s).
8. Applications shall be submitted in writing to the Human Resources Department by electronic mail, facsimile, or hand delivery. Applications submitted by U.S. Postal Service will be considered received on the date they are received by the Human Resources Department.
9. This plan cannot be applied to any portion of an employee's salary that is paid from any grant(s) and/or contract(s).
10. Upon notification of approval, the faculty member must submit a letter of resignation as required in the application. The Plan is not applicable to resignations not accompanied by retirements.
11. Upon notification of approval of acceptance to participate in the Plan, the Faculty Member will have a grace period of seven (7) calendar days to revoke their election to participate in the Plan. A Faculty Member's revocation of election to participate in the Plan must be in writing and must be received by the System Associate Vice President for Human Resources and the Chancellor of Southern University at Baton Rouge. A Faculty Member, who submits the required documents and has been approved to participate in the Plan and then revokes their election to participate in the Plan, may not again participate.



12. Any faculty Member who participates in this plan cannot be rehired by the University as a full-time employee for a period to four (4) years.
13. All retirement incentive payments are subject to all applicable federal and state taxes and regulation.

**Retirement/Resignation Incentive  
Plan Application**

Name \_\_\_\_\_  
Dept/Unit \_\_\_\_\_

U# \_\_\_\_\_  
Faculty/Staff \_\_\_\_\_

I hereby elect to participate in the Southern University at Baton Rouge (SUBR) Retirement-Incentive Plan (Plan). I certify that I have reviewed the Southern University at Baton Rouge Unclassified Employee/Faculty Tenured Retirement Incentive Plan and that I understand the guidelines for the Plan. I further certify that I meet all eligibility requirements.

I will voluntarily resign my employment with SUBR on the appropriate effective date in order to retire.<sup>1</sup> I understand that this decision is irreversible once the seven (7) day grace period has passed. I understand that, if for any reason after expiration of the grace period, I elect not to separate by retirement or if I fail to comply with applicable retirement system plan application procedures or rules (e.g., completion of supporting forms) and therefore do not become a retiree from SUBR without a break in service, I will not receive the incentive payment and will still be separated from employment with Southern.

If SUBR finds that I complied with the relevant application procedures and rules, but I am determined to be ineligible for retirement, I understand that I will not receive the retirement incentive selected but may remain employed with SUBR with no break in service.

By signing this document, I agree to abide by all provisions of the Plan. My decision to participate in the Plan is completely voluntary and free from threat, duress, intimidation, or other inappropriate or unlawful influence. I have made the decision to participate in the Plan only after careful consideration and SUBR has afforded to me a reasonable period of time in which to consult with others prior to electing to participate in the Plan.

I understand that the retirement/resignation incentive being offered by SUBR is in addition to all retirement benefits to which I may be entitled under the Teachers' Retirement System of Louisiana ("TRSL"), the Louisiana State Employees Retirement System ("LASERS"), the Federal Civil Service Retirement System ("CSRS"), the Optional Retirement Plan ("ORP") or other applicable state plans. I understand that the Plan does not in any way affect either my eligibility for retirement or the amount of any retirement stipend/benefits to which I am entitled.

Done this \_\_\_\_\_ day of \_\_\_\_\_, 20

Signature \_\_\_\_\_

Date \_\_\_\_\_

Witness \_\_\_\_\_

Date \_\_\_\_\_

<sup>1</sup> Applicant shall submit an Application by March 31, 2022 with a Resignation Date of May 13, 2022.

**DEANS**  
**Schedule of Salaries**

<b>DEANS</b>				
<b>Employee ID</b>	<b>Employee Name</b>	<b>College/Unit</b>	<b>Salary</b>	<b>New Salary</b>
U01220009	Donald Andrews	College of Business		\$ 175,000
U01690983	Sandra Brown	College of Nursing & Allied Health	166,036	178,000
U01691794	Cynthia Bryant	Humanities & Interdisciplinary Studies	151,476	160,000
U01264292	Patrick Carriere	College of Sciences & Engineering	158,928	175,000
U01854671	Karen Crosby	Honors College	132,600	140,000
U01304843	Damien Ejigiri	Nelson Mandela College of Public Policy	151,476	160,000
U01739121	Dawn Kight	University Library	132,600	136,000
U01537694	Ashagre Yigletu	Graduate Studies	149,968	155,000
U01263742	Barbara Carpenter	International Studies & Continuing Ed	160,894	140,000
<b>TOTAL DEANS SALARIES</b>			\$ 1,203,978	\$ 1,419,000
<b>ASSOCIATE DEAN/Vice-Chancellor</b>				
<b>Employee ID</b>	<b>Employee Name</b>		<b>Salary</b>	
U01403068	Renita Marshall	College of Agriculture	60,000.00	\$ 72,000
<b>TOTAL Change In Salaries</b>				\$ 227,022

  
Prvovost & Executive Vice Chancellor

\_\_\_\_\_  
Vice Chancellor Finance & Administration

\_\_\_\_\_  
Dr. Ray L Belton, President & Chancellor



## SOUTHERN UNIVERSITY AND A&M COLLEGE SYSTEM

### Office of the Executive Vice-Chancellor and Provost

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

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February 1, 2022

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

Dear Dr. Belton:

Using a peer-review process, the Retention, Tenure, and Promotion (RTP) Committees of the respective departments, colleges, chairs, and deans have reviewed submitted applications for Faculty Tenure and Promotion for the academic year 2021-22. The attached chart, "Faculty Tenure and Promotion Request," reveals the recommendations at each level. Each of the candidates recommended fulfill the minimum requirements in all tenure and/or promotion evaluation areas. I recommend the approval of the listed applicants for the 2021-2022 academic year.

Your kind consideration and approval are requested.

Sincerely,

A handwritten signature in blue ink, appearing to read "Bijoy K. Sahoo", with a long horizontal flourish extending to the right.

Bijoy K. Sahoo, Ph.D.  
Executive Vice-Chancellor & Provost

Attachment(s)

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

**Faculty Tenure and Promotion Requests  
Fiscal Year 2021-2022**

*TENURE & PROMOTION*

<b>Applicant</b>	<b>Rank/ Status</b>	<b>College/ Department</b>	<b>Applied for:</b>	<b>Recommendations by:</b>		
Dr. Radian Belu	Associate Professor	Sciences & Engineering/	<i>Promotion</i> <b>X</b>	<i>Department Committee</i> <b>Approved</b>	<i>College Committee</i> <b>Approved</b>	<i>University Committee</i> <b>Approved</b>
	Tenure Track	Electrical Engineering	<i>Tenure</i> <b>X</b>	<i>Department Chair</i> <b>Approved</b>	<i>College Dean</i> <b>Approved</b>	<i>Executive Vice-Chancellor</i> <b>Approved</b>

<b>Applicant</b>	<b>Rank/ Status</b>	<b>College/ Department</b>	<b>Applied for:</b>	<b>Recommendations by:</b>		
Dr. Christopher Chappell	Assistant Professor	Agricultural, Family and Consumer Sciences	<i>Promotion</i> <b>X</b>	<i>Department Committee</i> <b>Approved</b>	<i>College Committee</i> <b>Approved</b>	<i>University Committee</i> <b>Approved</b>
	Tenure Track	Urban Forestry and Natural Resources	<i>Tenure</i> <b>X</b>	<i>Department Chair</i> <b>Approved</b>	<i>College Dean</i> <b>Approved</b>	<i>Executive Vice-Chancellor</i> <b>Approved</b>



**Faculty Tenure and Promotion Requests  
Fiscal Year 2021-2022**

*PROMOTION ONLY*

<b>Applicant</b>	<b>Rank/ Status</b>	<b>College/ Department</b>	<b>Applied for:</b>	<b>Recommendations by:</b>		
Dr. Lidiya Dubytska	Associate Professor	Sciences & Engineering/	<i>Promotion</i> <b>X</b>	<i>Department Committee</i> <b>Approved</b>	<i>College Committee</i> <b>Approved</b>	<i>University Committee</i> <b>Approved</b>
	Tenured	Biological Sciences & Chemistry	<i>Tenure</i>	<i>Department Chair</i> <b>Approved</b>	<i>College Dean</i> <b>Approved</b>	<i>Executive Vice-Chancellor</i> <b>Approved</b>

<b>Applicant</b>	<b>Rank/ Status</b>	<b>College/ Department</b>	<b>Applied for:</b>	<b>Recommendations by:</b>		
Dr. Caroline Telles	Associate Professor	Sciences & Engineering/	<i>Promotion</i> <b>X</b>	<i>Department Committee</i> <b>Approved</b>	<i>College Committee</i> <b>Approved</b>	<i>University Committee</i> <b>Approved</b>
	Tenured	Biological Sciences & Chemistry	<i>Tenure</i>	<i>Department Chair</i> <b>Approved</b>	<i>College Dean</i> <b>Approved</b>	<i>Executive Vice-Chancellor</i> <b>Approved</b>

<b>Applicant</b>	<b>Rank/ Status</b>	<b>College/ Department</b>	<b>Applied for:</b>	<b>Recommendations by:</b>		
Dr. Xiaoping Yi	Assistant Professor	Sciences & Engineering/	<i>Promotion</i> <b>X</b>	<i>Department Committee</i> <b>Approved</b>	<i>College Committee</i> <b>Approved</b>	<i>University Committee</i> <b>Approved</b>
	Tenured	Biological Sciences & Chemistry	<i>Tenure</i>	<i>Department Chair</i> <b>Approved</b>	<i>College Dean</i> <b>Approved</b>	<i>Executive Vice-Chancellor</i> <b>Approved</b>

<b>Applicant</b>	<b>Rank/ Status</b>	<b>College/ Department</b>	<b>Applied for:</b>	<b>Recommendations by:</b>		
Dr. Yaw Twumasi	Associate Professor	Agricultural, Family and Consumer Sciences	<i>Promotion</i> <b>X</b>	<i>Department Committee</i> <b>Approved</b>	<i>College Committee</i> <b>Approved</b>	<i>University Committee</i> <b>Approved</b>
	Tenured	Urban Forestry and Natural Resources	<i>Tenure</i>	<i>Department Chair</i> <b>Approved</b>	<i>College Dean</i> <b>Approved</b>	<i>Executive Vice-Chancellor</i> <b>Approved</b>



# DIVISION OF INFORMATION TECHNOLOGY



Southern University and A&M College

P. O. Box 12891  
Baton Rouge, Louisiana 70813  
(225) 771-3935 (Voice)  
(225) 771-2883 (Fax)

28 January 2022

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

**RE: *Replacement Appointment for Web Applications Systems Engineer***

I am requesting your support to hire a replacement for the position of Web Applications Systems Engineer. This position, formerly Web/LMS Technical Analyst, is being upgraded to align better with the university technical needs. I also seek consideration for an annual base salary of \$65,000.00 to align with the technical requirements needed to attract and retain candidates for this position. You would recall we have lost multiple employees in recent years due to compensations that are out of line with competition.

Further, I would like to recommend a suitable candidate for this job in the person of Mr. Chauncey Cammon. Mr. Cammon will be joining us from the SUNO campus where he serves as Web Administrator. I have had the pleasure of seeing his work upfront on many system-wide projects on Banner and integrated web applications and portals. I found Chauncey to be a team player who works well with others to get things done. He has proven experiences in web applications development and engineering, and will provide technical programming and interface support for our front-facing web applications including Slate, Dynamic Forms, LMS, Websites, A.I. ChatBots, etc. Given his level of expertise and familiarity with our systems, I believe Chauncey will be able to begin providing much needed technical services with minimal orientation.

Your favorable endorsement of this request and a waiver of search will be greatly appreciated. I am available to clarify any inquiries you may have. Thank you.

Sincerely,

Gabriel Fagbeyiro, Ed.D.  
Associate VP/CIO

Approved:

\_\_\_\_\_  
Dr. Ray Belton, President-Chancellor

\_\_\_\_\_  
Date

\_\_\_\_\_  
Mr. Benjamin Pugh, V.C. – Finance

\_\_\_\_\_  
Date

xc: Mr. Flandus McClinton, Vice President for Finance

JOB CLASS				
JOB CODE				
CAL ID				

**SOUTHERN UNIVERSITY SYSTEM**

**Personnel Action Form**

POSITION NUMBER	2	M	9	4	9	5
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CAMPUS: SUS \_\_\_\_\_ SUBR X SULAC \_\_\_\_\_ SUAREC \_\_\_\_\_ SUNO \_\_\_\_\_ SUSLA \_\_\_\_\_

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

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

Previous Employee \_\_\_\_\_ Reason Left \_\_\_\_\_  
 Date Left \_\_\_\_\_ Salary Paid \_\_\_\_\_

**Profile of Person Recommended**

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

Name Chauncey Cammon SS# U01628459 Sex Male Race\* Black  
 (Last 4 digits only)

Position Title: Web Applications Systems Engineer Department: Division of Information Technology

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

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

Years Experience 12 Years Southern University Experience 6 Years

Degree(s): Type/Discipline (BA-Education): BS - Computer Info System Institution/Location (SU-Baton Rouge): Southern Univ. - New Orleans Year: 2001  
MS - Computer Info System Southern Univ. - New Orleans 2004

Current Employer Southern University New Orleans, LA

**Personnel Action**

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

Recommended Salary \$65,000.00 Salary Budgeted \$65,000.00

Source of Funds Student Technology Fee - 292030-21091-25000

Identify Budget: Student Tech Fee Location DoIT  
 Form Code: 292030-21091-25000 Page \_\_\_\_\_ Item # \_\_\_\_\_

Change of: \_\_\_\_\_ From \_\_\_\_\_ To \_\_\_\_\_

Position \_\_\_\_\_  
 Status \_\_\_\_\_  
 Salary Adjustment \_\_\_\_\_

Financial Aid signature (if, applicable):

List total funds currently paid this employee by Southern University:

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

Source of Funds	Amount
292030-21091-25000	\$65,000.00

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

Supervisor [Signature] 1/28/2022 Date \_\_\_\_\_  
 Dean/Unit Head [Signature] 1/28/2022 Date \_\_\_\_\_  
 Vice Chancellor \_\_\_\_\_ Date \_\_\_\_\_  
 Chancellor \_\_\_\_\_ Date \_\_\_\_\_  
 Director/Personnel \_\_\_\_\_ Date \_\_\_\_\_  
 Vice President/Finance \_\_\_\_\_ Date \_\_\_\_\_  
 Business Affairs/Comptroller \_\_\_\_\_  
 President \_\_\_\_\_ Date \_\_\_\_\_  
 Chairman/S.U. Board of Supervisors \_\_\_\_\_ Date \_\_\_\_\_



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

**ETHNIC ORIGIN (Please check one):**

Hispanic or Latino  Non-Hispanic or Non-Latino

**RACE (Please check all that apply):**

White, not of Hispanic origin. A person having origins in any of the original 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.

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**COMMENTS:** This is a revised position from LMS Technical Analyst to Web Application Systems Engineer to reflect current needs in DoIT. The personnel will provide primary support for the University's Web Applications and proactively keeping up to date with all bug fixes, patches, etc. and working closely with academic learning instructional technologist through the enterprise. Secondary duties to include responsibility for the implementation, development, and support for the LMS system to improve online instructions. Support students, faculty, and staff who leverage the University's Web Applications including LaserFiche, Dynamic Forms, Slate, etc. Additional duties.

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**EMPLOYEE REGULAR WORK SCHEDULE:** Monday – Friday 8:00am-5:00pm (On Call)

**EMPLOYEE DIRECT SUPERVISOR:** Dr. Gabriel Fagbeyiro, AVP/CIO

**SUPERVISOR/DEPARTMENT CONTACT NUMBER** (225) 771-5091

**NUMBER OF EMPLOYEES SUPERVISED, (if any)** \_\_\_\_\_

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

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

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

**CLASS OF EMPLOYMENT (VISA STATUS):**

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

---

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

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

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

**SOUTHERN UNIVERSITY - BATON ROUGE, LA 70813**

SUS  SUBR  SULAC  SUAREC  SUNO  SUSLA

\*\*\*\*\*

**POSITION VACANCY AUTHORIZATION**

\*\*\*\*\*

REQUEST THAT THE POSITION TITLE Web Applications Systems Engineer 2M9495-01 AS DESCRIBED BELOW  
 BE AUTHORIZED AS A VACANCY FOR Division of Information Technology

*(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).

This is a revised position from LMS Technical Analyst to Web Applications Engineer to reflect current needs in DoIT. The personnel will provide primary support for the University's Web Applications and proactively keeping up to date with all bug fixes, patches, etc. and working closely with academic learning and instructional technologists throughout the enterprise. Secondary duties to include responsibility for the implementation, development, and support for the LMS system to improve online instructions. Support students, faculty, and staff who leverage the University's Web Applications including LaserFiche, Dynamic Forms, Slate, etc. Keeps abreast of changing technologies and investigates new software solutions as part of the process to improving IT's value to the enterprise. Performs other essential duties as assigned.

Salary/Range: \$65,000.00 Previous Incumbent (if replacement): \_\_\_\_\_

X Approved \_\_\_\_\_ Disapproved \_\_\_\_\_

*[Signature]*  
 Department Head

1/28/2022  
 Date

\_\_\_\_\_ Approved \_\_\_\_\_ Disapproved \_\_\_\_\_

Dean/Director/Supervisor of Budget Unit

Date

FINANCE/BUDGET OFFICE ONLY	
Funds Available	
_____ Yes	_____ No
Signature	Date
Budget Number	292030-21091-25000

HUMAN RESOURCES OFFICE ONLY			
Existing/Approved Position			
_____ Yes		_____ No	
Employee Class:		Job Class:	
Verified By:		Date:	

\_\_\_\_\_ Approved \_\_\_\_\_ Disapproved \_\_\_\_\_

Vice Chancellor

Date

\_\_\_\_\_ Approved \_\_\_\_\_ Disapproved \_\_\_\_\_

Chancellor/Vice President

Date

\_\_\_\_\_ Approved \_\_\_\_\_ Disapproved \_\_\_\_\_

President

Date

An Equal Opportunity Employer

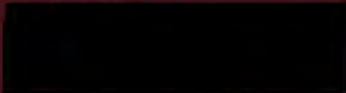




# Chauncey Cammon

WEB MASTER

## Details



## Links

- [SUNO.edu](#)
- [Museum Innovation Forum](#)
- [NSPAA of HBCUs, INC.](#)
- [Macchiato Media](#)
- [Magnolia Estates](#)
- [Academy 1 Preschool](#)
- [The Orchid Garden](#)
- [United Football League](#)

## Skills

- HTML & CSS
- Wordpress
- Computer Skills
- Coding
- Creativity
- Editing Video
- Problem Solving
- Ability to Work Under Pressure
- Teamwork
- Microsoft Office Word
- Microsoft PowerPoint
- Ability to Work in a Team
- Communication Skills
- Microsoft Excel

## Profile

Experienced Web Master adept in many stages of advanced web administration and development. Able to effectively self-manage during independent projects, as well as collaborate in a team setting. Equipped with a diverse and promising skill-set.

## Employment History

**University Webmaster, Southern University at New Orleans, New Orleans**  
JANUARY 2018 – PRESENT

- Responsible for managing the University's web presence, ensuring that the website is user-friendly and up to date at all times.
- Responsible for working with the web hosting and other technical persons on expanding and enhancing the University's presence through the design and implementation of new web-based applications that positively impacted the users' experience.
- Responsible for server management, online security, content management and removing all erroneous information, updating and revising all University unit web pages, creating new web pages, and assisting with any website-related duties.
- Tasked with managing the University's social media accounts, including LinkedIn, Instagram, Facebook, and Twitter.
- Live-streamed several University events via Facebook Live and the home page of the University website.
- Produced many videos that were broadcast to the university community and placed them on the website and YouTube. Created fliers for dissemination such as Spring Summer and Fall Registration, various departmental brochures, and other fliers and graphic designs that were posted on social media and the university website.
- Provided effective troubleshooting and remediation for web applications.
- Planned, developed, tested, deployed, and maintained web applications.
- Worked to solve complex problems using the latest in Cloud, Mobile, and Web Technologies.
- Assisted Content Marketing Associates with all administrative duties associated with web content.
- Worked with web staff to develop more invigorating web content.
- Uploaded final images to private web galleries for client use and enjoyment.
- Collaborated to create strategic initiatives to design, code, and test solutions.
- Effectively coded software changes and alterations based on specific design specifications.
- Brought forth extensive experience using and developing APIs.
- Helped to provide industry-leading solutions.
- Worked well independently and on a team to solve problems.
- Served as a friendly, hardworking, and punctual employee.
- Provided superior customer service to clients by addressing all questions and concerns.
- 

**Electronic Resource Librarian / Associate Professor, Southern University at New Orleans, New Orleans**  
NOVEMBER 2016 – DECEMBER 2017

- Management of the library databases.
- Management of the library website.
- Setting up and maintaining templates to load records.



Microsoft Office

Adobe Illustrator

PHP

Adobe Photoshop

Adobe Premiere Pro

Adobe Creative Suite

Facebook Marketing

Instagram

Content Management

Content Creation

Good team player

Sharepoint Website  
Administration

Audio Engineering

Adobe Audition

Adobe Dreamweaver

Data Entry

Microsoft Access

Fast Learner

Computer Repair

Database Management

Data Analysis

Data Management

## Hobbies

There is nothing better than sitting with my laptop at Starbucks working on a project while drinking coffee!!

- Researching issues for known fixes on LOUIS Knowledge Base or SirsiDynix Documentation, ILLiad Documents website, CONTENTdm website, and other related electronic resource vendor documentation.
- Reporting all problems and questions using FootPrints. Responsible for identifying and training someone as a Backup System Administrator (BSA).
- Responding to and reporting, when appropriate, to discussion list questions and problems by consortium members in the ListServe.
- Documenting and notifying LOUIS staff of any SirsiDynix problems or error messages. Informing the LOUIS Office of any changes in name, address, e-mail, FAX, or phone numbers, and IP addresses.
- Coordinating, delegating, and monitoring the implementation and testing of new releases.
- Coordinating training to keep staff informed of system updates.
- Understanding, coordinating, managing, and delegating when appropriate, all WorkFlows modules including but not limited to: Circulation, Acquisitions, Cataloging, OPAC, Serials, Academic Reserves, Reports, and e-Library.
- Responsible for loading records (bibliographic, authority, etc).
- Record Loading Reports for: Recon, Authority, Government Documents, PromptCat, Patrons, eBook Collection, A-to-Z.
- Coordinating local planning needs and understanding details of local loading reports.

### Associate Software Developer, Compliance Technology Group, Kenner

JUNE 2012 – OCTOBER 2016

- Responsible for developing and maintaining software of minor complexity.
- Investigate, resolve, and proactively identify production support issues of minor complexity.
- Accountable for the reliability and efficiency of minor components of the system.
- Provide support by implementing systems specified by staff developers.
- Assist with research and design.
- Apply company-standard techniques, processes, and best practices throughout their work.
- Communicate, coordinate and cooperate with team members. Perform other assignments related to programming.

### Support Specialist, Compliance Technology Group, Kenner

FEBRUARY 2009 – JUNE 2012

- Responsible for IT Support including PC maintenance, network support, system-wide antivirus, computer backup management, and server maintenance.
- SMART Plus Level 2 and 3 duties include modifying, activating, and deactivating inspections, creating/changing display styles, and changing test types.
- Provide phone support.
- Application training including training room setup, training computer maintenance, and accessories.
- Responsible for web support including updating the website, updating client schema information and logos.
- Promoted to Associate Software Developer in June 2021.

## Education

Master of Science in Computer Information Systems , Southern University  
at New Orleans, New Orleans

MAY 2004



**Bachelor of Science in Computer Information Systems , Southern  
University at New Orleans, New Orleans**

DECEMBER 2001

## **References**

**References available upon request**



Chauncey H. Cammon  
Office of Institutional Advancement  
Emmett W. Bashful Building  
Southern University at New Orleans  
6400 Press Drive  
New Orleans, LA 70126  
Phone: 504-319-6258

Email: [ccammon@suno.edu](mailto:ccammon@suno.edu) | Website: [www.suno.edu](http://www.suno.edu)

October 14, 2021

To Dr. Gabriel Fagbeyiro

This correspondence comes to express my interest in the position of Web Application Systems Developer. Having served Southern University at New Orleans in many roles, University Webmaster, Library Systems Administrator, Director of E-Learning, Blackboard Administrator, Application Programmer (ITC), Database Administration (Educational Talent Search, Campus Police, and Blackbaud), Forms Developer (ITC), Adjunct Instructor (CIS Undergrad), and Lab Technician (CIS), I have successfully displayed my technical expertise in a wide range of areas.

I currently serve as the University Webmaster at Southern University at New Orleans. I am responsible for:

- meeting with management regularly to discuss current and future functionality
- monitoring security and performing all necessary updates
- monitoring and reporting all web traffic
- making all necessary updates to the university website, minimizing downtime
- repairing any broken links and fixing any reported bugs
- contributing to discussions on ways to improve functionality and usability
- collaborating with departments, offices and other stakeholders to meet needs and improve efficiency
- replying to user comments and queries in a timely fashion

In 2006, I served as the Director of E-Learning where I was responsible for the delivery of the online courses, the training of instructors and I also served on various committees. It is equally important to note that I was also responsible for the increase of the online course management system which expanded from 15 online course sections in the spring of 2005 to 132 the following semester.

I believe that if I am selected as the Web Application Systems Developer, I will be able to serve the Southern University System efficiently and effectively.

Respectfully yours,

Chauncey H. Cammon, Sr.,  
University Webmaster





October 12, 2021

Dear Dr. Fagbeyiro,

**It is with much enthusiasm that I recommend Chauncey Cammon for the position of Web Application Systems Developer.**

In 2005, Hurricane Katrina caused The Southern University of New Orleans (SUNO) to literally go under (water). My team from the Tennessee Board of Regents (TBR) was the lead organization, under my leadership, to assist SUNO in revitalizing the university to “rise above the flood” was to oversee the transition to online delivery”. Thus, the adopted theme and publications that we crafted for the university was, “*SUNO Rising*”! (Suggesting that SUNO was rising like a phoenix to a new beginning after the despair that was left by Katrina.)

In order to strategically plan for the transition of SUNO Online, Mr. Chauncey Cammon was given the monumental charge to serve as one of the leads in working directly with me for the full implementation of the following major components:

- Strategic Planning for IT Support and Learning Management System (LMS)
- Faculty, Staff, and Students Devices Deployment
- Distance Education Policies and Procedures
- Curriculum and Courses Redesigns for Online Delivery
- Faculty Training for Teaching and Learning Online
- Online Student Support Services
- Online Assessments and Evaluations for Student Outcomes
- SACS Distance Education Standards and Accreditation (passed)
- Community Engagement and Empowerment

In addition, Mr. Cammon provided leadership over the enhancement of the SUNO Website, marketing, billboards, flyers, social media, and other digital media communication to promote to the displaced student population SUNO's online programs.

More recently, Mr. Cammon was invited by the Tennessee State University (TSU) HBCU C<sup>2</sup> to attend the inaugural TSU-Apple Partnership of the “HBCU C<sup>2</sup> *“Everyone Can Code and Everyone Can Create”* Academy” (July 14th -19th, 2019), held on the Southern University at Shreveport campus. Mr. Cammon engaged in an intensive week-long training consisting of Apple OER Swift Coding and Creativity Curricula. As a result of the training, Chauncey is now a Certified Apple Teacher of Swift Playgrounds, as well as trained to bring this exciting initiative to SUNO’s faculty and students.

**I highly recommend Mr. Cammon for the position of Web Application Systems Developer for the Southern University System. He has the knowledge, skill sets, and experience to rise Southern higher in the area of information technology.**

Please do not hesitate to contact me should you need any additional information. I may be reached at [rmelton@tnstate.edu](mailto:rmelton@tnstate.edu).

Sincerely,

*Robbie K. Melton*

Robbie Melton, Ph.D.

Associate Vice President – TSU SMART Global Technology Innovation Center  
Dean – Graduate and Professional Studies





## Reference Letter

October 11, 2021

Dear Selection Committee:

I have worked closely with Mr. Chauncey Cammon on numerous university and community projects since 2007. Most recently he served as the Library System Administrator overseeing our network, technology, and web page. He was the primary liaison for SUNO with the State Library Consortium. His projects included improving the online user experience accessing academic support content via the Library Web Page and the Library Moodle Course. He served for two years as a member of the library leadership team that was responsible for selection, implementation and assessment of technology to enhance workflow, optimize production and increase user satisfaction at SUNO. It is the result of these projects that ensured the Library and Financial Aid office was able to service students 100% remotely when the pandemic occurred in 2020.

Other responsibilities of Mr. Cammon the past three years included service to the general campus for improvement of web content on [www.SUNO.edu](http://www.SUNO.edu) or other projects as requested by Dr. Brenda Jackson, the Vice Chancellor of Research and Strategic Initiatives/Director of Title III Programs.

Prior to his position in the library, Mr. Cammon worked for a private corporation. While there he often volunteered as a consultant to the library to assist us on projects in Second Life and trials on other platforms to reach students remotely. A decade ago, I collaborated with Mr. Cammon on projects to enhance online learning at SUNO. During this time he was the Director of E-learning for SUNO.

Mr. Cammon is highly skilled in technology and has been a great resource for the library and campus community. He is extremely creative and good at solving technical problems. He has represented SUNO at national and regional conferences. I ask that you consider his past successes and give him full consideration.

Sincerely,

*Shatiqua Wilson*

**Shatiqua A. Wilson,**  
Director of Library Services





## "Linking Citizens of Louisiana with Opportunities for Success"

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Southern University and A & M College System  
AGRICULTURAL RESEARCH AND EXTENSION CENTER  
and the COLLEGE OF AGRICULTURAL, FAMILY AND CONSUMER SCIENCES  
Ashford O. Williams Hall  
P. O. Box 10010  
Baton Rouge, LA 70813  
(225) 771-2242  
(225) 771-2861 Fax  
[www.suagcenter.com](http://www.suagcenter.com)

### OFFICE OF THE CHANCELLOR-DEAN

February 2, 2022

Dr. Ray Belton, President  
Southern University System  
4<sup>th</sup> Floor, J. S. Clark Administration Bldg.  
Baton Rouge, LA 70813

Dear President Belton,

### RE: SUAREC/CAFCS – FEBRUARY 2022 BOARD PACKAGES SUBMISSION

Enclosed herewith are the following items from the Southern University Agriculture Research and Extension Center and the College of Agricultural, Family and Consumer Sciences for inclusion in the **FEBRUARY 2022 BOARD PACKAGE**.

- Request for Approval for a salary increase for Robert Easy
- Request for Approval – Memorandum of Understanding between Southern University Agricultural, Research and Extension Center (SUAREC) and Education Farm (Ed Farm)

Please let me know if you need further information or have any questions. Thank you for your consideration to this request.

Sincerely,

A handwritten signature in black ink, appearing to read 'Orlando F. McMeans'.

Orlando F. McMeans, Ph.D  
Chancellor-Dean







JOB CLASS			
JOB CODE			
CAL ID			

**SOUTHERN UNIVERSITY SYSTEM**  
Personnel Action Form

POSITION NUMBER	6	M	9	7	8	0
-----------------	---	---	---	---	---	---

CAMPUS: SUS \_\_\_\_\_ SUBR \_\_\_\_\_ SULAC \_\_\_\_\_ SUAREC X SUNO \_\_\_\_\_ SUSLA \_\_\_\_\_

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

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

Previous Employee Date Left \_\_\_\_\_ Reason Left \_\_\_\_\_ Salary Paid \_\_\_\_\_

**Profile of Person Recommended**

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

Name Robert L. Easley SS# XXX-XX-0046 Sex Male Race\* AA

Position Title: Director of Advancement Department: Chancellor-Denn Office

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

U	S
---	---

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

Years Experience 5 Southern University Experience 5 Years

Degree(s):	Type/Discipline (BA-Education):	Institution/Location (SU-Baton Rouge):	Year:
	<u>BS-Agricultural Sciences</u>	<u>Southern University-Baton Rouge, LA</u>	<u>2015</u>
	<u>MS-Urban Forestry</u>	<u>Southern University-Baton Rouge, LA</u>	<u>2018</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 \$92,000.00 Salary Budgeted \$92,000.00

Source of Funds State Funds

Identify Budget: 611001 61210 66000 Page \_\_\_\_\_ Location \_\_\_\_\_ Item # \_\_\_\_\_  
Form Code: \_\_\_\_\_

Change of: \_\_\_\_\_ From \_\_\_\_\_ To \_\_\_\_\_

Position	<u>Director of Advancement</u>	<u>Director of Advancement</u>
Status	<u>Full-time</u>	<u>Full-Time</u>
Salary	<u>\$86,526.00</u>	<u>\$92,000.00</u>
Adjustment		

Financial Aid signature (if applicable):

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

Source of Funds	Amount
611001 61210 66000	\$86,526.00

Comments: (Use back of form)

\*See Reverse Side

Graduate School signature (if applicable):

Supervisor [Signature] Date 02/01/22  
Vice Chancellor [Signature] Date 2-2-22  
Director of Personnel \_\_\_\_\_ Date \_\_\_\_\_  
President \_\_\_\_\_ Date \_\_\_\_\_

Dean/Unit Head [Signature] Date 02/01/22  
Chancellor \_\_\_\_\_ Date \_\_\_\_\_  
Vice President/Finance Business Affairs/Comptroller \_\_\_\_\_ Date \_\_\_\_\_  
Chairman/S.U. Board of Supervisors \_\_\_\_\_ Date \_\_\_\_\_

*B-G-DT*



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

**ETHNIC ORIGIN (Please check one):**

Hispanic or Latino  Non-Hispanic or Non-Latino

**RACE (Please check all that apply):**

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

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

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

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

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

**COMMENTS:** Dr. Janana Snowden will continue to fulfill a joint appointment of Assistant Professor, as well as continue serving as Director of the Southern Institute of Medicinal Plants (SIMP) and the Medical Marijuana Program Coordinator. (611001-65060-62000 \$7,800; 621660-65050-62000 \$55,575; 627516-61210-66000 \$42,000; 227028-22111-61003 \$14,625)

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

**EMPLOYEE DIRECT SUPERVISOR:** Dr. Orlando F. McMeans

**SUPERVISOR/DEPARTMENT CONTACT NUMBER** (225) 771-4310

**NUMBER OF EMPLOYEES SUPERVISED, (if any)** 0

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

**GUIDELINES:**

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

**CLASS OF EMPLOYMENT (VISA STATUS):**

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

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

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

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

**FUNDS AVAILABLE**  
OFFICE OF THE AGRI-CULTURAL  
RESEARCH AND EXTENSION  
SOUTHERN UNIVERSITY SYSTEM  
*[Signature]*  
FINANCE & ADMINISTRATION SECTION

2/2/2022

## **Director of Advancement**

### **Southern University Agricultural Research and Extension Center and College of Agricultural, Family and Consumer Sciences**

#### **Job Description Summary**

The Director of Advancement is responsible to the Chancellor-Dean of the Southern University Agricultural Research and Extension Center (SUAREC) and the College of Agricultural, Family and Consumer Sciences (CAFCS) for the management of all aspects of advancement programs to include: annual giving campaigns, gift solicitation, special events, campaign volunteer management, donor communications, CAFCS alumni cultivation, gift acknowledgement and donor recognition.

The Director will develop strategies for identification, cultivation, solicitation, and stewardship of major gift donors for all approved fundraising priorities for SUAREC and CAFCS. The Director will maintain a working relationship with the Southern University System Foundation (SUSF) through its CEO. While the Director will report to the Chancellor-Dean of SUAREC/CAFCS administratively and organizationally, the Southern University System Foundation will provide day-to-day direct supervision, performance management, training and operational support.

#### **Minimum Job Requirements**

Must have a thorough knowledge and understanding of fundraising and how to work effectively with staff, faculty, volunteers, and committees. He/she must be extraordinarily adept at human relations, identifying and developing close and harmonious relationships with a wide variety of persons and organizations within the community, to support the school. He/she must recognize and honor privacy and confidentiality of donor information, relationships, and records. The position requires a high level of energy, enthusiasm, and creativity. Good communication skills are essential. Have some familiarity with standard fundraising software and wealth search engines, i.e., Raisers Edge, SAGE, Little Green Light, Donor Perfect, Giftmaker Pro, etc.

Minimum requirements include a bachelor's degree or CFRE (Certified Fund-Raising Executive) certification through the National Association of Fund-Raising Professionals. Three to five years advancement experience recommended.

#### **Specific Functions**

Incumbent will conduct annual giving campaigns, meet with prospective donors, assist in planning special fund-raising events, write proposals, coordinate activities for the campus and/or college and support daily advancement operations. Specific duties are to:

- Recruit, train, organize, and recognize volunteers for annual giving programs;



- Prepare proposals for major gifts for foundations and potential donors;
- Maintain a frequent gift solicitation schedules with prospective donors;
- Support/coordinate special events and activities;
- Attend and support alumni reunions/events;
- Attend conferences and professional development workshops to stay current with fundraising policies and procedures;
- Work closely with University Marketing and Communications to create fundraising communications, publications, brochures, and other printed materials as well as coordinating special events;
- Manage daily donor relations including; check processing, donor correspondence/recognition, database maintenance, website maintenance, and answering the phone;
- Develop and implement a CAFCS alumni cultivation strategy;
- Participate in weekly SUAREC executive team meetings, foundation team meetings, and annual professional development workshops; and
- Protect confidentiality in all communications regarding proposed and consummated gifts; and
- Willingness and ability to travel as well as work hours outside of the normal workday/workweek.

**How to Apply:**

Send a letter of application, curriculum vita, and three references, and the Southern University employment application to:

Mrs. Lisa M. Williamson  
 Southern University Ag Center  
 PO Box 10010  
 Baton Rouge, LA 70813  
 Email: [lisa\\_williamson@suagcenter.com](mailto:lisa_williamson@suagcenter.com)

**Note:**

A deadline for applications is needed.

Southern University Agricultural Research and Extension Center is  
 an equal opportunity/affirmative action employer



Seasoned non-profit professional with proven experience on increasing unrestricted and restricted support for the Southern University Agricultural Research and Extension Center and the College of Ag. Charged with management and oversight of all aspects of institutional advancement such as major gifts, annual and planned giving, alumni relations, campaign management, securing new funding sources, and donor cultivation.

## Work History

### Director of Advancement

*Southern University Agricultural Research and Extension Center and the College of Agricultural, Family and Consumer Sciences, Baton Rouge, LA*

9/2020 - Present

- Conceptualized, branded, and launched Alumni and Friends giving circle for the Ag Center and the College of Ag: The Morrill Society
- Manage and grow the portfolio of annual donors to maximize annual giving capacity
- Interacts on a consistent basis with Institutional Advancement to monitor current assets and prospect and engage potential donors
- Solicits giving through an array of modalities including digital and direct mail, phone banks, and person-to-person engagement to optimize donor acquisition, retention, and increase dollars for program and academic support
- Facilitates the management and planning of Ag Center and College of Ag signature fundraising events and donor recognition
- Prepares written proposals, gift agreements, letters of intent and other materials needed to define, secure and document philanthropic support
- Build and manage a portfolio of corporate supports to grow unit capacity

### Extension Associate

*Louisiana State University, Baton Rouge, LA*

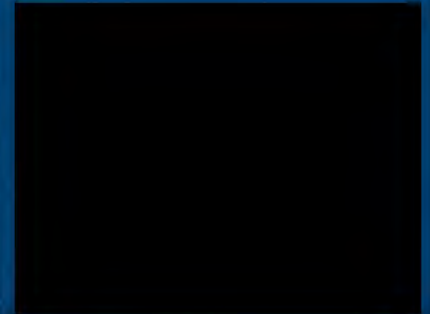
1/2020 - 9/2020

- Conferred with design and production teams to identify and resolve issues negatively affecting LA 4-H Youth event operations.
- Developed team and agent-to-youth information for virtual meetings and state premier programming.

## Robert L. Easley, Jr.

### Contact

### Address



### Skills

Seminar Mediator

Microsoft Office

Walt Disney Institute  
Customer Service Training

IBM Social Media  
Management Trained

RFP/Proposal Management

Endowment/Investment  
Management Skills

Blackbaud/ Raiser's Edge

JavaScript

Securing Major Gifts

- Designed, implemented, and evaluate events that strategically positions the 4-H Youth Development Program for broader reach and enhanced engagement throughout Louisiana.
- Provided leadership, direction, and coordination among participants, staff, and volunteers during event program/production.
- Designed and launched post-event analysis to assess opportunities and make recommendations for improving events and services to internal and external constituencies, and to implement recommendations as appropriate.
- Maintain state 4-H event policies and procedures to ensure consistency in management of all state events and comply with laws, and LSU AgCenter and 4-H policies.
- Responsible for the development/coordination and distribution of event marketing information.
- Provided leadership for the development and implementation of youth leadership programs and opportunities at the club, parish, regional, and state levels.
- Developed and supported innovative professional development efforts, such as online and face-to face trainings to enhance both event participation and youth leadership programs/opportunities.

### **Program Director**

*Southern University And A&M College - Baton Rouge LA, Baton Rouge, LA*

2017-  
2020

- Met with project stakeholders on regular basis to assess progress and adjust
- Managed the marketing, application, determination, and disbursement of student scholarship program.
- Addressed and resolved technical, financial, and operational concerns by working with team members and directors.
- Orchestrated smooth and efficient program development by collaborating cross-functionally across departments and campuses.
- Provided grant proposals through strategic research and collaboration throughout the Southern University System's five campuses, assisting in the execution and reporting to both nonprofit and Federal funding agencies.

### **Software**

Blackbaud Raiser's Edge

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Adobe Creative Cloud

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- Maintained compliant record keeping, reporting, and closeout support throughout federally funded projects for the Southern University System.
- Advanced skillset using Blackbaud Raiser's Edge.
- Established history of securing grants of \$20,000 or more.
- Established history of direct engagement with donors and constituents on an individual basis to build capacity and retention through impact reporting and valuing donor intent.
- Developed and organized routine and special educational programming for the Valdry Center for Philanthropy by factoring in slot timing, current trends, demographics, and other important parameters.
- Designed and managed online donor profiles using Raiser's Edge Online Express and JavaScript.

#### **Program Coordinator**

2016-  
2018

*Southern University System Foundation, Baton Rouge, LA*

- Maintained tight production timetables and quality standards to give faculty, students, and donors exceptional offerings through philanthropic activation.
- Addressed and resolved technical, financial, and operational concerns by working with team members and directors.
- Assist in the management of the grant making program for faculty research and support grants: collect and assist in scoring of applications, award notifications
- Assist in the management of the Student Scholarship Program: collect and score applications, award notifications
- Conduct baseline research for grant writing to support University initiatives

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#### **Education**

2015-  
2018

#### **Master of Science: Urban Forestry and Natural Resource Conservation**

*Southern University and A&M College Baton - Rouge, LA.*  
Capstone/Academic Research: The Effects of Biochar as a Soil Amendment on the Growth Rate and Chlorophyll Production of *Quercus virginiana* (Live Oak)

2011-  
2015

**Bachelor of Science: Agricultural Sciences**

*Southern University and A&M College Baton - Rouge, LA.*

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**Affiliations**

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- Association for Fundraising Professional (AFP)
- Society of American Foresters Certifications
- National Plant Diagnostic Network (NPDN) Certified First Detector
- Certified Fundraising Executive (CFRE)- Currently Matriculating through pre-requisites
- Louisiana Department of Agriculture and Forestry Licensed Horticulture Professional- Currently Matriculating through exam prep
- Chair, Young Professionals Committee; AFP-Greater Baton Rouge

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**Grantsmanship**

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**AT&T STEM Scholarship, Charitable**

Procurement or Management: Procurement

Grand Total: \$30,000

Fiduciary: Southern University System Foundation

Description: AT&T STEM Scholarship dollars designated to support the cost of attendance for high-performing STEM majors at Southern University and A&M College

**Louisiana Public Facilities Association, Charitable**

Procurement or Management: Procurement

Grand Total: \$15,000

Fiduciary: Southern University System Foundation/Valdry Center, and SU Innovation Center

Description: Louisiana Public Facilities association dollars designated to support the pilot cohort of the Social Entrepreneurship Fellowship at the Valdry Center; housed in



the Innovation Center. Expenditures included state-of-the-art computers and workspace and startup funds for the pilot cohort.

**Capital One, Corporate**

Procurement or Management: Procurement

Grand Total: \$20,000

Fiduciary: Southern University System Foundation/SU Innovation Center

Description: Dollars designated for programmatic enhancement at the Southern University Innovation Center and Louisiana Small Business Development Center; included naming rights for the Large Conference Room at the Southern University Innovation Center.

**Economic Development Administration, Federal**

Procurement or Management: Management, Reporting, and Closeout

Grand Total: \$1,200,000

Fiduciary: Southern University System/SU Innovation Center

Description: Federal dollars designated for property procurement and renovations to support the Economic Development of the North Baton Rouge Community; primarily servicing the needs of small and minority owned businesses.

**Huey and Angelina Wilson Foundation, Charitable**

Procurement or Management: Procurement, Management, Reporting, and Closeout

Grand Total: \$22,000

Fiduciary: Southern University Foundation/Ag Center

Description: Dollars secured to help eradicate the food desert in the Scotlandville Community and establish consistent and affordable access to high-quality food



## SOUTHERN UNIVERSITY AT NEW ORLEANS

6400 Press Drive

New Orleans, LA 70126

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

[www.suno.edu](http://www.suno.edu)

### Office of the Chancellor

February 3, 2022

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

Dear Dr. Belton:

Dr. Haitham Eid, Associate Professor of Museum Studies and Director the Master of Arts in Museum Studies Program has been instrumental in the continuation of the work of our graduate studies program. I am pleased to submit his name and recommend him for a \$13,821 increase for taking on additional duties related to the graduate studies program. With approval, his annual salary will be \$90,000 and the start date will be January 10, 2022. Since the start date is before the February 18<sup>th</sup> meeting of the Board of Supervisors, I appreciate your willingness and that of Chair Shorty to approve this appointment and request ratification at the Board's upcoming meeting.

Dr. Eid began working at SUNO in 2014 and has been instrumental to the growth of our graduate program in Museum Studies. In collaborative efforts with our library, he has cultivated strategic partnerships with museums and other external organizations. He has designed new courses and planned class schedules, and has also served the University in varying capacities, including President of the Faculty Senate and as a member of the Educational Programs Structure and Content Committee for our SACSCOC reaffirmation of accreditation. Dr. Eid has published multiple books and book chapters. Dr. Eid is a team player and is highly respected by his peers. I am convinced he has the professional skills to promote our graduate studies program during this time.

Thank you for considering this request and submitting it for ratification at the February 18<sup>th</sup> meeting of the Southern University and A&M College System Board of Supervisors.

With kind regards,

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

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

Approved:

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

JOB CLASS				
JOB CODE				
CAL ID				

**SOUTHERN UNIVERSITY SYSTEM**

**Personnel Action Form**

POSITION NUMBER

CAMPUS: SUS \_\_\_\_\_ SUBR \_\_\_\_\_ SULAC \_\_\_\_\_ SUAREC \_\_\_\_\_ SUNO X SUSLA \_\_\_\_\_

EMPLOYMENT CATEGORY: 9-MONTH \_\_\_\_\_ 12-MONTH \_\_\_\_\_ OTHER X (Specify) A Stipend for Additional Duties with Graduate/Research

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

Previous Employee \_\_\_\_\_ Reason Left \_\_\_\_\_  
 Date Left \_\_\_\_\_ Salary Paid \_\_\_\_\_

**Profile of Person Recommended**

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

Effective Date February 1, 2022

Name Haitham Eid SS# xxx-xx-3069 Sex Male Race\* White

Position Title: Director Museum Studies Department: Academic Affairs

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

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

Years Experience \_\_\_\_\_ Southern University Experience 20 plus

Degree(s): Type/Discipline (BA-Education): Ph.D Museum Studies Institution/Location (SU-Baton Rouge): University of Leicester Year: 2016

Current Employer Southern University at New Orleans

**Personnel Action**

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

Recommended Salary \$13,829 Stipend Salary Budgeted \$90,000.00  
(Base Salary of \$76,179)

Source of Funds \_\_\_\_\_

Identify Budget: \_\_\_\_\_ Location \_\_\_\_\_  
 Form Code: \_\_\_\_\_ Page \_\_\_\_\_ Item # \_\_\_\_\_

Change of: \_\_\_\_\_  
 Position \_\_\_\_\_ From \_\_\_\_\_ To \_\_\_\_\_  
 Status \_\_\_\_\_  
 Salary Adjustment \_\_\_\_\_

Financial Aid signature (if, applicable):

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

Source of Funds	Amount
411001427106100246000	90,000.00

Comments: (Use back of form)

\*See Reverse Side

Graduate School signature (if, applicable):

[Signature] 2/2/2022 Supervisor Date  
[Signature] 2/2/2022 Vice Chancellor Date  
 \_\_\_\_\_ Date Director/Personnel  
 \_\_\_\_\_ Date President  
 \_\_\_\_\_ Date Chairman/S.U. Board Of Supervisor  
James H. Ammon 2/3/2022 Dean/Unit Head Date  
[Signature] 2/3/2022 Chancellor Date  
[Signature] 2/3/2022 Vice President/Finance Date  
 \_\_\_\_\_ Date Business Affairs/Comptroller

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

**ETHIC ORGIN (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 recognitions.

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**COMMENTS:**

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**EMPLOYEE REGULAR WORK SCHEDULE:** \_\_\_\_\_ M-F, 8:00 am - 5:00pm

**EMPLOYEE DIRECT SUPERVISOR:** \_\_\_\_\_ Dr. Gregory Ford

**NUMBER OF EMPLOYEES SUPERVISED, (if any)** \_\_\_\_\_ 2

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

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

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

**CLASS OF EMPLOYMENT (VISA STATUS):**

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

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

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

- \_\_\_\_\_ Approved Position Vacancy Authorization Form (applicable for new and replacement positions)
- \_\_\_\_\_ Position Vacancy Announcement (position advertised before processing PAF, if applicable)
- \_\_\_\_\_ Pre-Employment Application Form (Civil Service Application for classified employees)
- \_\_\_\_\_ Supervisory Criminal/Background Check Forms and Authority to Release (signed by employee)
- \_\_\_\_\_ Exemptions Survey Form
- \_\_\_\_\_ Proposed Employee Appointment
- \_\_\_\_\_ Proposed Employee Clearance
- \_\_\_\_\_ Restricted/ Job Appointment/CS Rule 6.5g Letter of Justification (for classified, if applicable)



# Haitham Eid, PhD

Associate Professor/Director  
Master of Arts in Museum Studies Program  
Southern University at New Orleans  
6400 Press Drive, New Orleans, LA 70126  
USA

O: (504) 286-5010  
C: (504) 223-4034  
E: [heid@suno.edu](mailto:heid@suno.edu)  
[haeid@yahoo.com](mailto:haeid@yahoo.com)

## EDUCATION

- 2016 Ph.D. Museum Studies (University of Leicester, UK)  
Thesis: The Museum Innovation Model: a museum perspective on open innovation, social enterprise and social innovation  
Published online: <https://ira.le.ac.uk/handle/2381/37502>
- 2008 M.A. Museum Studies (Southern University at New Orleans, USA)  
Master's Project: Exhibition and Catalog, International Muslim Artists Exhibition at New Orleans African American Museum of Cultures, Art and History
- 1999 BA Archaeology (Cairo University, Egypt)  
Major: Conservation of Artifacts

## EXPERIENCE

- 2014 – Present Southern University at New Orleans (New Orleans, LA, USA)  
(2018 – Present) Associate Professor of Museum Studies  
(2017 – Present) Director of the Master of Arts in Museum Studies Program  
(2014 – 2018) Assistant Professor of Museum Studies  
(2014 – 2017) Interim Director of the Master of Arts in Museum Studies Program  
(2018 – 2019) President of the Faculty Senate  
(2015 – Present) Senator, Faculty Senate  
(2018 – Present) Member of the Faculty Senate Executive Committee

### Administrative Leadership:

- Head departmental meetings and prepare monthly and annual reports.
- Supervise all administrative, financial and academic aspects of the program.
- Conduct program evaluations and periodic reviews.
- Design new courses and plan class schedules.
- Evaluate faculty members.
- Monitor faculty workload.
- Cultivate strategic partnerships with museums and external organizations.

### Teaching & Research:

- Teach two courses per semester
- Supervise MA theses and projects
- Advise students and track their academic progress.
- Conduct research and publish in peer-reviewed journals; present at national and international conferences and workshops; write grant proposals (see below for more information).

Service to the University:

- President of the Faculty Senate (September 2018 – September 2019)
- Member of the Technology Committee, Catalog and Calendar Committee, Strategic Planning Committee, and Safety Committee.
- Member of the Educational Programs, Structure and Content Committee, in which I am charged of the University response to SACSOC accreditation standard 3.5 Undergraduate Educational Programs.
- Member of the University Council of Deans, Chairs and Directors.
- Served as a senator on the University Faculty Senate from 2015 – 2018.

2011 – 2012      Art and Arabic Teacher  
 International High School of New Orleans      (New Orleans, LA, USA)  
 - Certified Louisiana art teacher (AN500821).  
 - Taught Art, Arabic Language, Middle Eastern Culture classes and developed new curriculum for the Arabic program.  
 - Wrote a grant proposal to Qatar Foundation International (QFI) and received \$75,000.00 to support the Arabic Program.  
 - Planned and organized extracurricular tutoring, fieldtrips, and cultural programming.

2009 – 2011      Art Teacher  
 Andrew Wilson Charter School      (New Orleans, LA, USA)  
 - Initiated an Art Club to provide students with additional opportunities to further their artistic capabilities and discover new mediums.  
 - Incorporated the national and state standards and benchmarks for visual arts to increase their cultural literacy and competency.  
 - Promoted student motivation, participation and effective listening skills through the implementation of positive reinforcement and weekly rewards.

2007 – 2012      Teaching Artist  
 Young Audiences      (New Orleans, LA, USA)  
 - Taught art classes to elementary and middle school students.  
 - Worked in a team to plan and manage different programs including after school program, art residency program, and summer camps.  
 - Supervised cooperative art projects between several New Orleans schools.

**COLLEGE TEACHING EXPERIENCE**

- Experience in teaching on-campus and online courses using both Blackboard and Moodle platforms.
- Quality Matter certified.

Undergraduate Courses:  
Principles of Museology

Graduate Courses (MA level):  
Intro to Museology, Collections Management, Writing for Research in Museums, Museum Education, Exhibition Design, International Museums and Cultures, Independent Research, Internship in Museum Works, and Master's Thesis

## **SELECTED PUBLICATIONS**

### **Books:**

Eid, H. & Forstrom, M. (2021). Museum Innovation: Building More Equitable, Relevant and Impactful Museums. London & New York: Routledge

Eid, H. (2019). Museum Innovation and Social Entrepreneurship: A New Model for a Challenging Era. London & New York: Routledge

### **Book Chapters:**

Eid, H. (2021). Experimental Innovation in Museums: Encouraging Creativity, Building Confidence and Creating Social Value. In M. Achiam, K. Drotner & M. Haldrup, Experimental Museology: Institutions. Representations. Users. London & New York: Routledge

Eid, H. (2017). The Intersection Between Social Innovation, Museums and Digital. In G. Farnell, The Museum Blog Book. London: MuseumsEtc.

### **Conference Proceedings:**

Eid, H. (2019). Digital Social Innovation and the Evolving Role of Digital in Museums. MW2019 (pp. 225-234). Boston: Museums and the Web. Published online on January 12, 2019 <https://mw19.mwconf.org/paper/digital-social-innovation-and-the-evolving-role-of-digital-in-museums/>

Eid, H. (2018). Connecting the Dots: The Impact of Diversity in the Museum Workforce on Innovation, Relevance and Audience Engagement. Museums and the Web 2018. Vancouver, Canada <https://mw18.mwconf.org/paper/connecting-the-dots-the-impact-of-diversity-in-the-museum-workforce-on-innovation-relevance-and-audience-engagement/>

Eid, H. (2016). The Museum Innovation Model: A museum perspective on innovation. MW2016 (pp. 261-276). Los Angeles: Museums and the Web. Published online on January

14, 2016 <http://mw2016.museumsandtheweb.com/paper/the-museum-innovation-model-a-museum-perspective-to-innovation/>

### **Posters and Reports:**

Eid, H. & Warren-Williams, V. (2018, August). *Youth Arts Mentoring Program: A Model for G.L.A.M.* Association of African American Museum Conference, Hampton, VA.

Eid, H., & Voss, J. (2017, December). Nothing About Us Without Us. New Orleans: Cultural Heritage & Social Change Summit <http://www.chscsummit.net/>

### **Peer-reviewed Journals:**

Younan, S., & Eid, H. (2016, June). How Digital Artist Engagement Can Function as an Open Innovation Model to Facilitate Audience Encounters with Museum Collections. *The International Journal of the Inclusive Museum*, Volume 9(Issue 2), pp.27-39.

## **RESEARCH, EXHIBITIONS AND PROFESSIONAL ACTIVITIES**

- 2019 – 2020      Member of the Scientific Committee  
RISE IMET International Conference on Emerging Technologies and the  
Digital Transformation of Museums and Heritage Sites  
June 3 – 5, 2020      (Nicosia, Cyprus)  
<https://cyprusconferences.org/riseimet2020/>
- 2019              Chair/Founder  
The Museum Innovation Forum and MCNx New Orleans  
May 18, 2019      (New Orleans, LA)  
The Museum Innovation Forum and MCNx New Orleans took place on the  
International Museum Day (May 18) at the New Orleans Jazz Museum. A  
group of innovative museum professionals, academics, administrators,  
artists and community activists from around the world gathered to discuss  
the relevance of museums to pressing social and environmental issues. The  
papers presented at the Forum is being compiled in an edited book and will  
be published by Routledge in early 2021.  
<http://www.museuminnovationforum.com/>
- 2019 –  
Present              Reviewer  
National Endowment for the Arts  
Reviewing grant applications in the museum category
- 2019 –  
Present              Reviewer  
Louisiana Endowment for the Humanities  
Selection Committee for LEH Humanities Awards, Museum Exhibition of the  
Year category
- 2019 –  
Present              Member, National Advisory Board  
Arab American National Museum (Dearborn, MI)



Advise the museum on strategic planning, exhibitions and public programs.

- 2018 Program Committee Member/Reviewer  
MW19 Conference, Boston, MA (April 2 – 6, 2019)  
The MW (MuseWeb) conferences convene annually in North America and Asia. The meetings and proceedings feature advanced research and exemplary applications of digital practice for cultural, natural and scientific heritage.  
<https://mw19.mwconf.org/committees/>
- 2018 Reviewer  
Curator: The Museum Journal  
ISSN: 0011-3069 (print); 2151-6952 (web)  
Curator: The Museum Journal is a quarterly peer-reviewed academic journal published by Wiley-Blackwell on behalf of the California Academy of Sciences.
- 2017 – Present Reviewer  
Routledge (London, UK and New York, USA)  
Review books and book proposals in the areas of Museum Studies, Heritage Studies and Digital Humanities.
- 2018 – Present Co-Founder and Board Member  
New Orleans Preservation Coalition (NOPC) (New Orleans, LA)  
The New Orleans Preservation Coalition serves as an alliance of concerned organizations, agencies, and individuals who recognize the need to sustain and protect the area's cultural heritage. The coalition's mission is to provide opportunities for preservation education, disaster response, and related activities within the New Orleans area.  
<https://www.nolapreservationcoalition.org/>
- 2018 – 2019 Judge  
GLAMi Awards  
Museums and the Web Conference, 2018 (Vancouver, Canada)  
Museums and the Web Conference, 2019 (Boston, MA)  
The GLAMi Awards recognize and celebrate the most innovative projects in the cultural heritage sector annually.
- 2017 – Present Co-Founder and Coordinator  
Cultural Heritage and Social Change New Orleans Group (New Orleans, LA)  
The group meets monthly and hosts guest speakers to discuss issues related to social justice, diversity and inclusion in the cultural heritage sector. The most recent meeting addressed the removal of the confederate monument in New Orleans
- 2016 – Present Director  
New Orleans Art Institute for Social Innovation (New Orleans, LA, USA)  
New Orleans Art Institute for Social Innovation is an initiative by the M.A. Museum Studies Program, Southern University at New Orleans to expand

social innovation thinking and strategies in the art community. The initiative is supported by a grant from Joan Mitchell Foundation.

- 2014 – 2016 Organizing Committee Member/Peer Reviewer  
Museum Computer Network (MCN)  
MCN2016 Conference in New Orleans, LA  
MCN2017 Conference in Pittsburg, PA.  
Founded in 1967, MCN (Museum Computer Network) has been serving the cultural heritage community for more than 50 years. <http://mcn.edu/>
- 2016 Co-Chair  
Cultural Heritage and Social Change Summit (New Orleans, LA, USA)  
Hosted by SUNO's M.A. Museum Studies Program. the Summit brought together more than 100 national and international cultural heritage leaders, from public libraries and small house museums to globally recognized art and history museums, to discuss issues related to social justice. More than ever, cultural heritage organizations are both looking internally at issues of diversity, inclusion and equity, while at the same time finding their role in communities at the front lines with questions of social and environmental justice, community development, and cultural preservation.  
<http://www.chscsummit.net/>
- 2016 – 2017 Associate Editor  
The International Journal of the Inclusive Museum, Volume 9, Issue 4.  
ISSN: 1835-2014 (Print) ISSN: 1835-2022 (Online)  
The journal brings together academics, curators, museum and public administrators, cultural policy makers, and research students to engage in discussions about the historic character and future shape of the museum.  
<http://ijz.cgpublisher.com/product/pub.177/prod.342>
- 2015 – Present Judge  
Annual Satchmo "What a Wonderful World" Art Contest, New Orleans Jazz Celebration. (New Orleans, LA, USA)  
The contest celebrates the legacy of Louis (Satchmo) Armstrong through outstanding artistic work from students with focus on the essence of jazz music.
- 2015 Organizer/Principal Investigator  
Preventive Preservation Workshop (New Orleans, LA, USA)  
Supported by a grant from the National Endowment for the Humanities, the state-wide workshop provided a two-day training for museum professionals on preventive preservation methods and strategies. The workshop was led by Susie Seborg, Conservator and owner of Southern Conservation LLC.
- 2014 Editor  
Museological Review Journal (MR), published by University of Leicester (Leicester, UK)  
MR is an online journal edited by the PhD community of the School of Museum Studies since 1994. It aims to communicate current, innovative and interdisciplinary museum-related research and practice-based research from both UK and overseas

<http://www2.le.ac.uk/departments/museumstudies/PhD-Students/museological-review-1>

- 2013 Co-Curator  
Museum Metamorphosis Art Exhibition (Leicester, UK)  
Co-curated by four PhD students at the School of Museum Studies (Laura Crossley, Romina Delia, Laura Díaz Ramos and Haitham Eid), the exhibition featured five Leicester-based artists, Peter Clayton, Michelle Morgan, Elisa Panerai, Ruth Singer and Lucy Stevens. The artists were commissioned to reimagine an object of their choice from the permanent collection at New Walk Museum & Art Gallery in Leicester, exploring the idea of change or “metamorphosis.”  
The exhibition was held in conjunction with Museum Metamorphosis Conference at the University of Leicester, UK.  
<http://www2.le.ac.uk/departments/museumstudies/museum-metamorphosis/museum-metamorphosis-exhibition>
- 2013 International Liaison  
Museum Metamorphosis Conference (Leicester, UK)  
The conference sought to explore the phenomenon of metamorphosis – or change – in the museum. I served as the conference’s International Liaison and helped promote the conference to international audience.  
<http://www2.le.ac.uk/departments/museumstudies/museum-metamorphosis>
- 2012 – 2013 Presenter/Contributor  
Brown Bags, School of Museum Studies University of Leicester  
(Leicester, UK)
- 2008 – Present Curator/Artist  
- The Magical Line, (Guest Artist), The Second Story Gallery at the Healing Center, New Orleans, 2019  
- What is Love, Contemporary Art Exhibition for the Canadian Artist Angela Fama at Arts Council New Orleans’ exchange Centre Gallery, 2017.  
- A Loving Judgement, Political Cartoon Art Exhibition at Arts Council New Orleans’ exchange Centre Gallery, 2016.  
- Young Audiences Spotlight Art Exhibit at Ashe Cultural Center, 2012.  
- Omni Art Initiative at Omni Bank, 2011.  
- 13th Annual Martin L. King Commemorative Art Exhibit at New Orleans African American Museum, 2011.  
- The 2nd International Muslim Artists Exhibition (IMAE2010) in conjunction with 4th Annual Middle East Film Festival at Zeitgeist Multidisciplinary Arts Center, 2010.  
- Dignity, Struggle for Human Rights exhibition and workshops at M.L. King Public Library, 2010.  
- Human Rights for All Art Exhibition at JW Marriot and Sponsored by Amnesty International, 2010.  
- Congo Square Rhythm at Jazz and Heritage Foundation Gallery, 2009  
- International Muslim Artists Exhibition at New Orleans African American Museum, 2008.  
- Symposium on the Relations Between the United States and the Islamic World at Payson Center for International Studies, Tulane University, 2008.

## SELECTED GRANTS

2021	Principal Investigator National Endowment for the Humanities New Directions for Digital Leadership in Cultural Institutions	\$150,000.00
2019	Co-Principal Investigator and Consultant Institute of Museum and Library Services (IMLS) National Leadership Grants for Museums	\$273,331.00
2017	Principal Investigator Jon Mitchell Foundation Organizational Grant Mentoring Program for African American Youths	\$10,000.00
2016	Principal Investigator/Director Jon Mitchell Foundation Organizational Grant New Orleans Art Institute for Social Innovation	\$7,500.00
2015	Principal Investigator National Endowment for the Humanities Preservation Assessment of the Wolff Collection, Southern University at New Orleans	\$6,000.00
2013	University of Leicester Graduate School Grant Support PhD research	\$1,000.00
2011	Developmental Grant Qatar Foundation International Develop the Arabic Language Program at the International High School of New Orleans.	\$75,000.00

## SELECTED CONFERENCES AND PRESENTATIONS

2019	Interns 101: Blueprint for a Successful Internship Program (panel discussion with Caroline Kennedy, Educator, Old State Capitol and Nita Cole, Curator and Archivist, Louisiana State Exhibit Museum) Louisiana Association of Museums, Natchitoches, LA
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- 2019 The Path to Diversity in Museums (panel discussion with Jennifer Williams, New Orleans Museum of Art and Vera Warren-Williams, Community Book Center)  
Museums and the Web Conference, Boston, MA
- 2019 Digital Social Innovation and the Evolving Role of Digital in Museums (formal paper)  
Museums and the Web Conference, Boston, MA
- 2019 The Use of QR Codes in Museum Exhibitions (Workshop)  
Aswan University, Aswan, Egypt
- 2018 Mayor Latoya Cantrell Forum  
International Education Appreciation Day, New Orleans, LA
- 2018 Museum-University Collaborations: Creating a Lasting Impact in the Community (presentation with Greg Lambousy, Director of New Orleans Jazz Museum)  
Louisiana Association of Museums, Baton Rouge, LA
- 2018 Diversity and Inclusion Practices in Museums and Their Impact on Museum Work (presentation with Jennifer Williams, New Orleans Museum of Art and Vera Warren-Williams, Community Book Center)  
Louisiana Association of Museums, Baton Rouge, LA
- 2018 Architecting Sustainable Futures for Community-Based Archives  
Louisiana Endowment for the Humanities, New Orleans, LA
- 2017 Taking a Knee, or Not! The Role of Cultural Heritage Institutions in Addressing Controversies (panel discussion with Dr. Kara Olidge, Dr. Denise Frazier and Ms. Courtney Taylor)  
Southern University at New Orleans, New Orleans, LA
- 2017 What Is Love: Interview and panel discussion with Canadian Artist Angela Fama (broadcasted online).  
New Orleans Jazz Museum, New Orleans, LA
- 2017 Inner Transformation: Panel discussion on the role of museums and art therapy in treating veterans with PTSD  
New Orleans Jazz Museum, New Orleans, LA
- 2016 The Museum Innovation Model: A museum perspective on innovation  
Museums and the Web Conference, Los Angeles, CA
- 2016 Diversity in American Museums: Challenges and Potentials (with Fari Nzinga, New Orleans Museum of Art and Sesthasak Boonchai, New Orleans Museum of Art)  
MCN 2016 Conference, New Orleans, LA
- 2015 Open Innovation in Museums  
Louisiana Museum Association, Alexandria, LA

2015 The Architecture of Open Innovation: Inbound and Outbound Paths to Museum Innovation  
MCN 2015 Conference, Minneapolis, MN

## AWARDS AND RECOGNITIONS

2018 The Exceptional Sponsored Program Awards for the academic years 2016 – 2017 and 2017 – 2018  
Southern University at New Orleans  
The award is given to faculty members who enhance academic research, service, capacity building and professional development activities on campus.

2018 *2018 Outstanding Arts Organization Award* from the National Conference of Artists in recognition of the significant contributions to creative and cultural awareness and service to the African American community and the world.

2017 *2017 Community Supporter Award* from the Mardi Gras Indian Hall of Fame

2017 Excellence in Grant Writing (for a grant submitted to Joan Mitchell Foundation, New York City, NY)  
Southern University at New Orleans

2016 & 2017 Most Funded Proposals (for two grants submitted to Joan Mitchell Foundation and National Endowment for the Humanities)  
Southern University at New Orleans

2015, 2016, 2017 & 2018 Excellence in Teaching and Academic Advising  
Southern University at New Orleans

2008, 2009 & 2010 Granted Proclamation Letters from: Ray Nagin, Former Mayor of New Orleans; Mitch Landrieu, Former Mayor of New Orleans and New Orleans City Council for “Promoting International Understanding through The Arts”.

# DIVISION OF INFORMATION TECHNOLOGY



Southern University and A&M College

P. O. Box 12891  
Baton Rouge, Louisiana 70813  
(225) 771-3935 (Voice)  
(225) 771-2883 (Fax)

26 January 2022

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

RE: New and Replacement Appointments for Web Application Systems Developer  
and Network Video Services Administrator

I am requesting your support to hire new/replacement for the positions of Web Application Systems Developer and Network Video Services Administrator within the Division of Information Technology. The previous occupant for the Network Video Services Administrator was promoted to Network Engineer and the new position of Web Application Systems Developer is being filled by our present LMS Technical Analyst. I would like to reemphasize we have lost several employees within the last few months due to higher pay.

We have identified highly qualified candidates for these two positions in the persons of Ms. Goldie Jordan and Mr. Preston Gray. Ms. Goldie Jordan has been with the Division of Information Technology for seven years gaining much experience in all aspects of LMS technical support. Mr. Preston Gray has been with the Division of Information Technology for 4 years as a Help Desk Analyst and has a great rapport with faculty and staff. I do believe the wealth of experience these two will provide is much needed within our department.

Your favorable endorsement of this request will be greatly appreciated. I am available to clarify any inquiries you may have. Thank you.

Sincerely,

Gabriel Fagbeyiro, Ed.D.  
Associate VP/CIO

Approved:

\_\_\_\_\_  
Dr. Ray Belton

\_\_\_\_\_  
Date

\_\_\_\_\_  
Mr. Benjamin Pugh, V.C.-Finance

\_\_\_\_\_  
Date

Xc: Mr. Flandus McClinton, Vice President for Finance

JOB CLASS				
JOB CODE				
CAL ID				

**SOUTHERN UNIVERSITY SYSTEM**

**Personnel Action Form**

POSITION NUMBER	2	M	9	5	8	3
-----------------	---	---	---	---	---	---

CAMPUS: SUS \_\_\_\_\_ SUBR  SULAC \_\_\_\_\_ SUAREC \_\_\_\_\_ SUNO \_\_\_\_\_ SUSLA \_\_\_\_\_

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

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

Previous Employee \_\_\_\_\_ Reason Left \_\_\_\_\_  
Date Left \_\_\_\_\_ Salary Paid \_\_\_\_\_

**Profile of Person Recommended**

Length of Employment October 1, 2021 To September 30, 2022

Effective Date March 1, 2022

Name Preston Gray SS# U01330988 Sex Male Race\* Black  
(Last 4 digits only)

Position Title: Network Video Services Administrator Department: Div. of Information Technology

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

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

Years Experience 20 years Southern University Experience 3 Years

Degree(s): Type/Discipline (BA-Education): BS Marketing/Computer Info Institution/Location (SU-Baton Rouge): Grambling State University Year: 2002

Current Employer Division of Information Technology - SUBR

**Personnel Action**

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

Recommended Salary \$63,110.82 Salary Budgeted \$63,110.82

Source of Funds Title III (Federal) - 220451-21091-61002-24100

Identify Budget: Title III - Federal Location DoIT  
Form Code: 220451-21091-61002 Page \_\_\_\_\_ Item # \_\_\_\_\_

Change of: From To

Position \_\_\_\_\_  
Status \_\_\_\_\_  
Salary Adjustment \_\_\_\_\_

Financial Aid signature (if, applicable):

List total funds currently paid this employee by Southern University:

\*See Reverse Side

Comments: (Use back of form)

Source of Funds	Amount
220451-21091-61002	\$63,110.82

\*See Reverse Side

Graduate School signature (if, applicable): cb

Supervisor [Signature] 1/22/2022 Date Dean/Unit Head [Signature] 02/01/22 Date  
Vice Chancellor \_\_\_\_\_ Date Chancellor \_\_\_\_\_ Date  
Director/Personnel \_\_\_\_\_ Date Vice President/Finance \_\_\_\_\_ Date  
President \_\_\_\_\_ Date Chairman/S.U. Board of Supervisors \_\_\_\_\_ Date



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

**ETHNIC ORIGIN (Please check one):**

Hispanic or Latino  Non-Hispanic or Non-Latino

**RACE (Please check all that apply):**

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

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

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

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

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

---

**COMMENTS:** The NetworkVideo Services Administrator is responsible for ensuring the smooth operation of the enterprise video and data network in order to provide maximum performance and availability for the system users.

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**EMPLOYEE REGULAR WORK SCHEDULE:** 8:00am – 5:00pm – working over as needed

**EMPLOYEE DIRECT SUPERVISOR:** Dr. Gabriel Fagbeyiro, AVP/CIO

**SUPERVISOR/DEPARTMENT CONTACT NUMBER** (225) 771-5091

**NUMBER OF EMPLOYEES SUPERVISED, (if any)** \_\_\_\_\_

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

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

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

**CLASS OF EMPLOYMENT (VISA STATUS):**

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

---

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

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

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

**Preston G. Gray**



- Objective** To obtain a permanent position in the area of Information Technology where I can apply my knowledge and skills towards the company or organization objective.
- Education** Grambling State University, Grambling, Louisiana.  
BS Degrees Summer 2002  
Majors: Marketing and Computer Information System  
H & R Block Basic Tax Course Fall 2000  
H & R Block Employee Expense Course Fall 2001
- Computer Knowledge** Windows 10, Windows 7 & 8, Setup Microsoft Office Outlook, Proficient Troubleshooting Skills, Installation of Java Run-time Applications, MS Visual Basic, Troubleshoot fiber & network connection, Troubleshoot virus related activities, systems problems, explorer errors, Proficient with cat-5 wiring, Installing software, drivers, Motherboards, Power supply, hard drives, floppy disk drives, Operating systems, setting up printers, Networking printers, Ghosting/Cloning and Upgrading workstations.
- Work Experience** **March 2014 – February 2018**, Information Technology Center, *Student Technology Manger/Network Technician* Grambling State University, Grambling, Louisiana.
- Managed Student Technology Center computer labs in Organizing, Staffing, Directing, Controlling, and getting feedback on daily operation.
  - Interviewed and evaluated all employees on quarterly basics
  - Trained employees on how to fill out, complete and submit timesheets in a timely manner
  - Trained employees on how to setup and configure Dell OptiPlex 50/50 windows 10 Workstations, network printer, setup file-sharing folders, create user profiles and passwords
  - Facilitated and oversee the complete renovation of all student technology center computer labs with new carpet, furniture, paint and workstations
  - Perform all routine maintenance in labs from networking, configuring, rebuilding and setting entire lab
  - Perform and hosted training, ethics, and working to be professionals seminar among staff
  - Analyze supervisors daily log from every shift, and discipline employees when rules and policies were broke or not followed
  - Install, troubleshoot and service Titanium Schedule client software/application on end users machines in Student Counseling Center
  - Install, troubleshoot and service Cardinal Badge Software on end users machines in University Police Department
  - Troubleshoot and repaired all student-charging stations
  - Setup, built and service student athletes computer labs in Athletics department
  - Managed, assist and troubleshoot ticket master scanners for all home football games
  - Setup, assist and troubleshoot Precision Time equipment for all university home basketball games
  - Setup video and audio equipment for the President, Vice-President, Faculty, Staff and Student for events
  - Assist the ULS board members with technical assists when they visit the campus
  - Serve as network technician for the Miss Calendar Girl Pageant for fiscal year spring 15-16 and 16-17
- July 1, 2005 – February 2014**, Information Technology Center, *Desktop Specialist Technician*, Grambling State University, Grambling, Louisiana.
- Setup and install Servers and workstations software
  - Troubleshoot Fiber connection
  - Assist end user with networking issues and problem solving solutions
  - Troubleshoot and configure network printer
  - Troubleshoot and configure network software



- Upgrade workstations to windows 7 professional
- Proficient with Windows 7 & 8 operating systems
- Toned and troubleshoot telephone systems.
- Troubleshoot punch down block for telephone and network connections
- Setup and configure networking equipment in remote location for services and business
- Assist end users with Desktop support software related issues\conflicts\capability issues
- Installation of telephone, networking and cable TV line

**September 15, 2003 – June 30, 2005, Information Technology Center, *Network\LAN Technician*, Grambling State University, Grambling, Louisiana.**

- Making Communication lines with cat-5 wiring
- Troubleshoot Hardware problems on Gateways, Dells and Hewitt Packard's.
- Upgrading operation systems from Windows 98 to Windows 2000 and Windows XP
- Replace hard drives, Motherboards, Power Supply, Floppy drives, Controller Cable, etc.
- Install Networking software, setting up user profile, Setup users email account and setting User profile Privileges.
- Assist users in accessing files and folders within the main database and other networking software, which contain information in stored databases.
- Setting up small labs in configuring software and creating user profile and networked printers.
- Troubleshooting software problems on stand-alone and networked software for connection Problems and possible virus related activities.
- Troubleshoot various machines for windows update and virus protection updates.

**Summer 2002- August 2003, Student Technology Center, *Assistant Manager*, Grambling State University, Grambling, Louisiana.**

- Managed up to 56 employees to make sure the goals and objective of Student Technology Center were met.
- Organized scheduling, training and development seminars among employees.
- Analyzed daily log from supervisors on employee status and lab maintenances.
- Evaluated supervisor every five weeks for performance level improvement.
- Organized staff meetings among supervisors and workers on daily performance.
- Rewarded supervisors and workers on outstanding performance within an evaluation period.

**Summer 2001- *Intern*, Adidas America, *E-Commerce Operations Assistant*, Beaverton, Oregon.**

- |                                      |   |
|--------------------------------------|---|
| • Created Gift Certificates          | • Assisted in Month End Report              |
| • Cancelled Orders in CS Web         | • Credit Cards Disputes in Cyber Cash       |
| • Released Orders in FDM4 Power term | • Processed SKU Error files in Moby         |
| • Test site for thestore.adidas.com  | • Prepared Action Items for weekly meetings |
| • Tracked gift certificates issued   | • Remit Discrepancy Process                 |

**Spring 2001- *Intern*, H & R Block, *Tax Professionalist*, Ruston, Louisiana.**

- Assisted customers in preparing their income tax with H & R Block.
- Reviewed financial status with customers to increase next year savings.

**Fall 2000- JobDirect.com, *Student Representative*, Grambling State University.**

- Encouraged students to post resumes on-line for future employment, intern, co-op, or permanent position.
- Hosted Resume Exchange Day at Grambling State University.
- Assisted students in preparing their resume properly.
- Participated in the State Farm Bayou Classic Super Job Fair.

## References

Available upon request





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Hispanic or Latino  Non-Hispanic or Non-Latino

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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:** The Web Systems Developer provides technical support for the University's Web Applications by proactively keeping up to date with all bug fixes, patches, etc., and working closely with various units throughout the enterprise.

**EMPLOYEE REGULAR WORK SCHEDULE:** 8:00am – 5:00pm – working over as needed  
**EMPLOYEE DIRECT SUPERVISOR:** Dr. Gabriel Fagbeyiro, AVP/CIO  
**SUPERVISOR/DEPARTMENT CONTACT NUMBER:** (225) 771-5091  
**NUMBER OF EMPLOYEES SUPERVISED, (if any)** \_\_\_\_\_

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

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**CLASS OF EMPLOYMENT (VISA STATUS):**

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

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

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

# Goldie C. Jordan

LMS-Technical Analyst with over 6 years extensive experience of configuring, maintaining, and overseeing SUS Moodle Learning Management System application and environment.

## EDUCATION

### **Southern University and Agricultural and Mechanical College**

Baton Rouge, Louisiana

- Bachelor of Science, Information Systems
- Master of Science, Computer Science-Database

July 31, 2009

May 18, 2012

## EMPLOYMENT

### **Southern University – Baton Rouge, LA**

Jan. 2016 – Present

Moodle LMS-Technical Analyst

- Configure, maintain, update, and document the SUS Moodle LMS environment.
- Management of LMS courses, including but not limited to, updating course properties, and enrolling users via enrollment keys and/or batch processing.
- Respond to inquiries and requests from students, faculty, and staff, including other campuses admins (SUNO and SUSLA) for Moodle-related support.
- Integrate, troubleshoot, and provide support for all plugins, external tools, or any third-party application involving the Moodle LMS environment.
- Consult with MDAC committee, faculty, and other campus users of the LMS environment to support the integration and development of features and customizations for the Moodle LMS application.
- Communicate maintenance windows and issue resolution to campus community.

### **Southern University – Baton Rouge, LA**

Aug. 2018 – Dec. 2019

Adjunct Professor – Introduction to Computer Literacy (CMPS-105)

- Taught Application Software's in Microsoft Office: Excel, Access, PowerPoint, Word.
- Developed an online curriculum and course design within the Moodle learning management system for students.

### **Southern University Agricultural Research and Extension Center**

May 2013 – Dec. 2015

Southwest Center for Rural Initiatives – Opelousas, LA

E-Learning Support Specialist/Youth Development Program Specialist

- Responsibilities are developing technology strategies that support digital media to instruct and educate the public and private sectors.
- Participate in the design, construction, and implementation of blogs, websites, and social media pages such as Facebook, Twitter, and Linked In.
- Create graphics for program flyers, brochures, and handouts
- Assist with installation of desktop hardware and software.
- Planning, organizing, and implementing a range of youth development programs, events, and activities for 10-parishes in Southwest Louisiana Region.
- Responsible for working with program advisory committees, develop a written plan of work, prepare reports and implement program evaluations.

- Assist with grant proposal and budget (Louisiana Children's Trust Fund & 4-H Walmart Healthy Living)
- Maintain grants that funded programs and services.
- Prepared interim and final reports per funder's requirements.

**Southern University – Baton Rouge, LA**  
Graduate Teaching Assistant (TA)

**Aug. 2010 – May 2012**

- Serve as the main teacher who taught an undergraduate level Introduction to Computer Literacy course.
- Taught Application Software's in Microsoft Office: Excel, Access, PowerPoint, Word
- Instruct and develop teaching materials for students
- Prepare, administer, and grade exams for students

**Southern University - Baton Rouge, LA**  
Research Graduate Assistant

**Aug. 2009 – May 2010**

- Assist faculty member with research projects (research and computational studies)

**EA (Electronic Arts) Gaming– Baton Rouge, LA**  
Quality Assurance (QA) Tester

**Sept. 2010 – Feb. 2011**

- Responsible for assuring quality in the final product and finding flaws to improve game before it goes public
- Playing (testing) video games in regular way
- Analyzing the game's performance against the designer's intentions

## **PROJECTS**

SUBR Blackboard to Moodle LMS Transition (2016)  
SUS Moodle LMS Consolidation (2019)  
SUS New Moodle LMS Design (2021)  
Branding of SUS Password Management System (PWS)  
Branding of SUS and SUBR Single Sign-On (SSO) landing page

## **CONFERENCES**

2020 Global MoodleMoot Online. Barcelona, Spain  
2019 MoodleMoot USA, Philadelphia, Pennsylvania  
2018 MoodleMoot US, Denver, Colorado  
2018 EDUCAUSE, Denver, Colorado  
2017 MoodleMoot US, New Orleans, Louisiana  
2016 MoodleMoot US, Los Angeles, California





## SOUTHERN UNIVERSITY LAW CENTER

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

February 1, 2022

OFFICE OF THE CHANCELLOR

(225) 771-2552  
FAX (225) 771-2474

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

RE: Pay Adjustment for Additional Duties

Dear Dr. Belton:

The Southern University Law Center's Vulnerable Communities and People's Initiative (SULC-VCPI) has successfully secured a contract with the City Parish Government of East Baton Rouge entitled the Baton Rouge Advancing Health Literacy (BRAHL) Program. One of the individuals who has played an integral part in helping develop the BRAHL program has been Attorney Kimberly Lamotte.

She has assisted Attorney Alfreda Tillman Bester, Special Counsel for Human Services for VCPI in identifying, interviewing, and the on-boarding of interns. She is now assisting in the continuing development of the BRAHL program outreach activities. Attorney Lamotte's normal duties relate to being an Instructor/Academic Support Counselor in the Office of Academic Support at SULC. Her work with BRAHL constitutes additional duties that she should be compensated for. Attorney Lamotte is also a Louisiana licensed pharmacist.

Therefore, I am requesting that the Southern University Board of Supervisors approve a pay adjustment for Attorney Lamotte in the amount of \$20,000 on an annual basis beginning March 1, 2022, and renewable each subsequent March based upon the continued funding for the BRAHL program. The source for the pay adjustment is from the BRAHL program contract funding of \$575,000.

I respectfully request that this request be presented to the Southern University Board of Supervisors at its February 18, 2022, board meeting for approval. If you have any questions, please feel free to contact me.

Sincerely,

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

APPROVED: \_\_\_\_\_

Dr. Ray Belton, President/Chancellor



JOB CLASS 3	2	5	0	0
JOB CODE	M			
CAL ID	U			

# SOUTHERN UNIVERSITY SYSTEM

## Personnel Action Form

POSITION NUMBER	3	M	9	9	2	8
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CAMPUS: SUS \_\_\_\_\_ SUBR \_\_\_\_\_ SULAC X SUAREC \_\_\_\_\_ SUNO \_\_\_\_\_ SUSLA \_\_\_\_\_

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

- |  |   |                        |
|--|---|------------------------|
| <input checked="" type="checkbox"/> Academic | _____ Non-Academic                      | _____ Civil Service    |
| _____ Temporary                              | _____ Part-time ( _____ % of Full Time) | _____ Restricted       |
| _____ Tenured                                | _____ Undergraduate Student             | _____ Job Appointment  |
| _____ Tenured Track                          | _____ Graduate Assistant                | _____ Probationary     |
| _____ Other (Specify) _____                  | _____ Retiree Return To Work            | _____ 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 03/01/2022 To 09/30/2022  
 Effective Date 03/01/2022

Name Kimberly LaMotte XXX-XX-5083 Sex F Race\* B  
(Last 4 digits only)

Position Title: Academic Support Counselor and Instructor Department: Law Center - Academic Support

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 28 Southern University Experience 5  
 Degree(s): Type/Discipline (BA-Education): J.D. Institution/Location (SU-Baton Rouge): Southern University Law Center Year: 2012  
Doctorate of Pharmacy Xavier University of Louisiana, New Orleans 1994  
B.S. in Pharmacy Xavier University of Louisiana, New Orleans 1991

Current Employer Southern University Law Center

### Personnel Action

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

Recommended Salary \$116,000.00 Salary Budgeted \$116,000.00

Source of Funds Title III 320172 (70.41%) and Student Success( 392007(29.29%)32030-61002-34100 &327581 (\$20,000)

Identify Budget: Grants & Student Success Location \_\_\_\_\_  
 Form Code: BOR10 Page 1 Item # 1

Change of:  
 Position From Academic Support Counselor and Instructor To Academic Support Counselor and Instructor  
 Status \_\_\_\_\_  
 Salary Adjustment \$96,000.00 The (BRAHL) Grant  
\$96,000.00 + \$20,000.00 = \$116,000.00

Financial Aid signature (if, applicable):

Source of Funds	Amount
320172-32030-61002-34100	\$67,593.60
392007-32030-61002-34100	\$28,406.40
327581-31120-61002-36000	\$20,000.00

List total funds currently paid this employee by Southern University:

\*See Reverse Side

Comments: (Use back of form)

\*See Reverse Side

Graduate School signature (if, applicable):

Supervisor [Signature] Date 2/2/2022  
 Vice Chancellor [Signature] Date 2/2/2022  
 Director/Personnel \_\_\_\_\_ Date \_\_\_\_\_  
 President [Signature] Date \_\_\_\_\_

Dean/Unit Head [Signature] Date 2/2/22  
 V/C for Finance & Admin. [Signature] Date 2/2/20  
 Vice President/Finance \_\_\_\_\_ Date \_\_\_\_\_  
 Business Affairs/Comptroller \_\_\_\_\_ Date \_\_\_\_\_  
 Chairman/S.U. Board of Supervisors \_\_\_\_\_ Date \_\_\_\_\_



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

**ETHNIC ORIGIN (Please check one):**

\_\_\_\_\_ Hispanic or Latino \_\_\_\_\_ Non-Hispanic or Non-Latino

**RACE (Please check all that apply):**

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

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

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

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

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

**COMMENTS:** Salary Adjustment for the Baton Rouge Advancing Health Literacy (BRAHL) grant at (SULC). Effective March 01, 2022.

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

**EMPLOYEE DIRECT SUPERVISOR:** Vice Chancellor, 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  
 ENCUMBERED / FUNDS AVAILABLE  
 CODE RA  
 EXPIRES 2/2/22  
 DOC ID #  
 DATE H1  
 BY J1 DM George  
 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**

**KIMBERLY HARDY-LaMOTTE, PHARM.D., ESQ.**

  
klamotte@sulc.edu

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**EDUCATION**

Juris Doctor	2012	Southern University Law Center, Baton Rouge, LA
Doctor of Pharmacy	1994	Xavier University of Louisiana, New Orleans, LA
B.S. in Pharmacy	1991	Xavier University of Louisiana, New Orleans, LA

**PROFESSIONAL LICENSURE**

Bar Roll #34852	Louisiana State Bar
Pharmacy License #14931	Louisiana Board of Pharmacy

**PROFESSIONAL EXPERIENCE**

<b>Academic Counselor/Instructor of Law</b> Southern University Law Center	July 2018 – present Baton Rouge, Louisiana
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- Academic counselor in the Office of Academic Support directing and providing various programs to ensure student success throughout their matriculation in law school.
- Confer with students to counsel and advise them on developing academic plans, creating course schedules and implementing/following current institutional policy.
- Direct, coordinate & supervise the Teaching Assistant (Board of Student Advisors) program that provides peer mentors to first-year law school students.
- Teach *Lawyering Process I*, *Lawyering Process II* and *Civil Law Property* to first-year law school students and *Professional Responsibility* and *Health Law* to upper-level students.
- Co-direct SULC's Summer Pre-Law experience for rising 1L students, producing the first virtual experience in nearly 25 years.
- Work collaboratively with a team of Academic Support Professionals to develop and implement policies and programs that impact students' matriculation and academic success.
- Assist with selection, interviewing and onboarding of interns/program analysts for Vulnerable Communities and People Initiative.

<b>Attorney</b> LaMotte Law Firm, LLC	September 2012 – present Baton Rouge, Louisiana
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- Provide transactional services such as contract review and document production to a select clientele.
- Serve as curator ad hoc in adoption and absentee father proceedings.

<b>Assistant Adjunct Professor of Law</b> Southern University Law Center	August 2017 – May 2018 Baton Rouge, Louisiana
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- Taught *Lawyering Process I* to first-year law school students as a course offering foundational skills (critical reading, outlining, case briefing, etc.) necessary for academic success in law school.
- Taught *Constitutional Law II* to upper-level law school students.



**Legislative Aide** April 2013 – October 2014 & July 2016 – May 2018  
Louisiana House of Representatives Baton Rouge, Louisiana

- Manage district office and annual supplemental allowance of State Representative.
- Assist the State Representative in meetings with various advocacy groups.
- Respond to all constituents' issues and requests.
- Draft & publish routine district newsletters to constituents and stakeholders.
- Assist the State Representative in planning and coordinating annual district events.
- Interface with other House and Senate staff in coordinating bill hearings.

**Director, Pharmacy Policy & Research** October 2014 – July 2016  
Louisiana Department of Health & Hospitals Baton Rouge, Louisiana

- Work within the Office of Behavioral Health, Health Plan Management in collaboration with Medicaid on the integration of behavioral health pharmacy services into the Bayou Health plans.
- Coordinate program development and operation, quality monitoring, and compliance of pharmacy services.
- Perform RFP and contract review.
- Collaborate on legislative projects including bill drafting and tracking.

**Legal Extern** January 2012 – May 2012  
Louisiana Department of Justice Baton Rouge, Louisiana

- Assist attorneys defending medical malpractice claims against the state of Louisiana.
- Conduct legal research as requested by staff attorneys and drafted memoranda in preparation for legal proceedings.

**Inpatient Pharmacy Manager** June 2001 - August 1998  
MD Anderson Cancer Center Houston, Texas

- Represent the hematology and bone marrow pharmacy satellites at Operational Pharmacy Services.
- Manage/supervise the pharmacy staff of the hematology and bone marrow transplant pharmacysatellites.
- Inpatient human resources representative for the Division of Pharmacy.
- Develop and initiate policies and procedures for the storage and distribution of investigation drugs and new formulary agents.

**Inpatient Pharmacist** August 1995 – June 1998  
University of Alabama at Birmingham Birmingham, Alabama

- Processed all inpatient orders for the bone marrow transplant unit.
- Develop order sets for various diagnoses requiring admission to the bone marrow transplant unit.
- Attend daily clinical rounds on all patients in the bone marrow transplant unit.
- Staff the orthopedic surgery and renal/liver transplant units.
- Manage/supervise pharmacy technicians, students, and interns.



**Clinical Pharmacy Resident**  
Veterans Administration Hospital

July 1994 – June 1995  
New Orleans, Louisiana

- Attended Pharmacy & Therapeutics Committee meetings to discuss cost effectiveness of various new agents requested on the formulary.
- Prepared outpatient prescriptions for mail order to veterans in the greater New Orleans area.
- Attended daily clinical rounds on various patients in the inpatient setting.
- Prepared case studies and various journal articles for presentation to the pharmacy staff.

**Retail Pharmacist**  
K&B Pharmacy

September 1991 – June 1994  
New Orleans, Louisiana

- Dispensed outpatient prescriptions and counseled patients on all new prescriptions.
- Managed/supervised pharmacy students, technicians, and clerks.
- Maintained adequate stock levels for over-the-counter medications.
- Collaborated with store management on various personnel issues.

#### **PROFESSIONAL AFFILIATIONS/DEVELOPMENT/PRESENTATIONS**

- American Bar Association, Member
- Louisiana State Bar Association, Member
- Louisiana Pharmacists Association Continuing Pharmacy Education, *Louisiana Pharmacy Malpractice Overview*, December 2017, Presenter
- Association of Academic Support Educators 7<sup>th</sup> Annual National Conference – May 2019
- Louisiana Legislative Toxic Mold Task Force Committee, Southern University Law Center Representative, 2020-2021
- Coronavirus Aid, Relief, and Economic Security (CARES) Act: A First Look – Continuing Legal Education – April 2020
- Accounting for SBA Loans and Tax Issues Related to COVID19 Relief – Continuing Legal Education – April 2020
- Pandemic Pro Bono: Navigating Evictions and Small Successions - - Continuing Legal Education – April 2021
- AALS Balance Section Speed-Idea Sharing Well-Being From Day 1 – June 2021
- ANI/SULC: How to Have Difficult Conversations: Allyship & Inclusion, August 2021
- SULC Spaced Repetition-Create & Share + Boost Training for Professors – October 2021
- Introduction to Online Library Tools, October 2021
- Association of Academic Support Educators Bi-Annual Diversity Conference, October 2021
- Second Annual South Florida Regional ASP Conference, Summer Pre-Law Program for Admitted Students, January 2022, Presenter

#### **COMMUNITY AFFILIATIONS/VOLUNTEER EXPERIENCE**

- Baton Rouge Delta Chapter of Delta Sigma Theta Sorority, Incorporated, Member and Social Action Committee Chair
- La Capitale Chapter of The Links, Incorporated, National Trends & Services Facet Chair
- Mayor-President Sharon Weston-Broome's Healthcare, Social Services, & Mental Health Sub-Committee Transition Team Member
- Episcopal High School of Baton Rouge, Diversity|Equity|Inclusion Board Committee, Member
- Junior League of Baton Rouge, Inc., Sustaining Member
- Baton Rouge Chapter of Jack and Jill of America, Inc., Associate Member

# **RECRUITMENT AND ADMISSIONS COMMITTEE**

**(Following Personnel Committee)**

**Friday, February 18, 2022**

**Southern University System Board Room  
J. S. Clark Administration Building 2<sup>nd</sup> Floor  
Baton Rouge, LA 70813**

1. Call to Order
2. Roll Call
3. Adoption of the Agenda
4. Public Comments
5. Informational Item
  - A. Recruitment Updates by Campus  
*Campuses will present current plans/strategies utilized for campus recruitment efforts along with other anticipated initiatives to enhance enrollment and recruitment.*
6. Other Business
7. Adjournment

## **MEMBERS**

Ms. Arlanda Williams-Chair, Mr. Raymond Fondel –Vice-Chair,  
Mr. Kevin Taylor-Jarrell, II, Mr. Richard Hilliard, Mr. Sam Gilliam, Atty. Jody Amedee  
Atty. Edwin Shorty- Ex Officio

# **SOUTHERN UNIVERSITY BOARD OF SUPERVISORS**

**(Following Recruitment and Admissions Committee)**

**Friday, February 18, 2022**

**Southern University System Board Room  
J. S. Clark Administration Building 2<sup>nd</sup> Floor  
Baton Rouge, LA 70813**

## **AGENDA**

1. Call to Order
2. Roll Call
3. Adoption of the Agenda
4. Public Comments
5. Special Presentations
  - A. Above and Beyond Award
6. Action Items
  - A. Request Approval of Minutes of the January 7, 2022 SUS Board of Supervisors Meeting
  - B. Request Approval of Committee Reports and Recommendations
  - C. Request Approval of Dissolution of Agreement between SUSLA and Texas A&T (SUSLA)  
*(Dissolution of the MOU between SUSLA and third-party entity which created the Southern University Shreveport Jaguars.)*
  - D. Request Approval of Memorandum of Understanding between the Southern University Law Center and The Board of Trustees of the University of Arkansas acting on behalf of the University of Arkansas System, Division of Agriculture, National Agricultural Law Center (SULC)  
*Designed to create an alliance between SULC and NALC to create internship opportunities for SULC students and Alumni in Food and Agricultural Law.*
  - E. Memorandum of Understanding between Southern University Law Center and African American Renaissance and Diaspora Network (ARDN) (SULC)  
*Intended to create internship opportunities for SULC Students and*

***popularize the sustainable development as well end all forms of discrimination and violence against women and girls.***

- F. Request Approval of Contractual Agreement with Southern University at New Orleans and Ochsner Health Services (SUNO)  
***The purpose is to afford SUNO students and staff health care services five days per week through an established and renowned healthcare provider.***
  
- G. Request Approval for Memorandum of Understanding between the Southern University Agricultural, Research and Extension Center and Education Farm (SUAREC)  
***This MOU is to design, develop and implement Ed Farm's Propel Program which seeks to inspire students to explore technology and pursue STEM careers.***
  
- H. Request Approval for Memorandum of Understanding between the Southern University Law Center and Digital Venture Partners, LLC (DVP) (SULC)  
***This agreement is proposed to link SULC with various companies to support the HBCU Initiative, raise funds for expungement initiatives and to host various cannabis conferences.***
  
- I. Request Approval for Memorandum of Understanding between Southern University Law Center and Blue Sky Consulting, LLC (SULC)  
***Formulated to assist the SULC pursue funding opportunities related to SMART Technology Solutions in areas related to environmental.***

- 7. Resolutions
  
- 8. Selection of Southern University System President-Chancellor (SUS)  
*\* Executive Session May be Required*
  
- 9. Other Business
  
- 10. Adjournment



## **ACADEMIC AFFAIRS COMMITTEE**

**Friday, January 7, 2022**

**Southern University System Board Meeting Room**

**J. S. Clark Administration Building 2<sup>nd</sup> Floor**

**Baton Rouge, LA 70813**

**9:00 AM**

### **MINUTES**

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

The invocation was given by Father Arockiam of the St Paul Catholic Church. The Pledge of Allegiance was led by Mr. Christopher Bess, a senior from Southern University Laboratory School. He is the son of Quincy and Angela Bess.

Chairman Rutledge thanked the board for the opportunity to serve. He mentioned, he “especially wanted to thank Dr. Robert Rene and Ms. Tracey Taylor-Jarrell for their assistance as board staff, he thanked Dr. Belton and all the Chancellors for their hard work; he thanked the General Counsels, Atty Decuir and Atty Blache; Mr. Marcus Brown and Clourth Wilson who worked very hard to make certain the meetings go without a hitch. He informed the chairman and vice chairman that they have his full support and cooperation and he look forward to following their leadership.”

Proceed with the Installation of Chairman and Vice Chairman.

#### **Installation of Board Officers for 2021**

Attorney Brandon Decuir administered the oath of office to Attorney Edwin Shorty, Board Chair and Dr. Rani Whitfield, the vice chair.

Chairman Atty Shorty thanked his wife and kids for all their support. He also thanked Atty Rutledge who gave great commendations and steadfast leadership. Lastly, He thanked Congressman Senator Cedric Richmond and Congressman Troy Carter for all their support and partnership.

He is looking forward to the new year and the opportunity to serve and work with all the members.

Vice Chairman Dr. Rani Whitfield thanked his family for all their support. He thanked the board for all their support. He is looking forward to working with Chairman Shorty and with the members.

Board Chairman Atty Edwin Shorty announced the convening of the Academic Affairs Committee. Chair Mr. Sam Gilliam called the committee meeting to order.

#### **Roll Call by Dr. Ray Belton.**

**Present:** Mr. Sam Gilliam- Chairman, Dr. Leon Tarver–Vice-Chair, Ms. Arlanda Williams, Mrs. Ann Smith, Mr. Myron Lawson, Mrs. Christy Reeves  
Atty. Edwin Shorty - Ex Officio

**Absent: None**

### **AGENDA ITEM E: ADOPTION OF THE AGENDA**

Mr. Gilliam mention there are amendments to the agenda. Agenda Item F (C) will be moved to full board agenda. Agenda Item F (D) will be deleted from the agenda. There was a motion by Ms. Christy Reeves and second by Ms. Arlanda Williams the agenda was recommended for adoption with amendments.

Motion Approved.

### **AGENDA ITEM F: PUBLIC COMMENTS**

None

### **AGENDA ITEM F: SPECIAL PRESENTATIONS**

#### A. Recognition of 2021 Board Officers

Dr. Belton presented the outgoing Chairman Atty Domoine Rutledge and Vice Chairman Atty Edwin Shorty with a small token of appreciation.

Dr. Tarver recognized and acknowledged Atty Domoine Rutledge for his leadership for the last three year and he made a motion to store upon the outgoing chairman, the title of Chairman Emeritus and the motion was second by Dr. Rani Whitfield.

Motion passed.

#### B. Recognition of Southern University Laboratory School's Football Team (SULS)

Chairman Shorty recognized Dr. Rani Whitfield who recognized the SULS football team and he asked Mr. Herman Brister to come and introduced SULS Football Coach Asberry. Mr. Brister thanked everyone for their support and gave a few comments about the football team and the championship game. He introduced Coach Asberry who thanked everyone for their support. Members of the board congratulated the coach and the team and they took a picture with the team and Coach.

#### ~~C. Jefferson Parish Council (SUNO)~~

#### ~~D. Center Point Energy Check Presentation (SUSLA)~~

#### E. AEP (American Electric Power) Foundation Check Presentation (SUSLA)

Dr. Appeaning thanked Dr. Kenny Moses and Stephanie Rodgers. – Michael Corbin presented check to SUSLA in the amount of \$100k.

F. Path Forward to Becoming a Carnegie Classified R2 Research University (SUBR)

Dr. Belton asked Dr. Sahoo to come and make the presentation. He presented the power point presentation.

*(This presentation highlights SUBR's effort to be recognized as a doctoral research-intensive university along with our core commitment to provide a student-centered learning environment.)*

**ACTION ITEM(S):**

Motion was made by Ms. Arlanda Williams and second by Dr. Leon Tarver to approve Action Items A & B in global.

Motion Approved

A. Request Approval of New Graduate Degree Program - Master of Science in Family and Consumer Sciences (SUBR)

*(The Master of Science graduate program is fulfilling a market need and will prepare students for productive careers in areas where we have undergraduate programs in the college.)*

B. Request Approval of Proposed Curriculum Changes for the Clinical Rehabilitation Counseling (CRC) and Clinical Mental Health Counseling (CMHC) Merger (SUBR)  
*(The CMHC program will attain accreditation and SUBR will have efficiency gains through the consolidation of several courses that are common to both programs.)*

C. Request Approval to grant Dr. Nadia Nedzel the status of Emeritus Professor (SULC)

Motion was made by Mr. Myron Lawson and second by Dr. Leon Tarver, II that Item C be approved.

Motion Approved

**AGENDA ITEM I: OTHER BUSINESS**

None

**AGENDA ITEM F: ADJOURNMENT**

Motion was made by Ms. Arlanda Williams to adjourn the meeting.

## **FACILITIES AND PROPERTY COMMITTEE**

(Following Academic Affairs Committee)

Friday, January 7, 2022

Southern University System Board Meeting Room

J. S. Clark Administration Building 2<sup>nd</sup> Floor

Baton Rouge, LA 70813

### **MINUTES**

Board Chair Atty. Edwin Shorty announced the convening of the Facilities and Property Committee. Chair Mr. Sam Gilliam called the committee meeting to order.

Roll Call by Dr. Belton

**Present:** Mr. Sam Gilliam- Chairman, Dr. Rani Whitfield–Vice-Chair, Mr. John Barthelemy, Dr. Leon Tarver, Mr. Myron Lawson, Atty. Edwin Shorty - Ex Officio

**Absent:** Mr. Richard Hilliard

#### **AGENDA ITEM 3: ADOPTION OF THE AGENDA**

Upon the motion by Dr. Rani Whitfield and second by Mr. John Barthelemy the agenda was recommended for adoption.

Motion passed.

#### **AGENDA ITEM 4: PUBLIC COMMENTS**

NONE

#### **AGENDA ITEM 5: INFORMATIONAL ITEM:**

Mr. Maurice Pitts highlighted all projects on each campus.

There was discussion around the timeline for the projects and Mr. Pitts was asked to continue to collaborate with Dr. Ammons (SUNO) and Mr. Sam Gilliam (SUSLA).

He was also asked to seek minority contractors.

##### **A. Facilities Planning Project Updates (SUS)**

###### ***SUBR***

- *Fisher Hall Renovation - Contract awarded to Cangelosi Ward General Contractors*
- *STEM Science Building - Completed Programming Phase*
- *Sewer Lift Station #2 - Engineering Firm in Design Phase*



- *Ravine Repair - Permanent repairs underway behind the Student Health Center and the parking lot perimeters at the Millennium Apartments*

**SUSLA**

- *Collier Science Building – Contract Awarded to the LeBlanc & Young Architects, LLC for \$178k. Total renovation of 3.1million.*
- *Gymnasium - Demolition Scope added to Capital Outlay Request (\$9M). Letters requesting demolition were mailed to legislators in November*
- *Drainage Project and Road Overlay - Contract Awarded to the LeBlanc & Young Architects, LLC for \$178k. Total renovation of 3.1million.*

**SUNO**

- *ADA Bathroom Upgrades - Design Contract awarded November 30th (Meyer Engineers and Architects)*
- *Security Fence Guard-shack Repairs - In discussion with FP&C to determine status as Project or Major Repair.*

**AGENDA ITEM 6: OTHER BUSINESS**

None

**AGENDA ITEM 7: ADJOURNMENT**

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

**FINANCE COMMITTEE**  
(Following Facilities and Property Committee)  
Friday, January 7, 2022  
Southern University System Board Room  
J. S. Clark Administration Building 2<sup>nd</sup> Floor  
Baton Rouge, LA 70813

**MINUTES**

Board Chair Atty. Edwin Shorty announced the convening of the Finance Committee. Chair Ms. Arlanda Williams called the committee meeting to order.

Roll Call by Dr. Belton

**Present:** Mrs. Arlanda Williams- Chairman, Mr. Myron Lawson–Vice-Chair, Dr. Leon Tarver, Mrs. Christy Reeves, Atty. Domoine Rutledge, Mr. Sam Gilliam, and Atty. Edwin Shorty - Ex Officio

**Absent:** None

**AGENDA ITEM 3: ADOPTION OF THE AGENDA**

Upon the motion by Mr. Sam Gilliam and seconded by Atty Domoine Rutledge the agenda was recommended for adoption.

Motion passed.

**AGENDA ITEM 4: PUBLIC COMMENTS**

NONE

**AGENDA ITEM 5: ACTION ITEM(S):**

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

Motion Approved.

Mr. McClinton presented a brief summary of the adjustments.

- A. Request approval for Mid-Year Budget Adjustments (FY22 BA-7) (SUS)

**AGENDA ITEM 6: INFORMATIONAL ITEM(s):**

A. Interim Financial Reports

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

**AGENDA ITEM 7: OTHER BUSINESS:**

None

**AGENDA ITEM 8: ADJOURNMENT**

Motion was made by Mr. Myron Lawson to adjourn the meeting.

## **PERSONNEL AFFAIRS COMMITTEE**

**(Following Finance Committee)**

**Friday, January 7, 2022**

**Southern University System Board Room**

**J. S. Clark Administration Building 2<sup>nd</sup> Floor**

**Baton Rouge, LA 70813**

### **MINUTES**

Board Chair Atty. Edwin Shorty announced the convening of the Personnel Affairs Committee. Chair Dr. Leon Tarver, II called the committee meeting to order.

Roll Call by Dr. Belton

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

**Absent:** Mr. Samuel Tolbert

#### **AGENDA ITEM 3: ADOPTION OF THE AGENDA**

Upon the motion by Ms. Arlanda Williams and seconded by Mrs. Christy Reeves the agenda was recommended for adoption.

Motion passed.

#### **AGENDA ITEM 4: PUBLIC COMMENTS**

Comment from Dr. Albert Samuels – Stating he support Action Item 5A

#### **AGENDA ITEM 5: ACTION ITEM(S)**

Motion was made by Mr. Raymond Fondel and second by Ms. Arlanda Williams that Action Item 5A be approved.

Motion Approved

Chairman Shorty requested all campus representatives to look at the equity adjustments on their respective campuses. He wants the chancellors to do an analysis to find out if they can do the same.

- A. Request Approval of Equity Adjustments for Southern University and A&M College at Baton Rouge Faculty (SUBR)  
*(The recommended equity adjustments are a small step to reduce severe inequities amongst faculty who hold the rank as associate professors.)*



~~B. Request Approval of Faculty Retirement Incentive Plans for Southern University and A&M College at Baton Rouge (SUBR)  
(This recommendation is revenue neutral and offers just recognition of senior faculty while simultaneously allowing for the recruitment of newly minted talent.)~~

Motion was made by Mr. Raymond Fondel and second by Mr. Sam Gilliam that Action Item 5C (1-13) be approved in global w/ the exception of #4.

Motion Approved

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

Name	Position/Campus	Salary	Funding Source
1. Peter Bonnee	Chief Information Officer (CIO) New Appointment (SUNO)	\$95,000.00	State
2. Jacqueline Dixon	Special Assistant to the Chancellor-Dean Additional Duties (SUAREC)	\$65,000.00	State
3. Gabriel Fagbeyiro	Associate Vice-President/Chief Information Officer Equity Adjustment (SUS)	\$177,500.00	State
<del>4. Mark Frederick</del>	<del>Assistant Football Coach New Appointment (SUBR)</del>	<del>\$65,000.00</del>	<del>State</del>
5. Barry Hester	Interim Vice-Chancellor for Academic Affairs and Workplace Development New Appointment (SUSLA)	\$108,576.00	State
6. Toni Jackson	College of Engineering and Sciences – Director of Advancement New Appointment (SUBR)	\$85,000.00	State
7. Henry Miller	Assistant Football Coach New Appointment (SUBR)	\$80,000.00	State
8. LaSonia Morris	Director of Accounting New Appointment (SUSLA)	\$68,000.00	State
9. Damon Nevins	Assistant Football Coach New Appointment (SUBR)	\$65,000.00	State
10. Kelly Smith	Interim Chair - Bachelor of Science in Nursing (BSN) Program New Appointment (SUNO)	\$125,000.00	State
11. Ursula Square	Director of Literacy New Appointment (SU Lab/SUBR)	\$65,000.00	State
12. Quiana Skidmore	Interim Director - Human Resources New Appointment (SUSLA)	\$67,702.75	State

D. Request Approval of Sabbatical Leave and Faculty Appointment for Dr. Rodney Ellis (SUSLA)

Dr. Belton gave brief comments on Items 5D.

Motion was made by Ms. Arlanda Williams and second by Mr. Raymond Fondel that Action Item 5D be approved.

Motion Approved

**AGENDA ITEM 6: OTHER BUSINESS**

NONE

**AGENDA ITEM 7: ADJOURNMENT**

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

# **SOUTHERN UNIVERSITY BOARD OF SUPERVISORS**

**(Following Personnel Committee)**

**Friday, January 7, 2022**

**Southern University System Board Room  
J. S. Clark Administration Building 2<sup>nd</sup> Floor  
Baton Rouge, LA 70813**

## **MINUTES**

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

### **PRESENT**

Mr. John Barthelemy, Mr. Raymond Fondel, Mr. Sam Gilliam, Mr. Myron Lawson  
Ms. Christy Reeves, Atty Domoine Rutledge, Atty Edwin Shorty, Mrs. Ann A. Smith, Dr. Leon R. Tarver II, Mr. Kevin Taylor-Jarrell II, Dr. Rani Whitfield, and Ms. Arlanda Williams

### **ABSENT**

Dr. Leroy Davis, Mr. Richard Hilliard, and Rev. Samuel Tolbert

### **AGENDA ITEM 3: ADOPTION OF THE AGENDA**

Chairman Shorty mentioned the agenda will be amended. Agenda Item 5A Above and Beyond Award will be removed. Upon the motion by Atty Domoine Rutledge and second by Dr. Rani Whitfield, the agenda was recommended for adoption with amendment.

Motion passed.

### **AGENDA ITEM 4: PUBLIC COMMENTS**

**None**

### **AGENDA ITEM 5: SPECIAL PRESENTATION**

~~A. Above and Beyond Award~~

### **AGENDA ITEM 6: ACTION ITEM(s):**

There was a motion by Dr. Rani Whitfield and Second by Mrs. Christy Reeves to approve action item A.

Motion passed.

- A. Request Approval of Minutes of the December 10, 2021, SUS Board of Supervisors Meeting

There was a motion by Dr. Rani Whitfield and Second by Mrs. Christy Reeves to approve action item B.

Motion passed.

B. Request Approval of Committee Reports and Recommendations

There was a motion by Dr. Rani Whitfield and Second by Mrs. Christy Reeves to approve action item C.

Motion passed.

Chancellor Pierre gave brief comments.

C. Request Approval of Memorandum of Understanding between the Southern University Law Center and Pensole Lewis College (SULC)  
*(This MOU offers no-cost opportunities to engage with Pensole Lewis College, therewith advancing career pathways in the fashion and design industry.)*

There was a motion by Dr. Rani Whitfield and Second by Mrs. Christy Reeves to approve action item D.

Motion passed.

There was lengthy discussion in reference to Item D and there were some concerns from the committee, therefore Dr. Whitfield and Ms. Reeves withdrew the motion. Item D will be tabled until next month's meeting after the committee receives additional information.

D. Request Approval of Dissolution of Agreement between SUSLA and Texas A&T (SUSLA)  
*(Dissolution of the MOU between SUSLA and third-party entity which created the Southern University Shreveport Jaguars.)*

There was a motion by Atty Domoine Rutledge and Second by Dr. Rani Whitfield to approve action item E.

Motion passed.

E. Request Approval of Resolution for CEA between Southern University A&M College and the Louisiana Leadership Institute (SUBR)

**AGENDA ITEM 7: RESOLUTIONS**

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

- Ms. Janice Faye Dickerson
- Ms. Keneshie Morrison



- Ms. Anna Pierre
- Bishop Roy Lawrence Hailey Winbush
- Mr. Audis Truxillo
- Ms. Betty Hardy Smith

There was a motion by Atty Domoine Rutledge to approve the read resolutions and Mr. Myron Lawson second the motion.

Motion approved.

**AGENDA ITEM 8: INFORMATIONAL ITEM(s):**

A. Medical Marijuana Update

Dr. McMeans gave a brief update on the rollout of flower which is huge. Dr. Snowden will give a more detailed report on next month.

B. President's Report

Dr. Belton congratulated Chairman Shorty and told him he is looking forward to working with him. Dr. Belton gave information on the COVID Protocols @ System for Spring semester.

C. Chancellor's Reports

(SUNO) Dr. Ammons congratulated Chairman and Vice Chairman. He gave information on the COVID Protocols for SUNO for Spring Semester.

Councilmen Byron Lee and Dr. Kim Rugon had a presentation from Jefferson Parish City Council. Councilmen Lee presented SUNO with a check in the amount of \$100k – tuition assistant \$25k/yearly for 4 years.

(SUSLA) Dr. Appeaning congratulated Chairman and Vice Chairman. He congratulated Ms. Tiffany Varner on Pinning Ceremony. He gave information on the COVID Protocols for SUSLA for Spring Semester.

(SUAREC) Dr. McMeans congratulated Chairman and Vice Chairman. He thanked Atty Rutledge for his leadership and he thanked Dr. Belton for all his support. He mentioned SUAREC motto is "Bigger and Better in 2022". He acknowledged Ms. Lisa Williamson who will be leaving after 22 years.

(SULC) Chancellor Pierre acknowledged Chancellor Agnihotri. He presented the Chairman and Vice Chairman with gifts from the SU Law Center. He gave information on the COVID protocols for SU Law Center for Spring Semester.

He introduced General Honore who is present at the meeting. He will give information on the Haiti Conference.

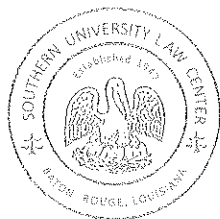
(SUBR) Dr. Sahoo congratulated the Chairman and the Vice Chairman. He mentioned there was a Spring 2022 Faculty Convocation on yesterday, January 6, 2022. He briefly mentioned the IBM Research and he congratulated Dr. Sandra Brown who received the award from Mary Bird Cancer.

**AGENDA ITEM 9: OTHER BUSINESS**

Chairman Shorty gave information on the presidential search and the remaining timeline.

**AGENDA ITEM 10: ADJOURNMENT**

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



## SOUTHERN UNIVERSITY LAW CENTER

261 A. A. LENOIR HALL

POST OFFICE BOX 9294

BATON ROUGE, LOUISIANA 70813-9294

OFFICE OF THE CHANCELLOR

(225) 771-2552

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February 1, 2022

Dr. Ray Belton

President/Chancellor

Southern University System and Baton Rouge Campus

J.S. Clark Administration Building, 4<sup>th</sup> Floor

Baton Rouge, Louisiana 70813

RE: Memorandum of Understanding between Southern University Law Center and Board of Trustees of the University of Arkansas, Acting for and on behalf of University of Arkansas system, Division of Agriculture, National Agricultural Law Center

Dear Dr. Belton:

The National Agricultural Law Center (NALC) is the nation's leading source of agricultural and food law research and information and has served the nation's diverse agricultural community of legal practitioners, federal and state policy makers, producers, extension personnel, attorneys, and students. NALC, and the Southern University Law Center (SULC) wish to engage in a collaborative formalize a student-focused partnership designed to educate, engage, and otherwise empower SULC students and SULC Alumni concerning opportunities connected to food and agricultural law.

SULC and NALC are entering into this strategic alliance to collaborate on the development of an the Agricultural Law Institute for Underrepresented and Underserved Communities, provide internships for SULC students, programming, and develop a Student Agricultural Law Society and research fellowship opportunities for SULC students at NALC.

I hereby request that this proposed MOU is presented for approval to the Southern University System Board of Supervisors at its February 2022, board meeting. If you have any questions, please feel free to contact me.

Sincerely,

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

**MEMORANDUM OF UNDERSTANDING  
BETWEEN SOUTHERN UNIVERSITY LAW CENTER AND  
THE BOARD OF TRUSTEES OF THE UNIVERSITY OF  
ARKANSAS, ACTING FOR AND ON BEHALF OF THE  
UNIVERSITY OF ARKANSAS SYSTEM, DIVISION OF  
AGRICULTURE, NATIONAL AGRICULTURAL LAW CENTER**

This Memorandum of Understanding (this "MOU") is made and entered into by and between the Board of Trustees of the University of Arkansas, acting for and on behalf of the University of Arkansas System, Division of Agriculture and its National Agricultural Law Center ("NALC") having an address at 2549 N. Hatch Ave. Fayetteville, Arkansas 72704, and Southern University Law Center ("SULC"), whose address is 2 Roosevelt Steptoe Drive, P.O. Box 9294, Baton Rouge, Louisiana 70813. SULC and NALC may each be referred to individually as a "Party", or collectively, as "Parties" hereinafter. Each Party shall be deemed to include any of its subsidiaries, affiliates, officers, directors, employees, agents, representatives, and advisors.

**WHEREAS**, since 1947, SULC has emphasized legal education of high quality for qualified students from diverse backgrounds thereby inspiring SULC to develop as a progressive, innovative institution that prepares students for success in all law-related segments of society, including agricultural and food law.

**WHEREAS**, since 1987, the NALC, the nation's leading source of agricultural and food law research and information, has served the nation's diverse agricultural community of legal practitioners, federal and state policy makers, producers, extension personnel, attorneys, students, and many others; and

**WHEREAS**, the Parties recognize that formalizing a student-focused partnership designed to educate, engage, provide NALC Research Fellowships, foster internship opportunities, and otherwise empower SULC students and SULC Alumni concerning opportunities connected to the NALC will be of great mutual benefit to both institutions;

**WHEREAS**, the Parties each have potential access to resources and opportunities that can prove beneficial in aiding efforts to achieve the aforementioned interests and objectives;

**WHEREAS**, in connection with ongoing discussions concerning opportunities to collaborate on programming and other initiatives consistent with the stated mission and goals of the Parties, the Parties desire to articulate certain parameters of their initial relationship framework.

**NOW THEREFORE**, the above recitals are hereby incorporated into the body of this MOU by reference, and in consideration of the foregoing and for the mutual understandings herein contained or as may be later clarified, the Parties agree as follows:



1. **Purpose.** The purpose of this MOU is to outline the general parameters of the collaborative initial working relationship being established between the Parties, which includes initiating some collaborative efforts while also planning additional long-term efforts

2. **Contributions of SULC**

SULC will use its best efforts to:

- Cross reference the NALC and this partnership on its websites, as appropriate.
- Work collaboratively with the NALC to develop and sustain a Student Agricultural Law Society.
- Help publicize Research Fellow position announcements to SULC students and other SULC partner institutions.
- Ensure that selected Research Fellows understand that they are expected to work five (5) to ten (10) hours weekly during the fall and spring semesters, unless otherwise approved in writing by the NALC.
- Marla Dickerson, Associate Vice Chancellor for Innovation and Strategic Partnerships and Initiatives will be the point of contact for SULC.
- Work to establish the Agricultural Law Institute for Underrepresented and Underserved Communities at SULC as a standing partner of the National Agricultural Law Center.
- Support other projects and initiatives as mutually agreed to by the Parties, specifically including hosting an annual legal symposium addressing legal issues germane to development and enhancement of minority, underrepresented, underserved and small producers and the establishment of a SULC student-led legal journal devoted to legal issues affecting minority and small producers

3. **Contributions of The Center**

The Center will use its best efforts to:

- Cross reference SULC and this partnership on its website, as appropriate;
- Hire at least two but typically no more than four SULC law students per semester (Fall Spring, and Summer) to serve as Research Fellows at the NALC.
- Sponsor travel for Research Fellows, contingent on available funding to appropriate agricultural law conferences, specifically including the annual Mid-South Agricultural & Environmental Law Conference.
- The NALC will assign legal research and writing to SULC students on a range of agricultural and food law topics that are in furtherance of the Center's national research and information mission;

- Additionally, the NALC will coordinate with SULC to help place Research Fellows in externships for academic credit at the NALC, USDA Office of General Counsel (in D.C. or one of its Field Offices), and other appropriate entities within the nation's agricultural law community in Louisiana and beyond.
  - Ensure SULC students hired by the NALC will be financially compensated in accordance with any and all applicable laws or policies of the University of Arkansas System.
  - Work collaboratively with SULC to develop and implement a Student Agricultural Law Society with the goal of helping sustain the Society's long-term success, including identifying and/or providing potential guest speakers, networking, and career development opportunities.
  - Work to establish the Agricultural Law Institute for Underrepresented and Underserved Communities at SULC as a standing partner of the National Agricultural Law Center, including by helping to fund and identify funding sources to ensure the success of SULC Center.
  - The point of contact for NALC is Harrison Pittman, Center Director.
  - Support other projects and initiatives as mutually agreed to by the Parties.
4. **Term of MOU.** This MOU is effective upon the day and date last signed and executed by the duly authorized representatives of the Parties to this MOU and shall remain in full force and effect for not longer than five (5) years unless otherwise agreed to in writing by all Parties. This MOU and its implementation will be reviewed annually during the pendency of its term and during subsequent additional years, if any. This MOU may be terminated, without cause, by either Party upon thirty (30) days written notice, which notice shall be delivered by hand, electronic mail, or by certified mail to the official business addresses listed above.
5. **Planning and Management of Activities** – Each distinct collaboration, program, or activity will be described in a separate Memorandum of Agreement drawn up jointly and signed by authorized signatories of each Party. Such agreements will specify the names of those individuals for each Party responsible for the implementation of the program and set forth all terms and conditions associated with the activity. The Parties understand that each Memorandum of Agreement may have different circumstances with respect to the personnel, types of activities, intellectual property and other deliverables that either Party may be required to contribute. Therefore, SULC and the NALC reserve the right to perform a separate risk assessment on the legal, tax, and other liabilities that may arise under each Memorandum of Agreement and to structure its deliverables under the Memorandum of Agreement in a way that maximizes the cost and liability efficiencies for SULC and the NALC.
6. **Other Terms**

**It is mutually understood, and agreed between the Parties that:**

- A. Each Party takes legal and financial responsibility for the actions of its respective employees, officers, agents, representatives and volunteers (“Representatives”). Each Party agrees to indemnify, defend and hold harmless the other to the fullest extent permitted by law from and against any and all demands, claims, actions, liabilities, losses, damages, and costs, including reasonable attorney’s fees, arising out of or resulting from the indemnifying Party’s acts or omissions (or the acts or omissions of its Representatives) related to its participation under this MOU and each Party shall bear the proportionate cost of any damages attributable to the fault of such Party and its Representatives. It is the intention of the Parties that, where fault is determined to have been contributory, principles of comparative fault will be applied.
- B. SULC and the NALC hereby agree to use their best efforts to ensure the success of this MOU. This MOU will become effective once it is approved by the Southern University System Board of Supervisors

**7. General Provisions.**

- A. **Amendments.** Either Party may request changes to this MOU. Any changes, modifications, revisions or amendments to this MOU which are mutually agreed upon by and between the Parties to this MOU shall be incorporated by written instrument, and effective when executed and signed by all Parties to this MOU.
- B. **Entirety of Agreement.** This MOU represents the entire and integrated agreement between the Parties and supersedes all prior negotiations, representations, and agreements, whether written or oral.
- C. **Severability.** Should any portion of this MOU be judicially determined to be illegal or unenforceable, the remainder of this MOU shall continue in full force and effect, and either Party may renegotiate the terms affected by the severance.
- D. **Sovereign Immunity.** The Parties and their respective governing bodies do not waive their sovereign immunity by entering into this MOU, and each fully retains all immunities and defenses provided by law with respect to any action based on or occurring as a result of this MOU.
- E. **Third Party Beneficiary Rights.** The Parties do not intend to create in any other individual or entity the status of a third-party beneficiary, and this MOU shall not be construed so as to create such status. The rights, duties and obligations contained in this MOU shall operate only between the Parties to this MOU and shall insure solely to the benefit of the Parties to this MOU. The provisions of this MOU are intended only to assist the Parties in determining and performing their obligations under this

MOU. The Parties to this MOU intend and expressly agree that only Parties' signatory to this MOU shall have any legal or equitable right to seek to enforce this MOU, to seek any remedy arising out of a Party's performance or failure to perform any term or condition of this MOU, or to bring an action for the breach of this MOU.

- F. This MOU may be signed in any number of counterparts, each of which will be deemed to be an original for all purposes and all counterparts when taken together (copies or originals of each or any in any combination) will constitute one and the same original MOU.

In witness whereof, the Parties to this MOU through their duly authorized representatives have executed this MOU on the days and dates set out below, and certify that they have read, understood, and agreed to the terms and conditions of this MOU as set forth herein.

**Southern University Law Center**

\_\_\_\_\_  
Chancellor John K. Pierre

\_\_\_\_\_  
Date

By: \_\_\_\_\_  
Dr. Jean Francois Muellenet  
Associate Vice President for Agriculture - Research  
University of Arkansas System Division of Agriculture

Acknowledgement By: \_\_\_\_\_  
Harrison M. Pittman  
Director, National Agricultural Law Center  
University of Arkansas System Division of Agriculture

\_\_\_\_\_





## SOUTHERN UNIVERSITY LAW CENTER

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February 1, 2022

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

RE: Memorandum of Understanding between Southern University Law Center and African Renaissance and Diaspora Network (ARDN)

Dear Dr. Belton:

The African Renaissance Diaspora Network (ARDN) is a not-for-profit corporation with a mission to support the advent of the African renaissance in Africa and the African diaspora, including by strengthening links between the African continent and its diaspora, by supporting and advocating for United Nations objectives. ARDN and the Southern University Law Center (SULC) wish to engage in a collaborative working relationship to create internship opportunities with ARDN network for SULC students and popularize the sustainable development and to end all forms of discrimination and violence against women and girls.

SULC and ARDN are entering into this strategic alliance to develop esports curriculum, explore the development of curriculum and programming related to environmental justice, and collaborate for a special United Nations project "Pathway to Solutions".

I hereby request that this proposed MOU is presented for approval to the Southern University System Board of Supervisors at its February 2022, board meeting. If you have any questions, please feel free to contact me.

Sincerely,

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

## MEMORANDUM OF UNDERSTANDING

**THIS MEMORANDUM OF UNDERSTANDING**, entered into this \_\_\_\_\_ day of [Month], 2021, by and between Southern University Law Center (“SULC”) and African Renaissance and Diaspora Network (“ARDN” and, together with SULC, the “Parties”).

**WHEREAS**, SULC is a public ABA-accredited law school with the explicit mission to, *inter alia*, provide access to underrepresented students and “train a cadre of lawyers equipped with the skills necessary for the practice of law and for positions of leadership in society”;

**WHEREAS**, in fulfillment of its mission, SULC has launched several innovative workforce development, hybrid and online programs, and is contemplating launching additional such programs at the intersection of law and esports and gaming;

**WHEREAS**, ARDN is a charitable not-for-profit corporation duly registered under the laws of the State of New York, United States of America, and recognized as a public charity exempt from federal income taxation under Section 501(c)(3) of the Internal Revenue Code of the United States of America with a mission to support the advent of the African renaissance in Africa and the African diaspora, including by strengthening links between the African continent and its diaspora, by supporting and advocating for United Nations objectives, and by harnessing the passion of government, educators, artists, intellectuals, the private sector, civil society and youth, using the power of sport and culture as vectors;

**WHEREAS**, in fulfillment of its mission, ARDN is spearheading the “Pathway to Solutions” initiative, a special project for the United Nations to popularize the Sustainable Development Goals set forth in the 2030 Agenda for Sustainable Development, in collaboration with various United Nations entities and offices, governments, civil society, academia and the private sector, and within the framework of said initiative and Sustainable Development Goal #5, is undertaking a “Red Card Campaign” to put an end to all forms of discrimination and violence against women and girls, and to help ensure that women are able to make real choices in all aspects of their lives; and

**WHEREAS**, the Parties have expressed a desire to work together on several collaborative opportunities.

**NOW THEREFORE**, it is mutually agreed as follows:

- I. Scope** - This Memorandum of Understanding (MOU) shall commemorate the Parties’ intent to collaborate on projects that will contribute to the advancement of the mutual objectives, interests and visions shared by the Parties, which may include:
  - A. Development of internship opportunities with ARDN’s partners and network
  - B. Development of a Motorsports gaming/esports curriculum
  - C. Communications campaigns and activities
  - D. Development of joint activities to accelerate the achievement of, and popularize,

the Sustainable Development Goals of the 2030 Agenda for Sustainable Development, and to end all forms of discrimination and violence against women and girls

- E. Development of marketing and promotional days for various partners identified by the parties
- F. Any other project that may be agreed upon between the parties.

Before implementing these activities, the Parties will discuss the opportunities and challenges presented and will thereafter enter into specific activity agreements based on the mutually agreed objectives and outcomes. The Parties acknowledge and agree that the scope of collaboration set forth above will involve, and any resulting Activity Agreements may be executed as counterparties by, other schools in the Southern University System.

- II. **Period** - This MOU shall be effective upon the date of final execution and will remain in force and effect until 31 December 2024. Thereafter, the Parties may agree, in writing, to extend this MOU for subsequent three-year periods. Either Party may terminate this MOU by providing notice to the other Party in writing.
- III. **Planning and Management of Activities** – Each distinct collaboration program or activity will be described in a separate Activity Agreement drawn up jointly and signed by authorized signatories of each Party. Such agreements will specify the names of those individuals for each Party responsible for the implementation of the program and set forth all terms and conditions associated with the activity. The Parties understand that each Activity Agreement may have different circumstances with respect to the personnel, types of activities, intellectual property, and other deliverables that either Party may be required to contribute. Therefore, each Party reserves the right to perform a separate risk assessment on the legal, tax and other liabilities that may arise under each Activity Agreement and to structure its deliverables under the Activity Agreement in a way that maximizes the cost and liability efficiencies for such Party.
- IV. **Funding of Activities** – Activity Agreements should make financial costs and obligations explicit. Projects requiring funding must be approved by both Parties.
- V. **Nondiscrimination** – SULC and ARDN agree that no person shall on the grounds of race, religion, color, sex, age, national origin or ancestry, genetic information, marital status, parental status, sexual orientation, gender identity and expression, disability, or status as a veteran be excluded from participation under the terms of this MOU.
- VI. **Use of Name** – A Party shall not use the name, logo or emblem, or any abbreviations thereof, of the other Party, nor of any director, officer, manager, trustee, employee or staff member of such other Party, in any publicity, advertising, or news release without the prior written approval of an authorized representative of such other Party.
- VII. **Modification** – The terms of this MOU may be changed or modified only by written amendment signed by authorized agents of the Parties.

- VIII. Non-Binding** – Except with respect to Section VI (Use of Name), Section IX (FCPA), Section X (Tax Exempt Status), Section XI (International Sanctions) this MOU is non-binding and solely for the purpose of establishing a basis upon which SULC and ARDN will continue discussions, and does not create any obligations of either Party enforceable under law or equity in any court or tribunal. Either SULC or ARDN may at its sole discretion terminate discussions for any reason by giving written notice of termination to the other. In the case of a dispute that arises relating to any aspect of cooperation under this MOU, the parties may attempt to resolve such dispute through friendly negotiation, or either party may elect to terminate this MOU pursuant to the previous provision. Upon termination, the parties will have no further obligations hereunder.
- IX. Foreign Corrupt Practices Act** – SULC and ARDN represent and warrant to each other that they are aware of the requirements of the United States Foreign Corrupt Practices Act (the “FCPA”) and that they will not, and will not allow their owners, employees, representatives, officers, directors, contractors or other agents to take any action in connection with this MOU or any separate Activity Agreement to provide, offer or promise to provide, or authorize the provision directly or indirectly of, any money, gift, loan, service or anything of value to (i) any government official (or any agent, employee or family member thereof), (ii) any political party or candidate for political office, or (iii) any person, while knowing that all or a portion of such money or thing of value will be offered, given or promised, directly or indirectly, to any of the foregoing in (i) or (ii), for the purpose of obtaining or retaining business or funding, to direct business or funding to any person or entity, or to secure any other improper advantage.
- X. Tax Exempt Status** – SULC acknowledges that ARDN is subject to the laws, rules and regulations of entities exempt from federal income tax under Section 501(c)(3) of the Internal Revenue Code. Accordingly, the Parties understand and agree that, no substantial part of any cooperation under this MOU or any separate Activity Agreement shall be devoted to carrying on of propaganda or otherwise attempting to influence legislation, and that no cooperation under this MOU or any separate Activity Agreement shall be devoted to participating in, or intervening, any political campaign on behalf of or in opposition to any candidate for public office. Notwithstanding anything to the contrary in this MOU, or in any separate Activity Agreement, any interpretation of this MOU or Activity Agreement that is inconsistent with the lawful operation of ARDN as an entity subject to the laws, rules and regulations of entities exempt from federal income tax under Section 501(c)(3) of the Internal Revenue Code, vis-à-vis the rights, liabilities and obligations of either Party, shall be invalid and unenforceable
- XI. International Sanctions** – Each Party represents and warrants to the other Party that it is aware of the requirements imposed by the Office of Foreign Assets Control of the United States Department of the Treasury (the “OFAC”), and will not use any resources of the other Party, financial or otherwise, in any manner designed or intended to benefit a “specifically designated national and blocked person” on the most current list published by OFAC, or in any manner that would result in a violation of any sanctions administered by OFAC, except pursuant to a general or specific license issued by OFAC. Nothing in this Section is intended to create an obligation by one Party to provide resources to the other Party, or the right by one Party to receive resources from the other Party.



**IN WITNESS WHEREOF**, SULC and ARDN have executed this Agreement as of the date first above written.

**Southern University Law Center**

**ARDN**

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Chancellor John Pierre

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Djibril Diallo  
President & CEO

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Date

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Date

**COOPERATIVE ENDEAVOR AGREEMENT**

**BY AND BETWEEN**

**SOUTHERN UNIVERSITY NEW ORLEANS**

**AND**

**OCHSNER CLINIC FOUNDATION**

**THIS COOPERATIVE ENDEAVOR AGREEMENT** (the “Agreement”) is made and entered into on this 1<sup>st</sup> day of August, 2022 (the “Effective Date”), by and between the Southern University New Orleans (the “University”) and Ochsner Clinic Foundation (“Ochsner”).

**WHEREAS**, pursuant to Article 7, Section 14(C) of the Louisiana Constitution of 1974, and related statutes, the University, as a political subdivision of the State of Louisiana, may enter into cooperative endeavors for any public purpose; and

**WHEREAS**, University is in need of a primary care clinic on its premises to provide its students, faculty, employees, and the surrounding community with access to primary care services; and

**WHEREAS**, Ochsner desires to provide accessible healthcare on the University’s campus and is willing to provide clinical and administrative staff to establish such a clinic on the University’s campus; and

**NOW THEREFORE**, the University and Ochsner, each having the authority to do so, agree as follows:

**I. OBLIGATIONS OF THE PARTIES.**

**A. Obligations of Ochsner.**

**1. *Student Health Clinic.*** Ochsner will establish and operate a primary care clinic (the “Student Health Clinic”) on University’s campus. The Student Health Clinic will service not only University students, but also University faculty and staff. The Student Health Clinic will be open five (5) days per week (excluding University holidays). Ochsner will arrange for the provision of medical supplies and drugs for the Student Health Clinic.

**2. *Staffing:*** Ochsner will arrange for, at least, one (1) provider to be on site during normal Student Health Clinic hours of operation. Said provider will provide medical services to the University community in accordance with his/her professional license and Ochsner’s expectations for its employees. Ochsner may, in its direction, arrange for the provision of services by additional providers via virtual means. Ochsner will also provide its own staff to meet the administrative needs of the Student Health Clinic, as determined by Ochsner.

**3. Equipment:** The University and Ochsner may each contribute equipment necessary for operation of the Student Health Clinic, as the parties may from time to time agree. Each party shall retain ownership of any equipment contributed by such party. Each party shall also be responsible for the maintenance and utility of its equipment. Each party shall be responsible for and hereby assumes the entire risk of the Equipment being lost, damaged, destroyed, or stolen.

**4. Medical Records:** Ochsner will document all professional medical services provided to patients in Ochsner's medical record. Ochsner will provide all computer equipment necessary for Ochsner to register patients and document services provided in its medical record.

**5. Billing:** Ochsner will establish charges for the services provided in the Student Health Clinic in amounts not to exceed the usual and customary fees charged by Ochsner for similar services. Ochsner will bill patients and/or their respective payors in accordance Ochsner's standard billing practices and payor arrangements, as applicable. No cost will be charged to SUNO students. Except as otherwise provided for herein or as memorialized in a separate written agreement between the parties, Ochsner will not charge the University, and the University will have no financial responsibility for, any services rendered to patients in the Student Health Clinic.

**6. Marketing:** Ochsner will conduct marketing and advertising to build awareness of the new Clinic within the community if applicable.

**B. Obligations of the University.** The University will:

**1.** Provide Ochsner with appropriate clinic and office space in which Ochsner may operate the Student Health Clinic;

**2.** Provide, at the University's expense, all utilities, phone, internet connectivity, maintenance, repairs, and janitorial services in connection with the Student Health Clinic, office space, and the common areas where the Student Health Clinic will be located;

**3.** Provide, at least, one (1) nurse to assist in the Student Health Clinic; and

**4.** Provide an annual stipend to Ochsner in connection with its operation of the Student Health Clinic in an amount equal to Two Hundred and Fifty Thousand and XX/100 Dollars (\$250,000.00), payable in equal, monthly installments of Twenty Thousand and Eight Hundred and Thirty-Three and XX/100 Dollars (\$20,833.00).

**II. DURATION.** This Agreement will be effective for one (1) year from the Effective Date. Thereafter, this Agreement will automatically renew for one (1) additional year if notice to discontinue is not presented ninety (90) days prior to the termination date. Following the second year, the parties must jointly agree in writing to continue this Agreement for any additional term.

### III. TERMINATION.

**A. Termination Without Cause.** Either Party may, in its sole discretion, terminate this Agreement without cause by giving the other Party at least one hundred eighty (180) days' prior written notice.

**B. Termination for Breach.** Either Party may terminate this Agreement upon breach by the other Party of any material provision of this Agreement, provided such breach continues for thirty (30) days after receipt by the breaching Party of written notice of such breach from the non-breaching Party.

**C. Termination for Changes in Law.** In the event that any governmental or nongovernmental agency, or any court or administrative tribunal passes, issues or promulgates any new, or change to any existing, law, rule, regulation, standard, interpretation, order, decision or judgment (individually or collectively, "Legal Event"), which a Party (the "Noticing Party") reasonably believes (i) materially and adversely affects either Party's licensure, accreditation, certification, or ability to refer, to accept any referral, to present a bill or claim, or to receive payment or reimbursement from any governmental or non-governmental payor, or (ii) indicates a Legal Event with which the Noticing Party desires further compliance, then, in either event, the Noticing Party may give the other Party thirty (30) days prior written notice of its intent to amend or terminate this Agreement. Notwithstanding the foregoing, the Noticing Party may propose an amendment to the Agreement to account for the Legal Event, and, if accepted by the other Party prior to the end of the thirty (30) day notice period, the Agreement shall be amended as of the date of such acceptance and if not amended shall automatically terminate.

**D. Referral Following Termination:** In the event of a termination, Ochsner will be solely responsible for notifying patients undergoing treatment of an alternative treatment location/physician group to continue treatment.

**IV. OCHSNER'S STATUS.** In performing the services described hereunder, Ochsner and its employees and other agents are acting as independent contractors as to University, and neither Ochsner nor its employees or agents shall be considered employees of University. Further, Ochsner shall operate the Student Health Clinic as an Ochsner clinic and shall maintain all medical records and patient information in compliance with the Health Insurance Portability and Accountability Act of 1996 together with its implementing regulations ("HIPAA"). University shall not exercise any control or direction over the manner or method by which Ochsner or its employees or agents provide the services. As independent contractors, Ochsner retains the right to engage in the private practice of medicine, and nothing in this Agreement shall be interpreted



as limiting or restricting that right in any way. The provisions set forth herein shall survive expiration or other termination of this Agreement, regardless of the cause of such termination.

**V. INSURANCE.**

**A.** During the term of this Agreement, Ochsner shall, at all times, (a) maintain adequate workers' compensation and unemployment insurance coverage for its employees in accordance with state law, (b) maintain comprehensive general liability insurance in commercially reasonable amounts, and (c) be enrolled, and enroll its eligible providers, as a health care provider with the Louisiana Patient's Compensation Fund pursuant to the Louisiana Medical Malpractice Act, Louisiana Revised Statutes 40:1299.41, *et seq.* and maintain professional liability coverage in accordance with the provisions of Louisiana Revised Statutes 40:1299.39 *et seq.* Ochsner will provide University with proof of all required insurance coverage not later than the first day of each contract year.

**B.** During the term of this Agreement, University shall maintain policies of comprehensive general liability insurance against claims for bodily injury or death and property damage occurring on the premises through the Louisiana Office of Risk management in the same manner and in the same amounts as for all of University owned buildings. University shall provide Ochsner with proof of coverage through ORM at the commencement of each contract year.

**VI. INDEMNITY.** Both parties mutually agreed to indemnify and hold each other harmless from and against all liability, losses, damages, claims, causes of action, costs, and/or expenses (including reasonable attorneys' fees), which directly or indirectly arise from the performance of the obligations hereunder by the indemnifying Party, its agents, servants, personnel, representatives and/or employees. The provisions of this Section shall survive the termination of this Agreement.

**VII. NOTICES.** Except for any routine communication, any notice, demand, communication, or request required or permitted under this Agreement will be given in writing and delivered in person or by certified mail, return receipt requested as follows:

To the University:

James H. Ammons Jr., Ph.D.  
Executive Vice President-Chancellor  
Southern University at New Orleans  
6400 Press Drive  
New Orleans, LA 70126  
(504) 286-5311  
jammons@suno.edu

With copy to:

General Counsel  
Southern University System  
JS Clark Administration Building, 4<sup>th</sup> Floor  
Baton Rouge, LA 70813

To Ochsner:

Ochsner Health  
1514 Jefferson Highway  
New Orleans, LA 70121  
Attn: Chief Executive Officer

With copy to:

Legal Affairs & Risk Management  
Ochsner Health  
1450 Poydras Street, Suite 2250  
New Orleans, LA 70112  
Attn: General Counsel

Notices are effective when received, except any notice that is not received due to the intended recipient's refusal or avoidance of delivery is deemed received as of the date of the first attempted delivery. Each party is responsible for notifying the other in writing that references this Agreement of any changes in its address(es) set forth above.

#### **VIII. MISCELLANEOUS PROVISIONS.**

**A. Rules of Construction.** This Agreement has been reviewed by all parties and shall be construed and interpreted according to the ordinary meaning of the words used so as to fairly accomplish the purposes and intentions of all parties. The headings and captions of this Agreement are provided for convenience only and are not intended to have effect in the construction or interpretation of this Agreement. The singular number includes the plural, where appropriate. Neither this Agreement nor any uncertainty or ambiguity herein shall be construed or resolved in favor of or against either party on the basis of which party drafted the language.

**B. Severability.** The parties intend all provisions of this Agreement to be enforced to the fullest extent permitted by law. Accordingly, if a court of competent jurisdiction finds any provision to be unenforceable as written, the court should reform the provision so that it is enforceable to the maximum extent permitted by law. If a court finds any provision is not subject

to reformation, that provision shall be fully severable and the remaining provisions of this Agreement shall remain in full force and effect and shall be construed and enforced as if such illegal, invalid, or unenforceable provision was never included, and the remaining provisions of this Agreement shall remain in full force and effect.

**C. Survival of Provisions.** All representations and warranties and all responsibilities regarding record retention, access, and ownership, cooperation with Office of Inspector General investigations, and indemnification shall survive the termination of this Agreement and continue in full force and effect.

**D. No Third-Party Beneficiaries.** This Agreement is entered into for the exclusive benefit of the University and Ochsner, and the parties expressly disclaim any intent to benefit any person that is not a party to this Agreement.

**E. Non-Waiver.** The failure of either party to insist upon strict compliance with any provision of this Agreement, to enforce any right, or to seek any remedy upon discovery of any default or breach of the other party shall not affect or be deemed a waiver of any party's right to insist upon compliance with the terms and conditions of the Agreement, to exercise any rights, or to seek any available remedy with respect to any default, breach, or defective performance.

**F. Agreement Binding.** This Agreement is not assignable by either party unless authorized by a validly executed amendment.

**G. Modifications.** This Agreement shall not be modified except by written amendment executed by authorized representatives of the parties.

**H. Voluntary Execution.** Each party has read and fully understands the terms, covenants and conditions set forth in this Agreement and is executing the same willingly and voluntarily of its own volition.

**I. Complete Agreement.** This Agreement supersedes and replaces any and all prior agreements, negotiations, and discussions between the parties with regard to the terms, obligations, and conditions of this Agreement.

**J. Applicable Law.** The construction, interpretation and enforcement of this Agreement shall be governed by the laws of the State of Louisiana.

**IN WITNESS WHEREOF**, the University and Ochsner, through their duly authorized representatives, execute this Agreement.

**SOUTHERN UNIVERSITY NEW ORLEANS**

**BY:** \_\_\_\_\_

**Name:** James H. Ammons, PhD

**Title:** Chancellor

**SOUTHERN UNIVERSITY SYSTEM**

**BY:** \_\_\_\_\_

**Name:** Ray L. Belton, Ph.D.

**Title:** President-Chancellor

**OCHSNER CLINIC FOUNDATION**

**BY:** \_\_\_\_\_

**Name:** \_\_\_\_\_

**Title:** \_\_\_\_\_



## Memorandum of Understanding

This Memorandum of Understanding (“MOU”), dated as of **January 18, 2022**, is between Education Farm (“**Ed Farm**”), an Alabama nonprofit corporation taxed as a public charity pursuant to Section 501(c)(3) of the Internal Revenue Code of 1986, as amended, and Southern University Agricultural Research & Extension Center, the fifth campus within the Southern University System, headquartered on the Southern University Baton Rouge landmass (“**Southern University Ag Center**” and together with Ed Farm, the “**Parties**”).

WHEREAS, Ed Farm wishes to partner with **Southern University Ag Center** to design, develop and implement certain aspects of one or more of the following elements of Ed Farm’s Propel programming - Propel Now, Propel Talent, Propel Impact, Propel Startup, Propel Arts, Propel Agri-Tech and Propel Justice (“**Propel**” or “**Project**”).

WHEREAS, **Southern University Ag Center** desires to partner with Ed Farm, on the Project in a manner consistent with the terms of this MOU.

NOW, THEREFORE, in consideration of the mutual covenants contained herein, the sufficiency of which is hereby confirmed, the parties do covenant and agree as follows:

1. Non-binding. Except for the provisions of Sections 1, 3, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, and 16 this MOU is not binding on the Parties. It is only an expression of the understandings of the Parties. Except as otherwise provided herein, no binding agreement shall exist between the Parties unless and until a separate binding agreement has been duly executed and delivered by the Parties.
2. Propel. Ed Farm seeks to encourage, inspire, and ignite children and adults to discover and explore technology, learn to code, and pursue STEM careers. In 2020, Ed Farm launched Propel to become the world’s first-ever physical and virtual campus committed to innovation through HBCUs. Ed Farm wishes to partner with **Southern University Ag Center** to design, develop, and implement certain aspects of one or more of the following elements of Ed Farm’s Propel programming - Propel Now, Propel Talent, Propel Impact, Propel Startup, Propel Arts, Propel Agri-Tech and Propel Justice.
3. Representations and Warranties.
  - A. Ed Farm represents and warrants to **Southern University Ag Center** that:
    - i. it is a nonprofit corporation taxed as a public charity described in Section 501(c)(3) of the Internal Revenue Code of 1986, as amended; it is duly organized, validly existing, and in good standing under the laws of the State of Alabama;
    - ii. it has the full right, power, and authority to enter into this MOU and to perform its obligations hereunder;
    - iii. the execution of this MOU by the individual whose signature is set forth at the end of the Agreement, and the delivery of this MOU by Ed Farm, have been duly authorized by all necessary action on the part of Ed Farm;
    - iv. the execution, delivery, and performance of this MOU by Ed Farm will not violate, conflict with, require consent under, or result in any breach or default under (a) any of Ed Farm’s organizational documents or (b) any applicable law;

- v. this MOU has been executed and delivered by Ed Farm and (assuming due authorization, execution, and delivery by **Southern University Ag Center**) constitutes a legal, valid, and binding obligation of Ed Farm, enforceable against Ed Farm in accordance with its terms; and
- vi. it is in material compliance with all applicable Laws and Ed Farm contracts relating to this MOU and the operation of the Project.

**B. Southern University Ag Center** represents and warrants to Ed Farm that:

- i. it is a public institution, validly existing, and in good standing under the laws of the state of **Louisiana**;
- ii. it has the full right, power, and authority to enter into this MOU and to perform its obligations hereunder;
- iii. the execution of this MOU by the individual whose signature is set forth at the end of the Agreement, and the delivery of this MOU by **Southern University Ag Center**, have been duly authorized by all necessary action on the part of **Southern University System**;
- iv. the execution, delivery, and performance of this MOU by **Southern University Ag Center** or Ed Farm will not violate, conflict with, require consent under, or result in any breach or default under (a) any of **Southern University Ag Center's** organizational documents and (b) internal policies;
- v. it is in material compliance with all applicable Laws and **Southern University Ag Center** contracts relating to this MOU and the operation of the Project;
- vi. the performance of **Southern University Ag Center** responsibilities under this MOU will not violate any applicable laws; and
- vii. it has obtained all licenses, authorizations, approvals, consents, or permits required by applicable laws (including the rules and regulations of all authorities having jurisdiction over the operation of its activities as it relates to this MOU).

- 4. Responsibilities of the Parties. The Parties presently intend to collaborate on the Project in order to achieve the Project goals as described in Section 2 of this MOU.
- 5. Costs and Expenses. Each Party shall be responsible for all of its own costs and expenses associated with the Project, except as otherwise provided in this MOU, including without limitation the performance of its responsibilities under this MOU.
- 6. Intellectual Property. The Parties acknowledge and agree that, while the Parties may enter into agreements with each other related to the development of work product, deliverables, or other protectable intellectual property, this MOU does not contain any such agreement and, except as otherwise provided in Section 7, this MOU does not grant any rights, interest, or title to either Party in any intellectual property created, developed, or otherwise owned by **Southern University Ag Center**, Ed Farm, or any third parties.

7. Publicity. Public announcements related to the Project may only be made by **Southern University Ag Center** and/or Ed Farm with the written consent of the other Party, which consent shall not be unreasonably withheld. **Southern University Ag Center** will notify Ed Farm prior to using the names or logos of Ed Farm or Ed Farm's industry partners, and will send Ed Farm a copy of any drafts prior to publication for approval by Ed Farm, which approval shall not be unreasonably withheld. Ed Farm will notify **Southern University Ag Center** prior to using the names or logos of **Southern University Ag Center** and will send **Southern University Ag Center** a copy of any drafts prior to publication for approval by **Southern University Ag Center**, which approval shall not be unreasonably withheld. The Parties each grant a royalty-free license to each other to use their respective names and logos in any publications made by or on behalf of a Party related to the Project, subject to the restrictions in this Section.
8. Tax Exempt Status of Ed Farm. **Southern University Ag Center** agrees that it shall not do any act or use any Project resources in a way that will jeopardize the tax-exempt status of Ed Farm or otherwise violate federal law or other applicable laws.
9. Confidentiality. During the term of this MOU, either Party (as the "**Disclosing Party**") may disclose or make available to the other Party (as the "**Receiving Party**") information about its sensitive or proprietary information, whether orally or in written, electronic, or other form or media, and whether or not marked, designated or otherwise identified as "confidential" (collectively, "**Confidential Information**"). The existence of this MOU and its contents shall not be treated as Confidential Information.
  - A. Confidential Information shall not include information that, at the time of disclosure: (i) is or becomes generally available to and known by the public other than as a result of, directly or indirectly, any breach of this Section 9 by the Receiving Party or any of its representatives; (ii) is or becomes available to the Receiving Party on a non-confidential basis from a third-party source, provided that such third party is not and was not prohibited from disclosing such Confidential Information; (iii) was known by, or in the possession of, the Receiving Party or its representatives before being disclosed by or on behalf of the Disclosing Party; (iv) was or is independently developed by the Receiving Party without reference to or use, in whole or in part, of any of the Disclosing Party's Confidential Information; or (v) is required to be disclosed under applicable federal, state or local law, regulation or a valid order issued by a court or governmental agency of competent jurisdiction.
  - B. The Receiving Party shall: (x) protect and safeguard the confidentiality of the Disclosing Party's Confidential Information with at least the same degree of care as the Receiving Party would protect its own Confidential Information, but in no event with less than a commercially reasonable degree of care; (y) not use the Disclosing Party's Confidential Information, or permit it to be accessed or used, for any purpose other than to exercise its rights or perform its obligations under this MOU; and (z) not disclose any such Confidential Information to any person or entity, except to the Receiving Party's representatives who need to know the Confidential Information to assist the Receiving Party, or act on its behalf, to exercise its rights or perform its obligations under this MOU, or as otherwise required by law. The Receiving Party shall be responsible for any breach of this Section 9 caused by any of its representatives.
10. Term and Termination. Except as otherwise stated in this MOU, the rights and obligations of the Parties contained in this MOU shall commence as of the first date written above (the "**Term**").



This MOU may be terminated by either party upon providing thirty days written notice.

11. Governing Law. This MOU shall be governed by and construed in accordance with the laws of the State of Louisiana, without giving effect to any choice or conflict of law provision or rule (whether of the State of Louisiana or any other jurisdiction) that would cause the application of laws of any jurisdiction other than those of the State of Louisiana. Any dispute regarding this MOU shall be subject to the exclusive jurisdiction of the state courts located in East Baton Rouge Parish, Louisiana, and the Parties hereby irrevocably agree to the personal and exclusive jurisdiction and venue of such courts.
12. Survival. The rights, obligations, or required performance of the Parties set forth in Section 11, and Sections 5, 6, 7, 8, 9, 10, 12, 13, and any right, obligation, or required performance of the Parties in this MOU which, by its express terms or nature and context is intended to survive termination or expiration of this MOU, will survive any such termination or expiration.
13. Relationship of the Parties. Nothing herein shall be construed to create a joint venture or partnership between the parties hereto or an employee/employer or agency relationship.
14. No Third-Party Beneficiaries. Nothing herein is intended or shall be construed to confer upon any person or entity other than the Parties and their successors or assigns, any rights or remedies under or by reason of this MOU.
15. Entire Agreement. This MOU, together with any attached exhibits, contains the entire agreement of the Parties in respect of the subject matter hereof, and neither Party is bound by any previous representations or agreements of any kind, either oral or written, regarding the subject matter hereof except as herein contained.
16. Counterparts. This MOU may be executed in counterparts, each of which shall be deemed to be an original, but all of which together shall constitute one agreement.

[signature page follows]



IN WITNESS WHEREOF, the Parties hereto have executed this MOU as of the first date written above.

**EDUCATION FARM**

By: \_\_\_\_\_

Name: \_\_\_\_\_

its: \_\_\_\_\_

**Southern University Ag Center**

By: \_\_\_\_\_

Name: Orlando F. McMeans, Ph.D.

its: Chancellor



## SOUTHERN UNIVERSITY LAW CENTER

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

February 4, 2022

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

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

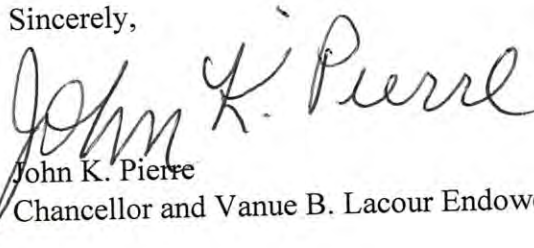
RE: Memorandum of Understanding (MOU) between SULC and Blue Sky  
Consulting, LLC

Dear Dr. Belton:

The Southern University Law Center (SUL) and Blue Sky Consulting, LLC have crafted a Memorandum of Understanding (MOU) designed to assist the Southern Law Center pursue funding opportunities related to SMART Technology Solutions to a myriad of issues related to environmental and social justice. Blue Sky Consulting, LLC is a minority certified solutions entity that specializes in developing SMART technology solutions. Blue Sky will also help secure research opportunities for faculty and students, as well as helping students access learning opportunities leading to impactful career and workforce development outcomes.

I respectfully request that this MOU be presented to the Southern University System Board of Supervisors meeting on February 18, 2022, for approval. If you have any questions, please feel free to contact me.

Sincerely,



John K. Pierre

Chancellor and Vanue B. Lacour Endowed Law Professor

# **MEMORANDUM OF UNDERSTANDING BETWEEN THE SOUTHERN UNIVERSITY LAW CENTER AND BLUE SKY CONSULTING, LLC**

This is a Memorandum of Understanding (MOU) between the Southern University Law Center (SULC) and Blue Sky Consulting, LLC, to establish a public-private partnership to develop Smart Technology Solutions and capacity building to address use of water resources within the State of Louisiana.

## **I. Background**

SULC is located on the Southern University-Baton Rouge landmass on the banks of the Mississippi River. The Mississippi River is a major waterway connecting to the Gulf of Mexico, and an important asset for economic development for several states and cities from Minnesota to Louisiana. While the Mississippi River is an asset, it can also be a health, safety, and environmental threat to those states and local communities. These threats create risks affecting access to clean water in Louisiana and other states and ultimately increase risks related to flooding and disease. The Mississippi river is a major contributor to health issues in Louisiana because of the heavy concentration of chemical plants along the river which pollute river waters and create public health risks exacerbated during pandemics.

## **II. Southern University Law Center**

The Southern University is a Historically Black College/University Law School. The Southern University Law Center was established on September 1, 1947. Since its inception, the Southern University Law Center has had a reputation of balancing high standards with access and opportunity. The quest for academic excellence is shaped by a desire to educate legal professionals who foster a commitment to important ideas of social justice and public service. The Southern University Law Center is one of only six HBCU Law Schools/Centers accredited by the American Bar Association (ABA).

## **III. Blue Sky Consulting, LLC**

Blue Sky Consulting, LLC is a Smart Technology Solutions consulting entity located in New York that specializes in developing SMART technology solutions to issues affecting the environment. SMART technology is also used to solve a myriad of issues affecting the global economy by using data-to create transformative change in communities affected by those issues. Blue Sky is a minority certified firm.

## **IV. Blue Sky Consulting, LLC Deliverables**

Blue Sky Consulting, LLC will use its best efforts to:

- a) Help secure funding and resources to assist the Southern University Law Center develop solutions that mitigate flood risks, clean water access risks, and other environmental and health risks associated with its proximity to the Mississippi River,



- b) Help the Southern University Law Center prototype SMART Building Solutions, so that it can have physical facilities that are (1) SMART Healthy Buildings (2) SMART healthy classrooms, and (3) produce and capture SMART student health data, and
- c) Help secure research opportunities for faculty and students and learning opportunities for students leading to impactful career and workforce development outcomes.

**V. SULC Deliverables**

SULC deliverables are as follows:

- (a) Identify students who are interested in internships and experiential learning opportunities related to technology and law, clean water advocacy, the development of clean water technology solutions, disaster recovery solutions that are technology driven, technology driven environmental solutions, and technology driven energy solutions related to the use of water, particularly water resources tied to the Mississippi River.
- (b) Identify faculty at SULC and faculty members at its sister higher education institutions within the Southern University System (i.e., Southern University and A&M College, Southern University Agriculture Research and Extension Center, Southern University-New Orleans, and Southern University-Shreveport), who are interested in faculty research opportunities designed to increase clean water assets, and converting flooding and chemical pollution issues associated with the Mississippi River from a threat to an asset.
- (c) Develop potential or prototype solutions through its Mixed Reality Virtual Innovation Gaming and Esports Institute.
- (d) Develop global collaboration opportunities with other higher education institutions, private enterprises, non-governmental agencies and entities, and governmental agencies and entities.
- (e) Work collaboratively with Blue Sky, LLC to generate funding and revenue opportunities that will benefit SULC and its sister constituent higher education institutions within the Southern University System.

**VI. Term and Termination**

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

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



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

Blue Sky Consulting, LLC, and the Southern University Law Center (SULC) hereby agree to use their best efforts to ensure the success of this memorandum of understanding. The memorandum of understanding will become final once it is approved by the Southern University system Board of Supervisors, and executed by authorized representatives of Blue Sky, LLC and SULC.

Signed this the \_\_\_\_ day of \_\_\_\_\_, 2022

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John K. Pierre  
Chancellor  
Southern University Law Center

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Jem Pagan, CEO  
Blue Sky Consulting, LLC

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Jamie Pagan, President & CFO  
Blue Sky Consulting, LLC