PERSONNEL AFFAIRS COMMITTEE
(Following the Finance and Audit Committee)
Friday, June 24, 2011
Health and Physical Education Building
Southern University – Park Campus
6400 Press Drive
New Orleans, Louisiana

AGENDA

1. Call to Order
2. Roll Call
3. Adoption of the Agenda
4. Public Comments
5. Action Items
   A. Reappointment of Tenure Status and Sabbatical for Dr. Kofi Lomotey, SUBR
   B. Employment Letter for Chancellor-select James Llorens, SUBR
   C. Performance Evaluation of System President Ronald Mason
      (Executive Session may be required)
6. Other Business
7. Adjournment

Members
Atty. Warren A. Forstall – Chair; Mr. Patrick W. Bell- Vice Chair;
Mr. Calvin W. Braxton, Sr., Mr. Richard J. Caiton,
Atty. Patrick O. Jefferson, Dr. Eamon M. Kelly
Mr. Darren G. Mire - Ex Officio
To: Chip Forstall, Chair, Personnel Committee

From: Ronald Mason, Jr., President

Date: June 18, 2011

Re: Llorens and Lomotey

Llorens

I have attached the proposed contract for Chancellor James Llorens. The total compensation is $270,000. Base compensation is $250,000. A $20,000 housing allowance is included until such time as the President’s house is available on campus. At that time, the housing allowance will cease whether or not Dr. Llorens chooses to live in the house. If contractual performance measures have been met by the end of the second year, an additional year will be added to the contract term.

The proposed compensation is in line with regional and state averages.

Lomotey

It is recommended that Dr Lomotey be compensated $120,000 per year as a tenured faculty member in the College of Education. This would equal the salary of the highest paid faculty member in the College. The recommendation is made in light of the following considerations: Dr. Lomotey has served as Chancellor for more than three years; the custom and practice at Southern has been for former Chancellors to be paid 80% of their salaries as Chancellors when they move to the faculty; as a two time former president and former provost, Dr. Lomotey’s experience will be an asset to the College, University and System; the proposed salary strikes a balance between expectations based on past practice and our need to be cost conscious; it is reasonable that as a former chancellor who has faithfully served the University, and has outstanding credentials, be the highest paid faculty member in the unit where he resides.

This matter has been discussed with incoming Chancellor Llorens, and he agrees with the recommendation.

The resumes of both individuals are attached for reference.
TO:       Ronald Mason, President, SUS
FROM:     Kofi Lomotey, Chancellor, SUBR
RE:       Sabbatical Request
DATE:     7 June 2011

I write to request a sabbatical for the fall 2011 semester. During this time I would focus on two projects: (1) expanding on a paper that I presented earlier this year at the American Educational Research Association (AERA) Annual Meeting and (1) retooling for full time teaching.

In April, I was invited to give the W.E.B. DuBois Distinguished Lecture at the Annual Meeting of the AERA in New Orleans. The topic of the paper was "Quality Higher Education for Students of African Descent: The Case for Historically Black Colleges and Universities." The paper was well received and I intend to expand the paper into a manuscript for a book. I intend to use a large part of my time away developing this manuscript and submitting it to an academic publisher for consideration.

It has been nearly 20 years since I taught full time on the higher education level. In order to be most effective once I return to the classroom, I need time to become more familiar with the recent literature in my field (urban education leadership), as well as the changes that have occurred in the area of pedagogy. I will use a portion of my time away doing the necessary research in these two areas and developing course materials (including syllabi) for courses that I would likely teach upon returning to the classroom. This one semester sabbatical will enable me to do this.

I believe that the above represents a reasonable agenda for a one-semester sabbatical and I seek your approval.

Thank you.


**Profile of Person Recommended**

Length of Employment: July 1, 2011 To June 30, 2012

Effective Date: July 1, 2011

Name: Kofi Lamotey

SS#: [Redacted]

Sex: M

Race: B

Position Title: Tenured Professor in Education

Department: Education

Check One: Existing Position

New Position

*Visa Type (See Reverse Side):

Expiration Date:

Years Experience: 35

Southern University Experience: 3

Degree(s):

Type/Discipline (BA-Education): Political Science

Institution/Location: Stanford University

Year: 1985

M.A. - Educ. Administration

Stanford University

1981

M.Ed. Curriculum & Instruction

Cleveland State University

1978

B.A. - Economics

Oberlin College

1974

Current Employer: Southern University

**Personnel Action**

Check One: New Appointment

Continuation

Sabbatical

X Other (Specify)

Transfer

Replacement

Leave of Absence

Recommended Salary: $120,000

Salary Budgeted: $120,000

Source of Funds: STATE-General Funds

Identify Budget: 111000-2256-210855

Location: Dept. of Education

Form Code: 111000-2256-210855

Page: Item #

Change of:

From

SUBR Chancellor

Salary Adjustment: $245,000

To

Tenured Professor in Education

Salary Budgeted: $120,000

Financial Aid signature (if applicable):

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: Date

Dean/Unit Head: Date

Vice Chancellor: Date

Chancellor: Date

Director/Personnel: Date

Vice President/Finance: Date

President: Date

Business Affairs/Comptroller: Date

Chairman/S.U. Board of Supervisors: Date
This information is requested solely for the purpose of determining compliance with Federal Civil Rights Laws and does not affect employment consideration.

**ETHNIC ORIGIN (Please check one):**
- Hispanic or Latino
- Non-Hispanic or Non-Latino

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

**COMMENTS:**

**EMPLOYEE REGULAR WORK SCHEDULE:**

**EMPLOYEE DIRECT SUPERVISOR:**

**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):**

<table>
<thead>
<tr>
<th>TYPE</th>
<th>CODE</th>
<th>EXPIRES</th>
</tr>
</thead>
<tbody>
<tr>
<td>United States Citizen/Certificate of Naturalization</td>
<td>US</td>
<td></td>
</tr>
<tr>
<td>Resident Alien</td>
<td>RA</td>
<td></td>
</tr>
<tr>
<td>H-1 Visa (Distinguished Merit &amp; Ability)</td>
<td>H1</td>
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<td>J-1 Visa (Exchange Visitor Program)</td>
<td>J1</td>
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</tr>
<tr>
<td>F-1 Visa (Student Emp. FT Student at S.U.)</td>
<td>F1</td>
<td></td>
</tr>
<tr>
<td>OPT (F-1 Visa-INS Prior Approval-&quot;Practical Work Experience&quot;)</td>
<td>F0</td>
<td></td>
</tr>
</tbody>
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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)
- Application for Employment Form Admin/Pac/Unc Pos (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)

Rev. 6/8/2011
SOUTHERN UNIVERSITY SYSTEM

Personnel Action Form

**Profile of Person Recommended**

**Length of Employment**

**Name**
Kofi Lamote

**SS#**
XXX-XX-4557

**Sex**
M

**Race**
B

**Position Title**
Tenured Professor in Education

**Department**
Behavioral Studies

**Effective Date**
July 1, 2011

**To**
December 31, 2011

**Position Experience**
35 years

**Southern University Experience**
3 years

**Years Experience**
35

**Degree(s):**
- Ph.D., Pol Sc/MA Ed. Adm.
- M.Ed. - Curriculum & Instruction
- B.A. - Economics

**Institution/Location (SU-Baton Rouge):**
- Stanford University 1985/1981
- Cleveland State University 1978
- Oberlin College 1974

**Salary**
$120,000

**Salary Budgeted**
$120,000

**Personnel Action**

**Recommended Salary**
$120,000

**Source of Funds**
STATE-General Funds

**Financial Aid signature (if, applicable):**

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

**Source of Funds**

<table>
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<td>$120,000</td>
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**Comments: (Use back of form)**

**Supervisor**

**Date**

**Dean/Unit Head**

**Date**

**Vice Chancellor**

**Date**

**Chancellor**

**Date**

**Director/Personnel**

**Date**

**President**

**Date**

**Chairman/S.U. Board of Supervisors**

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

___ Hispanic or Latino  _________ Non-Hispanic or Non-Latino

RACE (Please check all that apply):

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

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

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

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

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

COMMENTS:
Employee will be on sabbatical for Fall 2011 and will return to position of Professor of Education in Spring 2012.

EMPLOYEE REGULAR WORK SCHEDULE:

EMPLOYEE DIRECT SUPERVISOR:

SUPERVISOR/DEPARTMENT CONTACT NUMBER

NUMBER OF EMPLOYEES SUPERVISED, (If any)

HR USE ONLY: STATUS (circle one):

EXEMPT  NON-EXEMPT

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

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- 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)

Rev. 07/24/2007
REQUEST FOR LEAVE OF ABSENCE FORM
SOUTHERN UNIVERSITY SYSTEM

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

Name of Employee: Kofi Lomotey
SSN: xxx-xx-4557

Address: 447 Third Street, Unit 312
Phone: 404-831-9171

Title: Professor
Highest Degree: Ph.D.

Birth Date: 7-13-50

NO. OF CONSECUTIVE FISCAL YEARS ACTIVE SERVICE AT THIS INSTITUTION: 3

EFFECTIVE DATE OF LEAVE: 07/01/2011  ANTICIPATED RETURN DATE: 01/01/2012

Purpose of leave Requested (click one):

a. Professional or Cultural Improvement (Must have prior approval from Chancellor) [x]
b. Rest and Recuperation (Statement from two (2) physicians* must be attached) [ ]
c. Independent Study or Research Statement [ ]
d. Military [ ]
e. Maternity (Statement from one (1) physician* must be attached) [ ]

*must be attending physician

TYPE OF LEAVE REQUESTED (check one):

a. with pay [x]
b. without pay [ ]

LENGTH OF LEAVE REQUESTED: (No. of weeks, not to exceed 36 weeks) 28 Weeks

MANNER IN WHICH THIS LEAVE, IF GRANTED, WILL BE SPENT:


DO YOU WISH TO RETAIN FRINGE BENEFITS? (if yes, total contribution of premium must be paid to Human Resources/Comptroller's Office in Advance)

Teacher Retirement Yes [x] No [ ]
State Retirement Yes [x] No [ ]
Group Insurance Yes [x] No [ ]
Elected Supplemental Benefits Yes [x] No [ ]

I hereby agree to comply with the provisions of the Southern University Board of Supervisors' policy on leaves of absence.

DATE SIGNATURE OF APPLICANT

---------------------------------------------------------------------------------------------

PRIOR LEAVE RECORD FROM THIS INSTITUTION:

Date of Last Leave: [N/A]
Purpose of Last Leave: [N/A]

TYPE OF LAST LEAVE:

With pay [ ] Amount: [ ]
Without Pay [ ]
Length of last leave: [ ]

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Signature of Chairperson Signature of College Dean Signature of Chief Academic Officer

Signature of Campus Chancellor Signature of System President

DATE DATE

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Signature of Appropriate Committee Chairperson Signature of Chairman of the Board

DATE DATE
CURRICULUM VITA
Kofi Lomotey
March 2008

Office:
Fisk University
Office of the Provost
1000 Seventeenth Avenue North
Nashville, TN 37208
615.329.8681/615.329.8802 (fax)

Home:
555 Church Street
Unit #1407
Nashville, TN 37219
615.259.2416
478.972.1739 (cell)

Earned Degrees

Ph.D. Stanford University, Stanford, California 1985
Educational Administration and Policy Analysis
Minor: Political Science

M.A. Stanford University, Stanford, California 1981
Educational Administration and Policy Analysis

M.Ed. Cleveland State University, Cleveland, Ohio 1978
Curriculum and Instruction

B.A. Oberlin College, Oberlin, Ohio 1974
Economics
Minor: Black Studies

Additional Professional Development

Certificate Harvard University, Cambridge, Massachusetts 1999
Institute for Educational Management

Certificate American Association for State Colleges & Universities (AASCU) 2001
Washington, DC
Millennium Leadership Institute

Professional Positions

Executive Vice President, Provost and Professor of Education, 2006-
Fisk University
Nashville, Tennessee

Senior Fellow, 2005-06
American Association of State Colleges and Universities (AASCU)
Washington, DC
President and Professor of Education,  
Fort Valley State University 
University System of Georgia 
Fort Valley, Georgia

Senior Vice President, Provost and Professor of Education,  
Medgar Evers College 
The City University of New York 
Brooklyn, New York

Vice President, Provost and Professor of Education,  
Medgar Evers College 
The City University of New York 
Brooklyn, New York

Chair and Professor,  
Department of Administrative & Foundational Services 
College of Education, Louisiana State University 
Baton Rouge, Louisiana

Chair and Associate Professor,  
Department of Administrative & Foundational Services 
College of Education, Louisiana State University 
Baton Rouge, Louisiana

Associate Professor and Program Coordinator,  
Educational Administration Program 
Department of Organization, Administration & Policy 
Graduate School of Education 
State University of New York at Buffalo 
Buffalo, New York

Assistant Professor,  
Graduate School of Education 
Department of Organization, Administration & Policy 
State University of New York at Buffalo 
Buffalo, New York

Founder and Principal,  
Shule Ya Taifa (pre-school & elementary school) 
East Palo Alto, California

Founder and Principal,  
Shule Ya Kujitambua (pre-school & elementary school) 
Oberlin, Ohio

Current Professional Responsibilities/Memberships

Editor, *Urban Education*

Editor, *Encyclopedia of African American Education*

Member, Board of Directors, Xechem International

Member, Board of Trustees, Oberlin College
Member, Advisory Board, The Black College Review

National Secretary/Treasurer, The Council of Independent Black Institutions (CIBI)

Member, American Educational Research Association (AERA)

Publications

Books:


Articles in Journals:


Lomotey, K., & Simms, J. (1996). Dispersing and employing knowledge on refashioning urban schools: Exacerbating the power relations dilemma. Educational Policy, 10(2), 297-303.


**Chapters in Books:**


Technical Reports, Encyclopedia Entries, Monographs, Evaluations and Training Manuals:


Book Reviews:


**Selected Grants**

**Louisiana Governor’s Office of Rural Development**, (1994-96) - $277,920.00
(with James Garvin)

**State University of New York at Buffalo**, (1991) - $4,000.00
  University Teaching Fellowship
  Project Title: "Educational policy analysis in urban contexts" (with Mwalimu J. Shujaa)

**New York State/United University Professions**, (1990) - $11,410.00
  Dr. Nuala McGann Drescher Affirmative Action Leave
  Project Title: "African-American students: Enrollment and retention in higher education"

**Spencer Foundation**, (1988-89) - $7,500.00
  Project Title: "Policies and practices that are effective in the admission and retention of Black students in higher education: The Oberlin College Model"

**New York State/United University Professions**, (1987-88) - $750.00
  Project Title: "Racial differences in school leadership: Black and white elementary school principals"

**Selected Awards and Honors**

**Leadership Award**, Office of the Dean of Students, Fort Valley State University, April 2005

**Outstanding Service Award**, Fort Valley Evening Optimist Club, January, 2005.

**Outstanding Educator Award**, Georgia Retired Educators Association (GREA), October 2004

**Appreciation Award**, Student Government Association, Fort Valley State University, May 2004

**Service Award**, Compact for Faculty Diversity Institute on Teaching and Mentoring, November 2003

**Rookie of the Year Award**, Boys and Girls Club, Peach County, Georgia, October 2003

**Certificate of Appreciation**, Southwestern and A. S. Clark Schools, February 2003

**Heritage Award**, Bethel Christian Methodist Episcopal Church, Georgia, February 2003

**Certificate of Appreciation**, Alkebulan Ngozi Rites of Passage Universal Kollective, July 2002

**Distinguished Scholar Award**, American Educational Research Association (AERA) Committee on the Role and Status of Minorities in Educational Research and Development, April 1999

**President’s Award**, Black Faculty and Staff Caucus, Louisiana State University, July 1997


**Service Award**, Black Faculty and Staff, Louisiana State University, June 1996

**President’s Award for Research**, Phi Delta Kappa, May 1990
Dissertations Chaired


Reference List for Kofi Lomotey

Dr. Freeman Hrabowski  
President  
University of Maryland- Baltimore County  
1000 Hilltop Circle  
Baltimore, MD 21250  
410.455.2274  
hrabowsk@umbc.edu

Dr. Muriel Moore Howard  
President  
Buffalo State College  
1300 Elmwood Avenue  
Buffalo, NY 14222  
716.878.4101  
howardma@buffalostate.edu

Dr. Jay Scribner  
Ken McIntyre Professor for Excellence in School Leadership  
College of Education  
The University of Texas at Austin  
George I. Sanchez Building  
Austin, TX 78712-1202  
512.471.7551

Dr. Mwalimu J. Shujaa  
Dean, Liberal Arts & Education  
Medgar Evers College  
1650 Bedford Avenue  
Brooklyn, NY 11225  
mshujaa@mec.cuny.edu

Dr. Elizabeth Nunez  
CUNY Distinguished Professor  
Medgar Evers College  
1650 Bedford Avenue  
Brooklyn, NY 11225  
718.270.5049  
Rocksbl1@aol.com

Dr. Edison O. Jackson  
President  
Medgar Evers College  
The City University of New York  
1650 Bedford Avenue  
Brooklyn, NY 11225  
718.270.5000  
eoj@mec.cuny.edu

Dr. Orlando Taylor  
Dean, Graduate Studies  
Howard University  
2400 Sixth Street, NW  
Washington, DC 20059-0001  
202.806.6800  
otaylor@howard.edu
EMPLOYMENT AGREEMENT

The Board of Supervisors of Southern University and Agricultural and Mechanical College (Board) hereby employs as Chancellor of Southern University and A & M College, James Llorens, (Chancellor) who hereby accepts the following terms of employment.

1 TERM OF EMPLOYMENT

1.1 The employment established in this Agreement is for an initial term of three (3) years, commencing on July 1, 2011 and ending on June 30, 2014.

1.2 This agreement may be extended for a fourth year (July 1, 2014- June 30, 2015), if the Chancellor satisfactorily meets the duties and conditions as stated in Section 2 during the first two (2) years of the initial term; Upon the recommendation of the System President, the Board, in its sole discretion, shall provide notice of intent to extend this agreement by April 30, 2014.

1.3 The Chancellor will be appointed as a full professor with tenure in the Nelson Mandela School of Public Policy at Southern University and A & M College.

2 DUTIES AND CONDITIONS OF EMPLOYMENT

2.1 The Chancellor shall oversee and provide leadership for the overall operations of Southern University and A & M College (SUBR).

2.2 The Chancellor shall report and be responsible to the Board through the System President as required in the Board’s by-laws.

2.3 The Chancellor’s employment shall be subject to all other rules, orders and regulations established and adopted by the Board, as amended from time to time except as such rules, orders and regulations conflict with the express terms of this Agreement.

2.4 The Chancellor shall comply with all other laws and regulations applicable to his specific office and public officials.

2.5 The Chancellor will be subject to an annual review by the System President to be conducted in a manner and by a procedure determined by the System President. The President along with the Chancellor will establish performance goals which include those listed in Section 2.6 and other goals and objectives as agreed to by the Chancellor and the System President. The goals and objectives will be the basis for his performance review for the first two (2) years of the agreement.
2.6 Performance Goals

2.6.1.1 Increase the FTE enrollment of one percent (1%) by the end of the second year of the initial term of the agreement. The base year for this performance goal is the FTE enrollment for academic year 2010-2011.

2.6.1.2 Increase the research funding at SUBR by five percent (5%) through grants and other non-state appropriations by the end of the second year of the initial term of the agreement. The base year for this performance goal is the total research funding for the academic year 2010-2011.

2.6.1.3 Meet SUBR’s annual GRAD Act requirements and amendments to the GRAD Act.

3 COMPENSATION

3.1 The Chancellor shall be paid an annual salary of two hundred and fifty thousand dollars ($250,000.00) for the term of this Agreement as compensation for his services while serving as Chancellor. This annual salary will be paid in the form of equal monthly installments no later than the last calendar day of each month in accordance with SUBR’s payroll procedures.

3.2 The Chancellor shall receive a housing allowance of twenty thousand dollars ($20,000.00) annually, which shall be paid in the form of equal monthly installments no later than the last calendar day of each month in accordance with SUBR’s payroll procedures. The Chancellor shall receive monthly payments for the housing allowance until University Place becomes available for occupancy and its occupancy by the Chancellor is approved by the Board.

3.3 The Chancellor will be eligible to participate in the benefits plans for health, insurance, retirement and any other benefits that are available for full time administrative employees.

3.4 The Chancellor’s compensation as a full-time faculty member at the Nelson Mandela School of Public Policy shall be determined by the mean average of the faculty salary of the three (3) highest paid tenured full professors at the Nelson Mandela School of Public Policy as of the date his employment ends as Chancellor unless determined by Section 4.1.1 herein. The calculation shall exclude full professors who may be receiving salaries based upon an
administrative appointment (i.e. Dean, Chairpersons, etc.)

3.5 In recognition of the Chancellor’s status as a “retired member” as defined by the Teachers’ Retirement System of Louisiana (TRSL) and the laws governing reemployment of retired individuals, SUBR agrees to make a contribution to an optional retirement plan in an amount equal to ten (10%) percent of Chancellor’s base salary. Chancellor shall be responsible for determining the plan into which the contribution shall be made. This contribution shall be subject to the plan being qualified to receive contributions on a pre-tax basis and the Chancellor shall be entitled to make additional contributions on his own behalf. SUBR shall not be responsible for management of the plan or for the investments contained therein in any manner whatsoever.

4 TERMINATION

4.1 Termination Without Cause.

The Chancellor may be terminated without cause at the recommendation of the System President with approval of the Board. If the Chancellor is terminated without cause, he shall have the right to select an option as stated in Section 4.1.2 herein. If the Chancellor is terminated without cause and elects to become a full-time professor, he shall be entitled to the same base salary that he would have received as Chancellor for the balance of the initial term of this agreement, unless such agreement has been renewed.

4.1.1 The Chancellor, upon termination as Chancellor without cause, shall have the right to: (a) remain at SUBR and assume the position of full professor with tenure at SUBR or such other campus as may be mutually agreed upon by the parties or (b) he may elect to leave SUBR. For purposes of this paragraph, the Chancellor’s faculty compensation shall be calculated and begin as of the last date of payment of the base salary due under this Agreement.

4.1.2 If the Chancellor elects to leave SUBR following a termination without cause he will not be entitled to any further compensation beyond amounts earned as of his last day of employment. Any amounts owed Chancellor under this section shall be paid in the form of a lump sum no later than 15 days after Chancellor’s last day of employment.

4.1.3 The parties agree that the above payments represent liquidated damages and are all that is due should the Agreement be terminated without cause,
except ordinary claims for benefits accrued and vested as of Chancellor’s termination under any pension or welfare benefit plan sponsored and/or maintained by SUBR for the benefit of full-time administrative employees.

4.2 Resignation.

4.2.1 The Chancellor shall provide the System President with notice of resignation of at least ninety (90) days unless such notice is waived by the System President or occasioned by illness or disability. If the Chancellor voluntarily elects to leave his position as Chancellor during the term of employment herein he shall be entitled to assume his appointment as a full professor with tenure at SUBR. He shall be compensated at the faculty pay described in section 3.4 to be calculated as of the date of his letter of resignation. His faculty position will begin at the start of the fall or spring semester immediately following the expiration of the ninety (90) day notice period or following the effective date of his resignation should it be sooner.

4.3 Expiration.

4.3.1 After the end of the term of employment specified herein, the Chancellor will be entitled to assume his position as a full professor at SUBR. He shall be compensated as calculated in section 3.4.

4.4 Termination For Cause.

4.4.1 If the Chancellor is terminated for cause, he shall be terminated from all positions with SUBR immediately, including his position as a tenured faculty member. If terminated for cause, with the exception of amounts earned prior to the Chancellor’s termination date and ordinary claims for benefits accrued and vested as of Chancellor’s termination under any pension or welfare benefit plan sponsored and/or maintained by SUBR for the benefit of full-time administrative employees, the Chancellor shall be entitled to no further payments whatsoever after his termination date. The reasons for termination shall be provided to the Chancellor in writing and he shall be afforded an opportunity of not less than ten (10) days to respond to such notice and a due process hearing before the Board.
4.4.2 The Board may terminate the Chancellor for cause for the following reasons:

4.4.2.1 Conviction of a crime of moral turpitude;

4.4.2.2 A finding of academic dishonesty as that term is defined in the Faculty Handbook;

4.4.2.3 Felony indictment for a crime of moral turpitude or other crime which would bring SUBR’s and Southern University System’s reputation in disrepute;

4.4.2.4 Neglect of duty; and

4.4.2.5 Disability (defined as an inability to fulfill the duties of Chancellor for a period of at least ninety (90) consecutive days.).

5 SERVICE ON CORPORATE BOARDS

5.1 The Chancellor may serve as a member of the Board of Directors of other public or private corporations so long as such service is not a violation of any law and will not interfere with or detract from the performance of his duties and responsibilities as Chancellor or create any conflict of interest involving or affecting the SUBR. The Chancellor shall obtain approval from the System President prior to accepting an appointment to, or agreeing to continued service on, any such Board. The System President shall not unreasonably withhold its approval.

6 EDUCATIONAL BENEFITS.

6.1 The Chancellor and the members of his immediate family shall be entitled to any privileges or benefits of attendance at SUBR as afforded other full-time employees of the SUBR.

7 NOTICES

7.1 Any notice required or desired to be given under this Agreement shall be deemed given if given in writing, sent by postage prepaid certified mail, or hand delivery to:

7.1.1 Chancellor James Llorens, ________________, and/or delivered to him at his office at SUBR.
7.1.2 President, Dr. Ronald Mason, Southern University System, 4th Floor, J.S. Clark Administration Building, Baton Rouge, LA.

7.1.3 With copies to the General Counsel, Tracie Woods, Southern University System, 4th Floor, J.S. Clark Administration Building, Baton Rouge, La 70813

8 ENTIRE CONTRACT

8.1 This Agreement constitutes the entire understanding and agreement between the Board and the Chancellor with regard to all matters related to his employment. There are no other agreements, conditions or representations, oral written, express or implied, with regard thereto. This Agreement may be amended only in writing and signed by both parties thereto.
IN WITNESS WHEREOF, this Agreement is executed by Dr. James Llorens, Chancellor, Southern University and A & M College; Dr. Ronald Mason, President, Southern University System; Darren G. Mire, Chairman, Board of Supervisors of Southern University and Agricultural and Mechanical College, as of the _________ day of ______________, 2011.

______________________________
JAMES LLORENS

______________________________
RONALD MASON, JR.

______________________________
DARRENG. MIRE
JAMES L. LLORENS

CURRENT POSITION

Assistant Chief Administrative Officer
Office of the Mayor-President
City of Baton Rouge and Parish of East Baton Rouge
January 2008-Present

- Appointed to position of Assistant Chief Administrative Officer by Mayor-President, January 2009
- Primary responsibility is oversight and supervision of City-Parish Departments of Human Resources, Workforce Development, Community Development, Human Development and Services and Juvenile Services. Departments have a total budget of over 33 million dollars and a personnel allocation of over 500.
- Oversight and management of special grant funds, including 34 million dollars in hurricane recovery funds.
- Additional responsibilities include special projects and liaison to outside agencies. Areas of involvement include economic development, minority business development, mass transportation, healthy cities initiatives, volunteerism initiatives.
- Represented Administration in contract negotiations with national labor union representing employees other than fire and police employees.

MOST RECENT ACADEMIC EXPERIENCE

Dean of Graduate Studies
Associate Professor of Public Administration
Southern University
Baton Rouge, Louisiana
2002-2008

- Appointed Interim Dean of Graduate Studies July, 2002
  Permanent appointment July 2003.
- Tenured Associate Professor of Public Administration, Nelson Mandela School of Public Policy and Urban Affairs.
- Southern University offers 25 Master’s degrees and 6 doctoral degrees. The average enrollment was 1230 students. The University is currently classified as a Master’s L (Large) institution by the Carnegie Institute. The University’s strategic plan established the goal of meeting the requirements for doctoral status. The Dean of Graduate Studies is responsible for the development and oversight of policies governing all graduate programs and serves as secretary of the Graduate Council.
- Secured funds for qualified doctoral programs through the U.S. Department of Education, Title III, Historically Black Graduate Institutions program. This was accomplished through collaboration with the Southern University Law Center. During tenure as Dean four of the six doctoral programs received over 2.8 million dollars to support African American doctoral students, faculty development, research and laboratory equipment, and laboratory and classroom renovations. These funds supported a full time Grants Manager to provide oversight and management of Title III funds in the Office of Graduate Studies.
- Reallocated resources within the Office of Graduate Studies to fund two full time professional graduate admissions counselors. This provided for a more efficient admissions process.
- Implemented a data imaging process and off-site file storage system for admissions and matriculation documents to provide a secure database and reduce physical space utilization.
- Planned and implemented an undergraduate Title III program to provide undergraduates with tutoring and training for the Graduate Record Examination (GRE) to enhance their competitiveness for admission to graduate programs.
- Retired to accept position with City of Baton Rouge and Parish of East Baton Rouge

EDUCATION AND RELATED TRAINING

Ph.D. Political Science
Louisiana State University
Baton Rouge, Louisiana

Post-Doctoral Fellow, Public Policy and Minority Communities
Hubert Humphrey Institute of Public Affairs
University of Minnesota
Minneapolis, Minnesota

Fellow, American Council of Education (ACE) Fellows Program
Washington, D.C.

M.S. Urban Affairs
University of Wisconsin-Milwaukee
Milwaukee, Wisconsin

B.A. Psychology
Loyola University
New Orleans, Louisiana
PROFESSIONAL DEVELOPMENT

American Council on Education Fellow 1998-99

The American Council on Education (ACE) Fellows program is a year-long higher education leadership development program. ACE conducts a rigorous and competitive selection process and invites 30 fellows from universities around the country to participate in a program designed to introduce fellows to issues and problems confronting higher education and learn critical leadership and management skills through national seminars and interactive discussions with renowned leaders in higher education. Fellows mentor with a university president and attend three week-long seminars conducted by ACE staff and leaders in higher education. I was selected for the 1997-98 ACE Fellows program and mentored with Dr. Jack Hawkins, Chancellor of the Troy State University System and President of Troy State University, Troy, Alabama. The Troy State System consists of four campuses and an extensive off-site graduate program offering graduate degrees around the world. The ACE experience at Troy State afforded me the opportunity to observe a system that served traditional students at its Troy campus, non-traditional students at its Montgomery campus, community residents at two other campuses in Alabama, and through its contracts with the United States military, is a leader in entrepreneurial academic programs.

Post-Doctoral Fellow, Public Policy and Minority Communities
Hubert H. Humphrey Institute of Public Affairs
University of Minnesota
Minneapolis, Minnesota
June 1993-August 1994

Completed post-doctoral studies while maintaining my responsibilities as Chair of the Department of Political Science at Southern University. During the academic year I spent one week-end a month at the Humphrey Institute and was in residence for two full summers. I studied under Dr. Samuel Meyers, Jr., Roy Wilkins Chair in Social Justice.

PREVIOUS ACADEMIC AND ADMINISTRATIVE EXPERIENCE

Southern University, Baton Rouge

Associate Professor and Chair
Department of Public Administration
Nelson Mandela School of Public Policy and Urban Affairs
1997 – 2002

- Administration and teaching responsibilities in Master of Public Administration (MPA) degree program accredited by the National Association of Schools of Public Affairs and Administration. The program served approximately 140 pre-career and in-service students with a faculty of 5 full-time professors and a supporting adjunct faculty.
- During my tenure as Chair the program maintained a steady enrollment while attracting more academically competitive students. I stressed student and faculty involvement in departmental decisions. The curriculum was reviewed on a regular basis and revised to meet the needs of the students and the demands of the public sector.
• Developed the plan for the joint Juris Doctor/Master of Public Administration in cooperation with the Southern University Law Center. The Department received approval to offer the joint Juris Doctor/Master of Public Administration degree beginning in Fall 2002.

• Organized the Southern University chapter of Pi Sigma Alpha, National Honor Society for Public Administration.

• Emphasized networking and professional development for MPA students and Southern University consistently won the annual award for the most graduate students attending the Annual Meeting of the Conference of Minority Public Administrators.

**Associate Professor and Chair**
**Department of Political Science**
**1992 - 1997**

• Administration and teaching responsibilities in academic department offering the Bachelor's degree in Political Science and a concentration in Political Science in the Master's Degree in Social Science. The Department served 100+ students with 7-9 full-time professors.

• During my tenure as Chair of the Department we revised the curriculum for political science to include non-credit seminars designed to expose students to current government issues.

• The advisement process for undergraduates was revised to require documented annual reviews of a student's progress. All prospective seniors were advised by the Department Chair. These advisement procedures resulted in an immediate drastic reduction in discrepancies for prospective graduates, and after one year, no discrepancies cited by the Registrar in graduation application.

• Established a Public Policy Lecture Series funded by external contributions. Guest lecturers on campus included Law Professor and Civil Rights Advocate Lani Guinier, Kweisi Mfume of the Congressional Black Caucus, and Deval Patrick, Office of Civil Rights of the United States Department of Justice.

**Assistant Professor**
**Department of Political Science**
**1989 - 1992**

• Began as a full-time temporary faculty member while completing my doctoral degree. Courses taught included: State and Local Government, Urban Politics, Black Politics, Public Administration, American Political Processes.

• Additional Responsibilities: Assistant to Dean, School of Public Policy and Urban Affairs, September 1990 - May 1991.

**Co-Director**
**Taft Institute for Social Studies Teachers**
**Department of Political Science**
**July 1991**
**July 1992**

• Coordinated a two week summer seminar for elementary and secondary social studies teachers in Louisiana. The Seminar focused on introducing elementary and secondary school teachers to the American democratic process and the role of political parties. I co-directed the program with Dr. Jewel Prestage. The program was initially funded by the Robert Taft Institute.

• A $65,000 grant from the Louisiana Board of Elementary and Secondary Education was awarded for the second year of the program.
Adjunct Instructor
Department of Public Administration
1985 - 1989


PREVIOUS ADMINISTRATIVE EXPERIENCE IN GOVERNMENT

City of Baton Rouge/Parish of East Baton Rouge

Personnel Coordinator
April 1983 - March 1989

- Appointed by Mayor/President to manage a comprehensive human resource department for 3500 employees. The Department consisted of divisions responsible for recruiting, examination, classification, and employee benefits for classified and unclassified employees. My responsibilities included the supervision of health insurance benefits for all employees and oversight of the risk management program for all city-parish operations.

- I was a member of the City/Parish management team for labor union contract negotiations, including AFL-CIO, Teamsters, and Fire and Police.

- I developed and implemented the process for selecting the first health maintenance organizations offered as a health benefit program to city-parish employees.

Director of Human Services
January 1981 - April 1983

- Initially appointed by Mayor-President as Director of Intergovernmental Relations. This position served as the Mayor-President’s coordinator and liaison between several social service programs. Each program operated independently with a separate management team. I planned and implemented the creation of the Division of Human Services, which brought all of the programs under one management structure. I was then appointed Director of Human Services and managed the division, which included the Offices of Community Services, Employment and Training, Community Development, and Youth Opportunity.

- The creation of the division resulted in significant administrative cost savings through the creation of a central fiscal services unit that performed all fiscal management operations for the entire division. This significantly reduced administrative overhead costs and resulted in additional funds being directed to client services. The model implemented is still in use by the City/Parish.

- Coordinated the application process for the Department of Housing and Urban Development’s Urban Development Action Grant which resulted in the development of the Catfish Town retail and business district in downtown Baton Rouge.

Federal Aid Coordinator
May 1975 - December 1980

- Appointed by the City/Parish Council as advisor on federal grants. During this period I coordinated the application and review process for several federal grant programs for public works and community development activities.
CURRENT ACADEMIC PROFESSIONAL SERVICE

- Treasurer, Council of Historically Black Graduate Schools
- Member, Graduate Record Examination Services Committee, Educational Testing Service. 3 year term expires June 2011.

PREVIOUS ACADEMIC PROFESSIONAL SERVICE

- Chair, Council of Graduate Schools Committee on Minorities in Graduate Education Council of Graduate Schools, Washington, D.C.
- Member, Council of Graduate Schools Master's Committee Council of Graduate Schools, Washington, D.C.
- Member, Executive Advisory Board, Harvard Journal of African American Public Policy, John F. Kennedy School of Government, Harvard University
- Co-Chair, Human Resource Division, Southern University Business and Industry Cluster

ACCREDITATION EXPERIENCE

- Chair, Southern University 2010 Reaccreditation Task Force for Student Affairs, Southern Association of Colleges and Schools.
- Member, Off-Site Review Team, Southern Association of Colleges and Schools, Atlanta, Georgia, 2007
- Member, University of St. Thomas Accreditation Site Visit Team, Southern Association of Colleges and Schools, 2004
- Member, Clemson University Accreditation Site Visit Team, Southern Association of Colleges and Schools, 2002
- Member, University of Alabama-Birmingham Master of Public Administration Accreditation Site Visit Team, National Association of Colleges of Public Affairs and Administration, 2002
- Member, Arkansas State University Master of Public Administration Accreditation Site Visit Team, National Association of Colleges of Public Affairs and Administration, 2003
- Chair, Southern University 2000 Reaccreditation Task Force for Graduate Programs, Southern Association of Colleges and Schools

PREVIOUS PROFESSIONAL AND UNIVERSITY SERVICE

- Member, Editorial Board, Review of Public Personnel Administration
- Member, Academic Advisory Council, Health Care Services Division, Louisiana State University Health Sciences Center
- Member, Standards Committee, National Association of Schools of Public Affairs and Administration
- Section Chair, 2002 National Association of Schools of Public Affairs and Administration Annual Conference
- Founding Member of the Board of Governors, Red River Academy for Social Entrepreneurs
  
  The Red River Academy was a consortium of six universities created to build the capacity of nonprofit organizations throughout the mid-south region to engage in social entrepreneurship activity.
• Chair, Southern University Undergraduate Catalog Committee
  Served as chair of the Undergraduate Catalog Committee for three catalogs. This committee
  assignment afforded the opportunity to gain knowledge of all undergraduate academic
  programs. It required a review of all curricula for compliance with all state and regional
  accreditation requirements. It also required the review of University policies and procedures to
  ensure that policies are stated in an unambiguous and non-contradictory manner.
• Member, Institutional Review Board, Human Subject Review Committee
• Chair, Search Committee for Dean of College of Agriculture and Family and Consumer Sciences.
• Member, Search Committee for Vice Chancellor for Research and Sponsored Programs, 2007.
• Member, Search Committee for Chair, Department of Accounting and Chair, Department of
  Marketing, Fall, 1993.
• Vice-Chair, Chancellor's Task Force on Retrenchment, March - May, 1993.
• Chair and Member of several University Faculty and Student Grievance Committees.

CURRENT COMMUNITY SERVICE

• Board Member, Capitol High Academy Charter School, 100 Black Men of Metropolitan Baton Rouge
• Board Member, Children's Advocacy Center
• Board Member, Baton Rouge Center for World Affairs
• Member, Baton Rouge Chamber of Commerce International Working Group for Foreign Direct
  Investment

PREVIOUS COMMUNITY SERVICE

• Co-Chair, Steps to Independence Committee and member of Central Planning Committee, Capital
  Area United Way Community Partnership Division.
• Board Member, Capitol City Family Health Center
• Member, I Care Advisory Council, East Baton Rouge Parish School Board.
• Member, Louisiana Budget Project Advisory Committee, Louisiana Association of Nonprofit
  Organizations.
• Committee Co-Chair, Louisiana Black Assembly of East Baton Rouge Parish
• Board President, Young Emerging Leaders of Louisiana. 1999-2002.
• Member, Louisiana State Civil Service Performance Appraisal Review Advisory Board. 1996-1997
• Board Member, Community Association for the Welfare of School Children. 1998-2002.
• Vice President, Sponsoring Committee, Urban League of Greater Baton Rouge, 1992-95
• Member, Louisiana Employment and Training Council (Gubernatorial Appointment), 1992-95
• Member and Founding Board Member, 100 Black Men of Metropolitan Baton Rouge, Inc.
• Member, Baton Rouge Chapter, NAACP
PUBLICATIONS AND PRESENTATIONS


**Seminar**, "Workshop in Case Teaching and Writing," Presented by the Kennedy School of Government, Harvard University, at Southern University, Baton Rouge, Louisiana, October 17-19, 1991.


**Division Chair**, Learning in Political Science, 1995 American Political Science Association Annual Conference Program Committee.

**Member**, Southwestern Social Science Association Interdisciplinary Program Committee. 1994-96.

**Section Chair**, Urban Politics Section, Southern Political Science Association Annual Meeting, Savannah, Georgia, November 3-6, 1993.

Panel Chair, "Roundtable Discussion on the Urban Underclass", Southern Political Science Association, Savannah, Georgia, November 5, 1993.


SERVICE ON THESIS/DISSERTATION COMMITTEES

- Chair, Dissertation Committee, Rock-Antoine Mehanna, Ph.D. Public Policy December 2000.
- Member, Dissertation Committee, Alexander Appeaning, Ph.D. Public Policy May 1999
- Member, Thesis Committee, David Essex, Department of History May 1996
- Member, Thesis Committee, Brenda S. Perry Department of History May 1994
- Member, Thesis Committee, Idella Smith, Department of History May 1996
- Chair and Member, Master of Public Administration Research Projects

AWARDS

- College Teacher of the Year, School of Public Policy and Urban Affairs, Southern University, May, 1993
- Teacher of the Year, National Conference of Black Political Scientists, March, 1993.
CONSULTING AND PROFESSIONAL ANALYSIS

- Numerous media appearances as political analyst for elections and voting behavior.

PAST AND CURRENT PROFESSIONAL ASSOCIATIONS

- Council of Historically Black Graduate Schools
- American Political Science Association
- National Conference of Black Political Scientists
- Louisiana Political Science Association
- American Society of Public Administration
  - President, Louisiana Chapter, February, 1991 - July, 1992
  - Vice-President, Louisiana Chapter, July, 1990 - February, 1991
  - Vice-President, Louisiana Chapter, 1997-98
- Conference of Minority Public Administrators

MILITARY EXPERIENCE

United States Army, December 1968 - January 1972
Commissioned in Corps of Engineers through Officer Candidate School.
Served in various leadership positions at platoon, company, and battalion level.
Service in Viet Nam Conflict 1971.
Honorably discharged as First Lieutenant.
References:

LTG. Russell L. Honore'  
United States Army, Retired  
(letter attached)

Jack Thomas, Ph.D.  
Provost and Academic Vice President  
President-Elect  
Western Illinois University  
(copy attached. Original mailed)

Huel L. Perkins, Ph.D.  
Professor Emeritus  
Southern University  
(letter mailed)