

Mission Statement

Through shared governance, leadership, and a diverse system of unique institutions, the mission of the Southern University and A&M College System is to deliver affordable world-class education, a trained workforce, state-of-the-art research, creative scholarship, and transformational public service to the State of Louisiana, the Nation, and the World.

FACILITIES AND PROPERTY

(Following Academic Affairs Committee)

July 18, 2025

AGENDA

1. Call to Order
2. Roll Call
3. Adoption of the Agenda
4. Public Comments
5. Informational Item(s)
 - A. Facilities Update (SUS)
 - B. Four Lane Egress (SUBR)
6. Other Business
7. Adjournment

Members

Rev. Donald Ray Henry – Chair, Ms. Maple Gaines – Vice Chair, Ms. Zazell Dudley, Mr. Chris Masingill, Mr. Paul P. Matthews, Atty. Domoine Rutledge, Atty. Edwin Shorty, Mrs. Ann Smith, Dr. Rani Whitfield, and Atty. Tony Clayton – Ex Officio

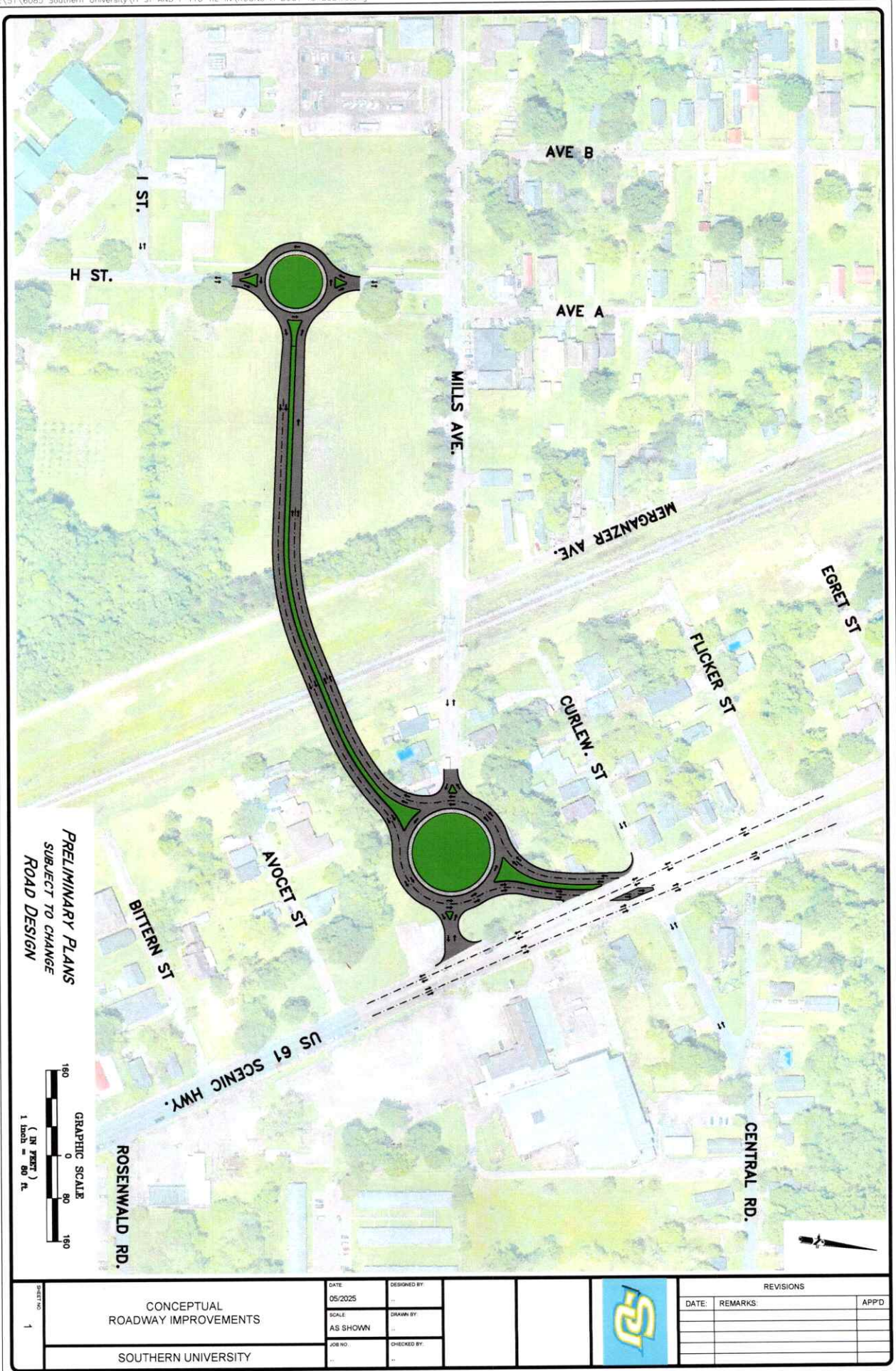
Capital Outlay Funded Projects

SUS Board Meeting - March 2025

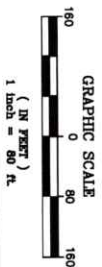
Southern University System Active Capital Improvement Project Tracking

Self-Funded Projects

Project Title		Legend											
		Planning and Design				Bidding and Contracting				Construction			
		1Q	2Q	3Q	4Q	1Q	2Q	3Q	4Q	1Q	2Q	3Q	4Q
FY2023-24		Jul-23	Aug-23	Sep-23	Oct-23	Nov-23	Dec-23	Jan-24	Feb-24	Mar-24	Apr-24	May-24	Jun-24
FY2024-25		Jul-24	Aug-24	Sep-24	Oct-24	Nov-24	Dec-24	Jan-25	Feb-25	Mar-25	Apr-25	May-25	Jun-25
FY2025-26		Jul-25	Aug-25	Sep-25	Oct-25	Nov-25	Dec-25	Jan-26	Feb-26	Mar-26	Apr-26	May-26	Jun-26
FY2026-27		Jul-26	Aug-26	Sep-26	Oct-26	Nov-26	Dec-26	Jan-27	Feb-27	Mar-27	Apr-27	May-27	Jun-27
FY2027-28		Jul-27	Aug-27	Sep-27	Oct-27	Nov-27	Dec-27	Jan-28	Feb-28	Mar-28	Apr-28	May-28	Jun-28
SUBR	Global Innovation and Welcome Center												
	Public Safety Building												
	TH Harris Learning Lobby												
	Outdoor Classroom/Amphitheatre												
	Global Innovation and Welcome Center, Phase II												
SUNO	Nursing and Allied Health Building												
SULC	Law Clinic												
SUAG	Swine and Poultry Structures Repairs												
SUAG	Meat Processing Lab Facility												



PRELIMINARY PLANS
SUBJECT TO CHANGE
ROAD DESIGN



SHEET NO.
1

CONCEPTUAL
ROADWAY IMPROVEMENTS

SOUTHERN UNIVERSITY

DATE

05/2025

SCALE

AS SHOWN

JOB NO.

--

DESIGNED BY

--

DRAWN BY

--

CHECKED BY

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REVISIONS

DATE	REMARKS	APP'D

Mission Statement

Through shared governance, leadership, and a diverse system of unique institutions, the mission of the Southern University and A&M College System is to deliver affordable world-class education, a trained workforce, state-of-the-art research, creative scholarship, and transformational public service to the State of Louisiana, the Nation, and the World.

FINANCE COMMITTEE

(Following Facilities and Property Committee)

July 18, 2025

AGENDA

1. Call to Order
2. Roll Call
3. Adoption of the Agenda
4. Public Comments
5. Action Item(s)
 - A. Ratification of Fiscal Year 2024-2025 Budget Adjustment (BA-7) for the Southern University System:
 1. Southern University Board of Supervisors
 2. Southern University Baton Rouge (SUBR)
 3. Southern University Law Center (SULC)
 4. Southern University New Orleans (SUNO)
 5. Southern University Shreveport (SUSLA)
 6. Southern University Agricultural Extension and Research Center (SUAREC)
 - B. Request approval of Retirement Incentive Plan (SUNO)
6. Informational Item(s)
 - A. Interim Financial Report
7. Other Business
8. Adjournment

Members

Mr. Myron K. Lawson – Chair, Mrs. Ann Smith – Vice Chair, Mr. Reggie Abraham, Atty. Quincy Cawthorne, Ms. Zazell Dudley, Ms. Maple Gaines, Mr. Chris Masengill, Atty. Domoine Rutledge, and Atty. Tony Clayton– Ex Officio

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

DEPARTMENT: Higher Education		FOR OPB USE ONLY				
AGENCY: Southern University Board of Supervisors		OPB LOG NUMBER <div style="font-size: 1.5em; text-align: center;">231</div>		AGENDA NUMBER		
SCHEDULE NUMBER: 19-615		Approval and Authority: <div style="border: 1px solid black; padding: 5px; display: inline-block;"> Division of Administration Office of Planning & Budget <div style="text-align: center;"> JUN 25 2025 APPROVED </div> </div> <div style="margin-top: 10px; font-style: italic;">Act 4101 of 25 RS</div>				
SUBMISSION DATE: 6/24/2025						
AGENCY BA-7 NUMBER: 1						
HEAD OF BUDGET UNIT: Dr. Dennis J. Shields						
TITLE: System President-Chancellor						
SIGNATURE (Certifies that the information provided is correct and true to the best of your knowledge): <div style="display: flex; justify-content: space-between; align-items: center;"> <div style="text-align: center;"> <u>Dennis Shields (Jun 23, 2025 20:50 CDT)</u> </div> <div style="text-align: center;"> <u>fm</u> </div> </div>						
MEANS OF FINANCING	CURRENT FY 2024-2025	ADJUSTMENT (+) or (-)	REVISED FY 2024-2025			
GENERAL FUND BY:						
DIRECT	\$68,472,475	\$7,605,000	\$76,077,475			
INTERAGENCY TRANSFERS	\$4,476,791	\$0	\$4,476,791			
FEES & SELF-GENERATED	\$115,831,100	(\$2,988,598)	\$112,842,502			
Regular Fees & Self-generated	\$115,831,100	(\$2,988,598)	\$112,842,502			
Subtotal of Fund Accounts from Page 2	\$0	\$0	\$0			
STATUTORY DEDICATIONS	\$12,454,156	\$156	\$12,454,312			
Support Education in Louisiana First Fund (G10)	\$2,742,695	\$0	\$2,742,695			
Tobacco Tax Health Care Fund (E32)	\$1,000,000	\$0	\$1,000,000			
Subtotal of Dedications from Page 2	\$8,711,461	\$156	\$8,711,617			
FEDERAL	\$13,654,209	\$0	\$13,654,209			
TOTAL	\$214,888,731	\$4,616,558	\$219,505,289			
AUTHORIZED POSITIONS	0	0	0			
AUTHORIZED OTHER CHARGES	0	0	0			
NON-TO FTE POSITIONS	0	0	0			
TOTAL POSITIONS	0	0	0			
PROGRAM EXPENDITURES	DOLLARS	POS	DOLLARS	POS	DOLLARS	POS
PROGRAM NAME:						
SU Board of Supervisors	\$4,163,212	0	\$0	0	\$4,163,212	0
SU-Agricultural & Mechanical College	\$112,177,486	0	\$7,150,156	0	\$119,327,642	0
SU-Law Center	\$29,376,011	0	(\$1,740,023)	0	\$27,635,988	0
SU-New Orleans Campus	\$25,319,674	0	(\$1,248,575)	0	\$24,071,099	0
SU-Shreveport Campus	\$16,661,271	0	\$395,000	0	\$17,056,271	0
SU-Agricultural Research & Extension Center	\$27,191,077	0	\$60,000	0	\$27,251,077	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
TOTAL	\$214,888,731	0	\$4,616,558	0	\$219,505,289	0

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

DEPARTMENT: Higher Education	FOR OPB USE ONLY	
AGENCY: Southern University Board of Supervisors	OPB LOG NUMBER	AGENDA NUMBER
SCHEDULE NUMBER: 19-615		
SUBMISSION DATE: 6/24/2025	ADDENDUM TO PAGE 1	
AGENCY BA-7 NUMBER: 1		

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

MEANS OF FINANCING	CURRENT FY 2024-2025	ADJUSTMENT (+) or (-)	REVISED FY 2024-2025
GENERAL FUND BY:			
FEES & SELF-GENERATED			
[Select Fund Account]	\$0	\$0	\$0
[Select Fund Account]	\$0	\$0	\$0
SUBTOTAL (to Page 1)	\$0	\$0	\$0
STATUTORY DEDICATIONS			
Southern University AgCenter Program Fund (G12)	\$750,000	\$0	\$750,000
Pari-mutuel Live Racing Facility Gaming Control Fund (G09)	\$50,000	\$0	\$50,000
Education Excellence Fund (Z18)	\$11,461	\$156	\$11,617
Shreveport Riverfront and Convention Center and Independence Stadium Fund (T09)	\$200,000	\$0	\$200,000
Higher Education Campus Revitalization Fund (E67)	\$6,700,000	\$0	\$6,700,000
Criminal Justice and First Responder (JU7)	\$1,000,000	\$0	\$1,000,000
SUBTOTAL (to Page 1)	\$8,711,461	\$156	\$8,711,617

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
PROGRAM NAME:						
	\$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
	\$0	0	\$0	0	\$0	0
	\$0	0	\$0	0	\$0	0
SUBTOTAL (to Page 1)	\$0	0	\$0	0	\$0	0

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 is FY25 supplemental appropriations based on HB460 for direct, statutory dedications, and fees & self-generated funds. The direct funds will support operating services, upgrades, equipment, and program enhancements. The Baton Rouge Campus had an increase in self-generated funds as a result of increased enrollment. The Law Center and New Orleans Campus had a reduction in self-generated fees. The Baton Rouge Campus has an increase in statutory dedication funds.

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

MEANS OF FINANCING OR EXPENDITURE	FY 2024-2025	FY 2025-2026	FY 2026-2027	FY 2027-2028	FY 2028-2029
GENERAL FUND BY:					
DIRECT	\$7,605,000	\$0	\$0	\$0	\$0
INTERAGENCY TRANSFERS	\$0	\$0	\$0	\$0	\$0
FEES & SELF-GENERATED	-\$2,988,598	\$0	\$0	\$0	\$0
STATUTORY DEDICATIONS	\$156	\$0	\$0	\$0	\$0
FEDERAL	\$0	\$0	\$0	\$0	\$0
TOTAL	\$4,616,558	\$0	\$0	\$0	\$0

3. If this action requires additional personnel, provide a detailed explanation below:
No additional personnel is required based on approval of this BA-7.

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 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 essential operations required at Southern University campuses. The Southern University System is committed to providing a high-quality education 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 2024-2025	ADJUSTMENT (+) OR (-)	REVISED FY 2024-2025

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 FY 2024-2025	REQUESTED ADJUSTMENT	REVISED FY 2024-2025	ADJUSTMENT OUTYEAR PROJECTIONS			
				FY 2025-2026	FY 2026-2027	FY 2027-2028	FY 2028-2029
GENERAL FUND BY:							
Direct	\$4,163,212	\$0	\$4,163,212	\$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
TOTAL MOF	\$4,163,212	\$0	\$4,163,212	\$0	\$0	\$0	\$0
EXPENDITURES:							
Salaries	\$1,866,962	\$0	\$1,866,962	\$0	\$0	\$0	\$0
Other Compensation	\$64,500	\$0	\$64,500	\$0	\$0	\$0	\$0
Related Benefits	\$672,749	\$0	\$672,749	\$0	\$0	\$0	\$0
Travel	\$260,000	\$0	\$260,000	\$0	\$0	\$0	\$0
Operating Services	\$281,000	\$0	\$281,000	\$0	\$0	\$0	\$0
Supplies	\$111,000	\$0	\$111,000	\$0	\$0	\$0	\$0
Professional Services	\$97,000	\$0	\$97,000	\$0	\$0	\$0	\$0
Other Charges	\$711,876	\$0	\$711,876	\$0	\$0	\$0	\$0
Debt Services	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Interagency Transfers	\$35,625	\$0	\$35,625	\$0	\$0	\$0	\$0
Acquisitions	\$62,500	\$0	\$62,500	\$0	\$0	\$0	\$0
Major Repairs	\$0	\$0	\$0	\$0	\$0	\$0	\$0
UNALLOTTED	\$0	\$0	\$0	\$0	\$0	\$0	\$0
TOTAL EXPENDITURES	\$4,163,212	\$0	\$4,163,212	\$0	\$0	\$0	\$0
POSITIONS							
Classified	0	0	0	0	0	0	0
Unclassified	0	0	0	0	0	0	0
TOTAL T.O. POSITIONS	0	0	0	0	0	0	0
Other Charges Positions	0	0	0	0	0	0	0
Non-TO FTE Positions	0	0	0	0	0	0	0
TOTAL POSITIONS	0	0	0	0	0	0	0
*Dedicated Fund Accounts:							
Reg. Fees & Self-generated	\$0	\$0	\$0	\$0	\$0	\$0	\$0
[Select Fund Account]	\$0	\$0	\$0	\$0	\$0	\$0	\$0
[Select Fund Account]	\$0	\$0	\$0	\$0	\$0	\$0	\$0
**Statutory Dedications:							
[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
TOTAL EXPENDITURES	\$0	\$0	\$0	\$0	\$0	\$0
OVER / (UNDER)	\$0	\$0	\$0	\$0	\$0	\$0
POSITIONS						
Classified	0	0	0	0	0	0
Unclassified	0	0	0	0	0	0
TOTAL T.O. POSITIONS	0	0	0	0	0	0
Other Charges Positions	0	0	0	0	0	0
Non-TO FTE Positions	0	0	0	0	0	0
TOTAL POSITIONS	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:	CURRENT	REQUESTED	REVISED	ADJUSTMENT OUTYEAR PROJECTIONS			
	FY 2024-2025	ADJUSTMENT	FY 2024-2025	FY 2025-2026	FY 2026-2027	FY 2027-2028	FY 2028-2029
GENERAL FUND BY:							
Direct	\$28,649,563	\$6,150,000	\$34,799,563	\$0	\$0	\$0	\$0
Interagency Transfers	\$4,476,791	\$0	\$4,476,791	\$0	\$0	\$0	\$0
Fees & Self-Generated *	\$72,543,866	\$1,000,000	\$73,543,866	\$0	\$0	\$0	\$0
Statutory Dedications **	\$6,507,266	\$156	\$6,507,422	\$0	\$0	\$0	\$0
FEDERAL FUNDS	\$0	\$0	\$0	\$0	\$0	\$0	\$0
TOTAL MOF	\$112,177,486	\$7,150,156	\$119,327,642	\$0	\$0	\$0	\$0
EXPENDITURES:							
Salaries	\$50,052,036	\$0	\$50,052,036	\$0	\$0	\$0	\$0
Other Compensation	\$201,377	\$0	\$201,377	\$0	\$0	\$0	\$0
Related Benefits	\$20,447,807	\$0	\$20,447,807	\$0	\$0	\$0	\$0
Travel	\$325,870	\$0	\$325,870	\$0	\$0	\$0	\$0
Operating Services	\$10,864,049	\$156	\$10,864,205	\$0	\$0	\$0	\$0
Supplies	\$909,411	\$0	\$909,411	\$0	\$0	\$0	\$0
Professional Services	\$1,101,480	\$0	\$1,101,480	\$0	\$0	\$0	\$0
Other Charges	\$21,060,058	\$7,150,000	\$28,210,058	\$0	\$0	\$0	\$0
Debt Services	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Interagency Transfers	\$6,953,717	\$0	\$6,953,717	\$0	\$0	\$0	\$0
Acquisitions	\$199,681	\$0	\$199,681	\$0	\$0	\$0	\$0
Major Repairs	\$62,000	\$0	\$62,000	\$0	\$0	\$0	\$0
UNALLOTTED	\$0	\$0	\$0	\$0	\$0	\$0	\$0
TOTAL EXPENDITURES	\$112,177,486	\$7,150,156	\$119,327,642	\$0	\$0	\$0	\$0
POSITIONS							
Classified	0	0	0	0	0	0	0
Unclassified	0	0	0	0	0	0	0
TOTAL T.O. POSITIONS	0	0	0	0	0	0	0
Other Charges Positions	0	0	0	0	0	0	0
Non-TO FTE Positions	0	0	0	0	0	0	0
TOTAL POSITIONS	0	0	0	0	0	0	0
*Dedicated Fund Accounts:							
Reg. Fees & Self-generated	\$72,543,866	\$0	\$72,543,866	\$0	\$0	\$0	\$0
[Select Fund Account]	\$0	\$0	\$0	\$0	\$0	\$0	\$0
[Select Fund Account]	\$0	\$0	\$0	\$0	\$0	\$0	\$0
**Statutory Dedications:							
Support Education in Louisiana First Fund (G10)	\$1,795,805	\$0	\$1,795,805	\$0	\$0	\$0	\$0
Education Excellence Fund (Z18)	\$11,461	\$156	\$11,617	\$0	\$0	\$0	\$0
Higher Education Campus Revitalization Fund (E67)	\$3,700,000	\$0	\$3,700,000	\$0	\$0	\$0	\$0
Criminal Justice and First Responder (JU7)	\$1,000,000	\$0	\$1,000,000	\$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

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	\$6,150,000	\$0	\$1,000,000	\$156	\$0	\$7,150,156
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	\$156	\$0	\$156
Supplies	\$0	\$0	\$0	\$0	\$0	\$0
Professional Services	\$0	\$0	\$0	\$0	\$0	\$0
Other Charges	\$6,150,000	\$0	\$1,000,000	\$0	\$0	\$7,150,000
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
TOTAL EXPENDITURES	\$6,150,000	\$0	\$1,000,000	\$156	\$0	\$7,150,156
OVER / (UNDER)	\$0	\$0	\$0	\$0	\$0	\$0
POSITIONS						
Classified	0	0	0	0	0	0
Unclassified	0	0	0	0	0	0
TOTAL T.O. POSITIONS	0	0	0	0	0	0
Other Charges Positions	0	0	0	0	0	0
Non-TO FTE Positions	0	0	0	0	0	0
TOTAL POSITIONS	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:	CURRENT FY 2024-2025	REQUESTED ADJUSTMENT	REVISED FY 2024-2025	ADJUSTMENT OUTYEAR PROJECTIONS			
				FY 2025-2026	FY 2026-2027	FY 2027-2028	FY 2028-2029
GENERAL FUND BY:							
Direct	\$8,762,093	\$0	\$8,762,093	\$0	\$0	\$0	\$0
Interagency Transfers	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Fees & Self-Generated *	\$20,417,867	(\$1,740,023)	\$18,677,844	\$0	\$0	\$0	\$0
Statutory Dedications **	\$196,051	\$0	\$196,051	\$0	\$0	\$0	\$0
FEDERAL FUNDS	\$0	\$0	\$0	\$0	\$0	\$0	\$0
TOTAL MOF	\$29,376,011	(\$1,740,023)	\$27,635,988	\$0	\$0	\$0	\$0
EXPENDITURES:							
Salaries	\$13,847,907	\$0	\$13,847,907	\$0	\$0	\$0	\$0
Other Compensation	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Related Benefits	\$5,190,893	\$0	\$5,190,893	\$0	\$0	\$0	\$0
Travel	\$605,000	\$0	\$605,000	\$0	\$0	\$0	\$0
Operating Services	\$3,557,235	(\$1,740,023)	\$1,817,212	\$0	\$0	\$0	\$0
Supplies	\$325,000	\$0	\$325,000	\$0	\$0	\$0	\$0
Professional Services	\$750,000	\$0	\$750,000	\$0	\$0	\$0	\$0
Other Charges	\$3,401,585	\$0	\$3,401,585	\$0	\$0	\$0	\$0
Debt Services	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Interagency Transfers	\$375,554	\$0	\$375,554	\$0	\$0	\$0	\$0
Acquisitions	\$1,022,837	\$0	\$1,022,837	\$0	\$0	\$0	\$0
Major Repairs	\$300,000	\$0	\$300,000	\$0	\$0	\$0	\$0
UNALLOTTED	\$0	\$0	\$0	\$0	\$0	\$0	\$0
TOTAL EXPENDITURES	\$29,376,011	(\$1,740,023)	\$27,635,988	\$0	\$0	\$0	\$0
POSITIONS							
Classified	0	0	0	0	0	0	0
Unclassified	0	0	0	0	0	0	0
TOTAL T.O. POSITIONS	0	0	0	0	0	0	0
Other Charges Positions	0	0	0	0	0	0	0
Non-TO FTE Positions	0	0	0	0	0	0	0
TOTAL POSITIONS	0	0	0	0	0	0	0
*Dedicated Fund Accounts:							
Reg. Fees & Self-generated	\$20,417,867	\$0	\$20,417,867	\$0	\$0	\$0	\$0
[Select Fund Account]	\$0	\$0	\$0	\$0	\$0	\$0	\$0
[Select Fund Account]	\$0	\$0	\$0	\$0	\$0	\$0	\$0
**Statutory Dedications:							
Support Education in Louisiana First Fund (G10)	\$196,051	\$0	\$196,051	\$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 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	(\$1,740,023)	\$0	\$0	(\$1,740,023)
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	(\$1,740,023)	\$0	\$0	(\$1,740,023)
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
TOTAL EXPENDITURES	\$0	\$0	(\$1,740,023)	\$0	\$0	(\$1,740,023)
OVER / (UNDER)	\$0	\$0	\$0	\$0	\$0	\$0
POSITIONS						
Classified	0	0	0	0	0	0
Unclassified	0	0	0	0	0	0
TOTAL T.O. POSITIONS	0	0	0	0	0	0
Other Charges Positions	0	0	0	0	0	0
Non-TO FTE Positions	0	0	0	0	0	0
TOTAL POSITIONS	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:	CURRENT FY 2024-2025	REQUESTED ADJUSTMENT	REVISED FY 2024-2025	ADJUSTMENT OUTYEAR PROJECTIONS			
				FY 2025-2026	FY 2026-2027	FY 2027-2028	FY 2028-2029
GENERAL FUND BY:							
Direct	\$8,170,946	\$1,000,000	\$9,170,946	\$0	\$0	\$0	\$0
Interagency Transfers	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Fees & Self-Generated *	\$13,585,417	(\$2,248,575)	\$11,336,842	\$0	\$0	\$0	\$0
Statutory Dedications **	\$3,563,311	\$0	\$3,563,311	\$0	\$0	\$0	\$0
FEDERAL FUNDS	\$0	\$0	\$0	\$0	\$0	\$0	\$0
TOTAL MOF	\$25,319,674	(\$1,248,575)	\$24,071,099	\$0	\$0	\$0	\$0
EXPENDITURES:							
Salaries	\$11,545,993	\$0	\$11,545,993	\$0	\$0	\$0	\$0
Other Compensation	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Related Benefits	\$4,650,087	\$0	\$4,650,087	\$0	\$0	\$0	\$0
Travel	\$20,000	\$0	\$20,000	\$0	\$0	\$0	\$0
Operating Services	\$3,519,190	\$500,000	\$4,019,190	\$0	\$0	\$0	\$0
Supplies	\$84,000	\$0	\$84,000	\$0	\$0	\$0	\$0
Professional Services	\$39,916	\$0	\$39,916	\$0	\$0	\$0	\$0
Other Charges	\$3,830,673	(\$1,748,575)	\$2,082,098	\$0	\$0	\$0	\$0
Debt Services	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Interagency Transfers	\$1,579,815	\$0	\$1,579,815	\$0	\$0	\$0	\$0
Acquisitions	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Major Repairs	\$50,000	\$0	\$50,000	\$0	\$0	\$0	\$0
UNALLOTTED	\$0	\$0	\$0	\$0	\$0	\$0	\$0
TOTAL EXPENDITURES	\$25,319,674	(\$1,248,575)	\$24,071,099	\$0	\$0	\$0	\$0
POSITIONS							
Classified	0	0	0	0	0	0	0
Unclassified	0	0	0	0	0	0	0
TOTAL T.O. POSITIONS	0	0	0	0	0	0	0
Other Charges Positions	0	0	0	0	0	0	0
Non-TO FTE Positions	0	0	0	0	0	0	0
TOTAL POSITIONS	0	0	0	0	0	0	0
*Dedicated Fund Accounts:							
Reg. Fees & Self-generated	\$13,585,417	\$0	\$13,585,417	\$0	\$0	\$0	\$0
[Select Fund Account]	\$0	\$0	\$0	\$0	\$0	\$0	\$0
[Select Fund Account]	\$0	\$0	\$0	\$0	\$0	\$0	\$0
**Statutory Dedications:							
Support Education in Louisiana First Fund (G10)	\$513,311	\$0	\$513,311	\$0	\$0	\$0	\$0
Pari-mutuel Live Racing Facility Gaming Control Fund (G09)	\$50,000	\$0	\$50,000	\$0	\$0	\$0	\$0
Higher Education Campus Revitalization Fund (E67)	\$3,000,000	\$0	\$3,000,000	\$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 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	\$1,000,000	\$0	(\$2,248,575)	\$0	\$0	(\$1,248,575)
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	\$500,000	\$0	\$0	\$0	\$0	\$500,000
Supplies	\$0	\$0	\$0	\$0	\$0	\$0
Professional Services	\$0	\$0	\$0	\$0	\$0	\$0
Other Charges	\$500,000	\$0	(\$2,248,575)	\$0	\$0	(\$1,748,575)
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
TOTAL EXPENDITURES	\$1,000,000	\$0	(\$2,248,575)	\$0	\$0	(\$1,248,575)
OVER / (UNDER)	\$0	\$0	\$0	\$0	\$0	\$0
POSITIONS						
Classified	0	0	0	0	0	0
Unclassified	0	0	0	0	0	0
TOTAL T.O. POSITIONS	0	0	0	0	0	0
Other Charges Positions	0	0	0	0	0	0
Non-TO FTE Positions	0	0	0	0	0	0
TOTAL POSITIONS	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:	CURRENT FY 2024-2025	REQUESTED ADJUSTMENT	REVISED FY 2024-2025	ADJUSTMENT OUTYEAR PROJECTIONS			
				FY 2025-2026	FY 2026-2027	FY 2027-2028	FY 2028-2029
GENERAL FUND BY:							
Direct	\$6,993,605	\$395,000	\$7,388,605	\$0	\$0	\$0	\$0
Interagency Transfers	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Fees & Self-Generated *	\$9,283,950	\$0	\$9,283,950	\$0	\$0	\$0	\$0
Statutory Dedications **	\$383,716	\$0	\$383,716	\$0	\$0	\$0	\$0
FEDERAL FUNDS	\$0	\$0	\$0	\$0	\$0	\$0	\$0
TOTAL MOF	\$16,661,271	\$395,000	\$17,056,271	\$0	\$0	\$0	\$0
EXPENDITURES:							
Salaries	\$9,092,257	\$0	\$9,092,257	\$0	\$0	\$0	\$0
Other Compensation	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Related Benefits	\$3,994,945	\$0	\$3,994,945	\$0	\$0	\$0	\$0
Travel	\$43,000	\$0	\$43,000	\$0	\$0	\$0	\$0
Operating Services	\$2,113,863	\$70,000	\$2,183,863	\$0	\$0	\$0	\$0
Supplies	\$179,500	\$125,000	\$304,500	\$0	\$0	\$0	\$0
Professional Services	\$0	\$200,000	\$200,000	\$0	\$0	\$0	\$0
Other Charges	\$325,000	\$0	\$325,000	\$0	\$0	\$0	\$0
Debt Services	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Interagency Transfers	\$912,706	\$0	\$912,706	\$0	\$0	\$0	\$0
Acquisitions	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Major Repairs	\$0	\$0	\$0	\$0	\$0	\$0	\$0
UNALLOTTED	\$0	\$0	\$0	\$0	\$0	\$0	\$0
TOTAL EXPENDITURES	\$16,661,271	\$395,000	\$17,056,271	\$0	\$0	\$0	\$0
POSITIONS							
Classified	0	0	0	0	0	0	0
Unclassified	0	0	0	0	0	0	0
TOTAL T.O. POSITIONS	0	0	0	0	0	0	0
Other Charges Positions	0	0	0	0	0	0	0
Non-TO FTE Positions	0	0	0	0	0	0	0
TOTAL POSITIONS	0	0	0	0	0	0	0
*Dedicated Fund Accounts:							
Reg. Fees & Self-generated	\$9,283,950	\$0	\$9,283,950	\$0	\$0	\$0	\$0
[Select Fund Account]	\$0	\$0	\$0	\$0	\$0	\$0	\$0
[Select Fund Account]	\$0	\$0	\$0	\$0	\$0	\$0	\$0
**Statutory Dedications:							
Support Education in Louisiana First Fund (G10)	\$183,716	\$0	\$183,716	\$0	\$0	\$0	\$0
Shreveport Riverfront and Convention Center and Independence Stadium Fund (T09)	\$200,000	\$0	\$200,000	\$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 5 NAME: Southern University - Shreveport Campus

MEANS OF FINANCING:	State General Fund	Interagency Transfers	Fees & Self-Generated Revenues	Statutory Dedications	Federal Funds	TOTAL
AMOUNT	\$395,000	\$0	\$0	\$0	\$0	\$395,000
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	\$70,000	\$0	\$0	\$0	\$0	\$70,000
Supplies	\$125,000	\$0	\$0	\$0	\$0	\$125,000
Professional Services	\$200,000	\$0	\$0	\$0	\$0	\$200,000
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
TOTAL EXPENDITURES	\$395,000	\$0	\$0	\$0	\$0	\$395,000
OVER / (UNDER)	\$0	\$0	\$0	\$0	\$0	\$0
POSITIONS						
Classified	0	0	0	0	0	0
Unclassified	0	0	0	0	0	0
TOTAL T.O. POSITIONS	0	0	0	0	0	0
Other Charges Positions	0	0	0	0	0	0
Non-TO FTE Positions	0	0	0	0	0	0
TOTAL POSITIONS	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:	CURRENT	REQUESTED	REVISED	ADJUSTMENT OUTYEAR PROJECTIONS			
	FY 2024-2025	ADJUSTMENT	FY 2024-2025	FY 2025-2026	FY 2026-2027	FY 2027-2028	FY 2028-2029
GENERAL FUND BY:							
Direct	\$11,733,056	\$60,000	\$11,793,056	\$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 **	\$1,803,812	\$0	\$1,803,812	\$0	\$0	\$0	\$0
FEDERAL FUNDS	\$13,654,209	\$0	\$13,654,209	\$0	\$0	\$0	\$0
TOTAL MOF	\$27,191,077	\$60,000	\$27,251,077	\$0	\$0	\$0	\$0
EXPENDITURES:							
Salaries	\$7,317,638	\$0	\$7,317,638	\$0	\$0	\$0	\$0
Other Compensation	\$80,000	\$0	\$80,000	\$0	\$0	\$0	\$0
Related Benefits	\$2,730,631	\$0	\$2,730,631	\$0	\$0	\$0	\$0
Travel	\$248,239	\$0	\$248,239	\$0	\$0	\$0	\$0
Operating Services	\$949,115	\$0	\$949,115	\$0	\$0	\$0	\$0
Supplies	\$883,616	\$0	\$883,616	\$0	\$0	\$0	\$0
Professional Services	\$635,800	\$0	\$635,800	\$0	\$0	\$0	\$0
Other Charges	\$1,781,969	\$60,000	\$1,841,969	\$0	\$0	\$0	\$0
Debt Services	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Interagency Transfers	\$209,697	\$0	\$209,697	\$0	\$0	\$0	\$0
Acquisitions	\$1,354,372	\$0	\$1,354,372	\$0	\$0	\$0	\$0
Major Repairs	\$11,000,000	\$0	\$11,000,000	\$0	\$0	\$0	\$0
UNALLOTTED	\$0	\$0	\$0	\$0	\$0	\$0	\$0
TOTAL EXPENDITURES	\$27,191,077	\$60,000	\$27,251,077	\$0	\$0	\$0	\$0
POSITIONS							
Classified	0	0	0	0	0	0	0
Unclassified	0	0	0	0	0	0	0
TOTAL T.O. POSITIONS	0	0	0	0	0	0	0
Other Charges Positions	0	0	0	0	0	0	0
Non-TO FTE Positions	0	0	0	0	0	0	0
TOTAL POSITIONS	0	0	0	0	0	0	0
*Dedicated Fund Accounts:							
Reg. Fees & Self-generated	\$0	\$0	\$0	\$0	\$0	\$0	\$0
[Select Fund Account]	\$0	\$0	\$0	\$0	\$0	\$0	\$0
[Select Fund Account]	\$0	\$0	\$0	\$0	\$0	\$0	\$0
**Statutory Dedications:							
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
Support Education in Louisiana First Fund (G10)	\$53,812	\$0	\$53,812	\$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	\$60,000	\$0	\$0	\$0	\$0	\$60,000
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	\$60,000	\$0	\$0	\$0	\$0	\$60,000
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
TOTAL EXPENDITURES	\$60,000	\$0	\$0	\$0	\$0	\$60,000
OVER / (UNDER)	\$0	\$0	\$0	\$0	\$0	\$0
POSITIONS						
Classified	0	0	0	0	0	0
Unclassified	0	0	0	0	0	0
TOTAL T.O. POSITIONS	0	0	0	0	0	0
Other Charges Positions	0	0	0	0	0	0
Non-TO FTE Positions	0	0	0	0	0	0
TOTAL POSITIONS	0	0	0	0	0	0

Questionnaire Analysis

(Please reference question numbers, provide detailed information, and use continuation sheets as needed.)

General Purpose

(1). The general purpose of this Budget Adjustment (BA-7) request is to appropriate items for the Southern University Board of Supervisors in Act ###, HB460 of 2025 RLS, the supplemental appropriations act.

Revenue

(2). \$7,605,000 State General Fund (Direct)

- a. Southern University Agricultural & Mechanical College \$6,150,000 will provide funds for operating expenditures, upgrades, and continuing education.
- b. Southern University New Orleans Campus \$1,000,000 funds are dedicated to night classes.
- c. Southern University Shreveport Campus \$395,000: The \$295,000 for the mobile health unit will provide funds for operating services and upgrades. The \$100,000 for the workforce development center will be allocated to enhance and support its operating expenditure.
- d. Agricultural Research and Extension Center \$60,000 will provide funds for operating expenditures.

(3). (\$2,988,598) Fees and Self-generated Revenues

- a. Southern University Agricultural & Mechanical College - \$1,000,000. The Baton Rouge Campus increased its FSGR authority by \$1,000,000 to account for an enrollment increase from fiscal year 2024 to fiscal year 2025 and the associated increase in tuition and fee revenue. The original appropriation is \$72,543,866 and revised appropriation is \$73,543,866.
- b. The Law Center – (\$1,740,023). The Law Center is reducing its FSGR authority by \$1,740,023 to adjust the spending authority due to a decrease in tuition and fees generated for the fiscal year 2025. The original appropriation is \$20,417,867 and the revised appropriation is \$18,677,844.
- c. The New Campus (\$2,248,575). The New Orleans Campus is reducing its FSGR authority by \$2,248,575 to adjust its spending authority due to a decrease in tuition and fees for the fiscal year 2025. The original appropriation is \$13,585,417 and the revised appropriation is \$11,336,842.

(4). \$156 Statutory Dedications

- a. Education Excellence Fund
 - a. Southern University Agricultural & Mechanical College increase of \$156.

Expenditure

(5). The funds will be used to support the general operations of the campuses. The specific expenditure categories include Operating Services, Supplies, Professional Services, and Other Charges.

Agency Contacts

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Flandus McClinton (Jun 24, 2025 11:26 CDT)

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Southern University System
General Operating Budget Interim Financial Statement
For Fiscal Year Ending June 30, 2025
As of June 30, 2025
Executive Summary

Attached is a summary of the Southern University System fiscal year 2024-2025 general operating budget financial activities for the month ending June 30, 2025. The Southern University System is reporting a \$1,254,725 decrease in self-generated revenue and a \$10 million decrease in federal revenue as compared to the approved budget. The expenditure for each campus has been adjusted to offset the shortfall for the fiscal year.

Southern University Board and System Administration

The System Office is funded by state appropriations and there is no projected shortfall in revenues.

Southern University Baton Rouge Campus

The Baton Rouge Campus is funded by state appropriations and self-generated revenues and there is no projected shortfall in revenues.

Southern University Law Center

The Law Center has a \$350,014 projected shortfall in self-generated revenue as compared to the approved budget. The Law Center has reduced personal services, travel, professional services, other charges, and scholarships to balance the operating budget for the fiscal year.

Southern University New Orleans Campus

The New Orleans Campus has a \$466,153 projected shortfall in self-generated revenue as compared to the approved budget. The New Orleans Campus has reduced related benefits, operating expenses, supplies, other charges, and acquisitions to balance the operating budget for the fiscal year.

Southern University Shreveport Campus

The Shreveport Campus is funded by state appropriations and self-generated revenues and there is no projected shortfall in revenues.

Southern University Agricultural Research and Extension Center

The Agricultural Research and Extension Center has a \$10 million projected shortfall in federal funds as compared to the approved budget. The Agricultural Research and Extension Center has reduced major repairs to balance their operating budget for the fiscal year. The \$10 Million in federal funds was not a monetary allocation. Southern University has inquired as to the purpose of the unfunded appropriation and has not received an answer. The Agricultural Research Center has been requesting \$10 million in annual recurring base state funding, which now stands at \$7.5 million.

Summary

Based on the information above, the campuses have made the appropriate adjustments to maintain a balanced budget as of June 30, 2025. Revenues and expenditures will be monitored to ensure a balanced operating budget for the fiscal year 2024-2025.

Southern University System
General Operating Budget Interim Financial Statement
For Fiscal Year Ending June 30, 2025
As of June 30, 2025

	FY25 Budget	Actual	Projected	Total FY25	Over/(Under) Budget	% Actual to Budget
Revenues						
General Fund Direct	\$ 76,077,475	\$ 68,472,475	\$ 7,605,000	\$ 76,077,475	\$ -	90.0%
Statutory Dedicated	12,454,312	11,901,846	552,466	12,454,312	-	95.6%
Federal	13,654,209	3,654,209	-	3,654,209	(10,000,000)	26.8%
Self Generated						
Tuition - Fall 2024	35,857,606	35,311,957	-	35,311,957	(545,649)	98.5%
Tuition - Spring 2025	31,861,880	31,800,693	-	31,800,693	(61,187)	99.8%
Tuition - Summer	6,311,451	7,528,255	(1,424,024)	6,104,231	(207,220)	119.3%
Out-of-State Fees	18,927,819	20,832,818	(378,772)	20,454,046	1,526,227	110.1%
Other	19,883,746	16,204,170	1,712,680	17,916,850	(1,966,896)	81.5%
Interagency Transfer	4,476,791	4,018,738	458,053	4,476,791	-	89.8%
Total Revenues	\$ 219,505,289	\$ 199,725,161	\$ 8,525,403	\$ 208,250,564	\$ (11,254,725)	91.0%
Expenditures						
Salaries	\$ 93,722,793	\$ 92,885,096	\$ 173,193	\$ 93,058,289	\$ (664,504)	99.1%
Other Compensation	345,877	290,158	42,504	332,662	(13,215)	83.9%
Related Benefits	37,687,112	35,318,261	131,946	35,450,207	(2,236,905)	93.7%
Total Personal Services	\$ 131,755,782	\$ 128,493,515	\$ 347,643	\$ 128,841,158	\$ (2,914,624)	97.5%
Travel	1,502,109	1,108,609	184,889	1,293,498	(208,611)	73.8%
Operating Services	20,114,585	18,646,084	4,850,762	23,496,846	3,382,261	92.7%
Supplies	2,617,527	2,512,634	395,214	2,907,848	290,321	96.0%
Total Operating Expenses	\$ 24,234,221	\$ 22,267,327	\$ 5,430,865	\$ 27,698,192	\$ 3,463,971	91.9%
Professional Services	2,824,196	2,514,046	383,800	2,897,845	73,649	89.0%
Other Charges	22,881,357	7,860,026	8,275,670	16,135,697	(6,745,660)	34.4%
Debt Services						
Interagency Transfers	10,067,114	8,771,648	35,625	8,807,273	(1,259,841)	87.1%
Total Other Charges	\$ 35,772,667	\$ 19,145,720	\$ 8,695,095	\$ 27,840,815	\$ (7,931,852)	53.5%
General Acquisitions	2,201,741	1,098,266	242,966	1,341,233	(860,508)	49.9%
Library Acquisitions	487,649	469,910	17,518	487,428	(221)	96.4%
Major Repairs	11,362,000	2,038,185	1,791,818	3,830,003	(7,531,997)	17.9%
Total Acquisitions/Major Repairs	\$ 14,051,390	\$ 3,606,362	\$ 2,052,302	\$ 5,658,664	\$ (8,392,726)	25.7%
Scholarships	13,691,229	18,211,734	-	18,211,734	4,520,505	133.0%
Total Expenditures	\$ 219,505,289	\$ 191,724,659	\$ 16,525,905	\$ 208,250,564	\$ (11,254,725)	87.3%

Southern University Board and System Administration
General Operating Budget Interim Financial Statement
For Fiscal Year Ending June 30, 2025
As of June 30, 2025

	FY25 Budget	Actual	Projected	Total FY25	Over/(Under) Budget	% Actual to Budget
Revenues						
General Fund Direct	\$ 4,163,212	\$ 4,163,212	\$ -	\$ 4,163,212	\$ -	100.0%
Statutory Dedicated	-	-	-			
Federal						
Self Generated						
Tuition - Fall 2024						
Tuition - Spring 2025						
Tuition - Summer						
Out-of-State Fees						
Other						
Interagency Transfer						
Total Revenues	\$ 4,163,212	\$ 4,163,212	\$ -	\$ 4,163,212	\$ -	100.0%
Expenditures						
Salaries	\$ 1,866,962	\$ 1,755,769	\$ 111,193	\$ 1,866,962	\$ -	94.0%
Other Compensation	64,500	51,996	12,504	64,500	-	80.6%
Related Benefits	672,749	630,596	42,153	672,749	-	93.7%
Total Personal Services	\$ 2,604,211	\$ 2,438,361	\$ 165,850	\$ 2,604,211	\$ -	93.6%
Travel	260,000	208,243	51,757	260,000	-	80.1%
Operating Services	281,000	140,253	140,747	281,000	-	49.9%
Supplies	111,000	64,219	46,781	111,000	-	57.9%
Total Operating Expenses	\$ 652,000	\$ 412,715	\$ 239,285	\$ 652,000	\$ -	63.3%
Professional Services	97,000	54,414	42,586	97,000	-	56.1%
Other Charges	711,876	6,605	705,271	711,876	-	0.9%
Debt Services		-	-	-		
Interagency Transfers	35,625	-	35,625	35,625	-	0.0%
Total Other Charges	\$ 844,501	\$ 61,019	\$ 783,482	\$ 844,501	\$ -	7.2%
General Acquisitions	62,500	20,534	41,966	62,500	-	32.9%
Library Acquisitions		-	-			
Major Repairs		-	-			
Total Acquisitions/Major Repairs	\$ 62,500	\$ 20,534	\$ 41,966	\$ 62,500	\$ -	32.9%
Scholarships		-	-			
Total Expenditures	\$ 4,163,212	\$ 2,932,629	\$ 1,230,583	\$ 4,163,212	\$ -	70.4%

Southern University Baton Rouge Campus
General Operating Budget Interim Financial Statement
For Fiscal Year Ending June 30, 2025
As of June 30, 2025

	FY25 Budget	Actual	Projected	Total FY25	Over/(Under) Budget	% Actual to Budget
Revenues						
General Fund Direct	\$ 34,799,563	\$ 28,649,563	\$ 6,150,000	\$ 34,799,563	\$ -	82.3%
Statutory Dedicated	6,507,422	6,365,351	142,071	6,507,422	-	97.8%
Federal	-	-	-	-	-	
Self Generated						
Tuition - Fall 2024	23,284,500	23,919,467	-	23,919,467	634,967	102.7%
Tuition - Spring 2025	20,396,500	20,798,314	-	20,798,314	401,814	102.0%
Tuition - Summer	4,321,800	5,353,433	(1,424,024)	3,929,409	(392,391)	123.9%
Out-of-State Fees	13,041,066	14,645,485	(378,772)	14,266,713	1,225,647	112.3%
Other	12,500,000	9,442,829	1,187,133	10,629,962	(1,870,038)	75.5%
Interagency Transfer	4,476,791	4,018,738	458,053	4,476,791	-	89.8%
Total Revenues	\$ 119,327,642	\$ 113,193,181	\$ 6,134,461	\$ 119,327,642	\$ 0	94.9%
Expenditures						
Salaries	\$ 50,052,036	\$ 50,317,304	\$ -	\$ 50,317,304	\$ 265,268	100.5%
Other Compensation	201,377	188,162	-	188,162	(13,215)	93.4%
Related Benefits	20,447,807	20,221,027	-	20,221,027	(226,780)	98.9%
Total Personal Services	\$ 70,701,220	\$ 70,726,494	\$ -	\$ 70,726,494	\$ 25,274	100.0%
Travel	325,870	260,324	73,132	333,456	7,586	79.9%
Operating Services	10,864,205	10,746,078	661,835	11,407,913	543,708	98.9%
Supplies	909,411	1,205,843	234,740	1,440,582	531,171	132.6%
Total Operating Expenses	\$ 12,099,486	\$ 12,212,245	\$ 969,707	\$ 13,181,951	\$ 1,082,465	100.9%
Professional Services	1,101,480	1,429,705	69,903	1,499,608	398,128	129.8%
Other Charges	15,868,829	5,854,884	7,140,214	12,995,098	(2,873,731)	36.9%
Debt Services		-	-			
Interagency Transfers	6,953,717	3,699,841	-	3,699,841	(3,253,876)	53.2%
Total Other Charges	\$ 23,924,026	\$ 10,984,430	\$ 7,210,118	\$ 18,194,547	\$ (5,729,479)	45.9%
General Acquisitions	62,032	19,800	-	19,800	(42,232)	31.9%
Library Acquisitions	137,649	136,707	17,518	154,225	16,576	
Major Repairs	62,000	299,629	41,818	341,447	279,447	483.3%
Total Acquisitions/Major Repairs	\$ 261,681	\$ 456,136	\$ 59,336	\$ 515,472	\$ 253,791	174.3%
Scholarships	12,341,229	16,709,177	-	16,709,177	\$ 4,367,948	135.4%
Total Expenditures	\$ 119,327,642	\$ 111,088,482	\$ 8,239,160	\$ 119,327,642	\$ (0)	93.1%

Southern University Law Center
General Operating Budget Interim Financial Statement
For Fiscal Year Ending June 30, 2025
As of June 30, 2025

	FY25 Budget	Actual	Projected	Total FY25	Over/(Under) Budget	% Actual to Budget
Revenues						
General Fund Direct	\$ 8,762,093	\$ 8,762,093	\$ -	\$ 8,762,093	\$ -	100.0%
Statutory Dedicated	196,051	169,602	26,449	196,051	-	86.5%
Federal	-	-	-	-	-	
Self Generated						
Tuition - Fall 2024	5,376,930	4,428,641	-	4,428,641	(948,289)	82.4%
Tuition - Spring 2025	5,035,879	4,207,859	-	4,207,859	(828,020)	83.6%
Tuition - Summer	767,123	866,393	-	866,393	99,270	112.9%
Out-of-State Fees	4,913,227	4,976,081	-	4,976,081	62,854	101.3%
Other	2,584,685	3,848,856	-	3,848,856	1,264,171	148.9%
Interagency Transfer	-	-	-	-		
Total Revenues	\$ 27,635,988	\$ 27,259,525	\$ 26,449	\$ 27,285,974	\$ (350,014)	98.6%
Expenditures						
Salaries	\$ 13,847,907	\$ 13,706,492	\$ -	\$ 13,706,492	\$ (141,415)	99.0%
Other Compensation	-	-	-	-	-	
Related Benefits	5,190,893	4,256,910	-	4,256,910	(933,983)	82.0%
Total Personal Services	\$ 19,038,800	\$ 17,963,401	\$ -	\$ 17,963,401	\$ (1,075,399)	94.4%
Travel	605,000	269,282	35,000	304,282	(300,718)	44.5%
Operating Services	1,817,212	1,504,786	3,423,912	4,928,698	3,111,486	82.8%
Supplies	325,000	231,839	75,000	306,839	(18,161)	71.3%
Total Operating Expenses	\$ 2,747,212	\$ 2,005,908	\$ 3,533,912	\$ 5,539,820	\$ 2,792,608	73.0%
Professional Services	750,000	411,315	200,000	611,315	(138,685)	54.8%
Other Charges	2,401,585	363,017		363,017	(2,038,568)	15.1%
Debt Services		-	-	-	-	
Interagency Transfers	375,554	471,882	-	471,882	96,328	125.6%
Total Other Charges	\$ 3,527,139	\$ 1,246,214	\$ 200,000	\$ 1,446,213	\$ (2,080,926)	35.3%
General Acquisitions	722,837	6,914	-	6,914	(715,923)	
Library Acquisitions	300,000	331,204	-	331,204	31,204	110.4%
Major Repairs	300,000	-	1,500,000	1,500,000	1,200,000	
Total Acquisitions/Major Repairs	\$ 1,322,837	\$ 338,118	\$ 1,500,000	\$ 1,838,118	\$ 515,281	25.6%
Scholarships	1,000,000	498,422	-	498,422	(501,578)	49.8%
Total Expenditures	\$ 27,635,988	\$ 22,052,062	\$ 5,233,912	\$ 27,285,974	\$ (350,014)	79.8%

Southern University New Orleans Campus
General Operating Budget Interim Financial Statement
For Fiscal Year Ending June 30, 2025
As of June 30, 2025

	FY25 Budget	Actual	Projected	Total FY25	Over/(Under) Budget	% Actual to Budget
Revenues						
General Fund Direct	\$ 9,170,946	\$ 8,170,946	\$ 1,000,000	\$ 9,170,946	\$ -	89.1%
Statutory Dedicated	3,563,311	3,510,349	52,962	3,563,311	-	98.5%
Federal	-	-	-	-	-	
Self Generated						
Tuition - Fall 2024	3,637,296	3,512,271	-	3,512,271	(125,026)	96.6%
Tuition - Spring 2025	3,421,518	3,515,499	-	3,515,499	93,981	102.7%
Tuition - Summer	685,157	495,487	-	495,487	(189,670)	72.3%
Out-of-State Fees	688,151	829,427	-	829,427	141,276	120.5%
Other	2,904,720	2,518,006	-	2,518,006	(386,714)	86.7%
Interagency Transfer		-	-			
Total Revenues	\$ 24,071,099	\$ 22,551,984	\$ 1,052,962	\$ 23,604,946	\$ (466,153)	93.7%
Expenditures						
Salaries	\$ 11,545,993	\$ 12,031,315	\$ -	\$ 12,031,315	\$ 485,322	104.2%
Other Compensation	-	-	-	-	-	
Related Benefits	4,650,087	4,418,449	-	4,418,449	(231,638)	95.0%
Total Personal Services	\$ 16,196,080	\$ 16,449,763	\$ -	\$ 16,449,763	\$ 253,683	101.6%
Travel	20,000	32,373	-	32,373	12,373	161.9%
Operating Services	4,019,190	3,598,764	211,510	3,810,273	(208,917)	89.5%
Supplies	84,000	45,688	-	45,688	(38,312)	54.4%
Total Operating Expenses	\$ 4,123,190	\$ 3,676,825	\$ 211,510	\$ 3,888,335	\$ (234,855)	89.2%
Professional Services	39,916	136,890	-	136,890	96,974	
Other Charges	1,832,098	183,963	407,925	591,888	(1,240,210)	10.0%
Debt Services		-	-	-		
Interagency Transfers	1,579,815	1,712,228	-	1,712,228	132,413	108.4%
Total Other Charges	\$ 3,451,829	\$ 2,033,081	\$ 407,925	\$ 2,441,006	\$ (1,010,823)	58.9%
General Acquisitions	-	-	-	-	-	0.0%
Library Acquisitions	50,000	1,999	-	1,999	(48,001)	4.0%
Major Repairs	-	-	-	-	-	
Total Acquisitions/Major Repairs	\$ 50,000	\$ 1,999	\$ -	\$ 1,999	\$ (48,001)	4.0%
Scholarships	250,000	823,843	-	823,843	573,843	329.5%
Total Expenditures	\$ 24,071,099	\$ 22,985,511	\$ 619,435	\$ 23,604,946	\$ (466,153)	95.5%

Southern University Shreveport Campus
General Operating Budget Interim Financial Statement
For Fiscal Year Ending June 30, 2025
As of June 30, 2025

	FY25 Budget	Actual	Projected	Total FY25	Over/(Under) Budget	% Actual to Budget
Revenues						
General Fund Direct	\$ 7,388,605	\$ 6,993,605	\$ 395,000	\$ 7,388,605	\$ -	94.7%
Statutory Dedicated	383,716	369,602	14,114	383,716	-	96.3%
Federal		-	-			
Self Generated						
Tuition - Fall 2024	3,558,880	3,451,578	-	3,451,578	(107,302)	97.0%
Tuition - Spring 2025	3,007,983	3,279,021	-	3,279,021	271,038	109.0%
Tuition - Summer	537,371	812,942	-	812,942	275,571	151.3%
Out-of-State Fees	285,375	381,825	-	381,825	96,450	133.8%
Other	1,894,341	394,479	525,547	920,026	(974,315)	20.8%
Interagency Transfer		-	-			
Total Revenues	\$ 17,056,271	\$ 15,683,052	\$ 934,661	\$ 16,617,713	\$ (438,558)	91.9%
Expenditures						
Salaries	\$ 9,092,257	\$ 8,140,814	\$ 52,000	\$ 8,192,814	\$ (899,443)	89.5%
Other Compensation	-	-	-	-	-	0.0%
Related Benefits	3,994,945	3,179,581	83,293	3,262,874	(732,071)	79.6%
Total Personal Services	\$ 13,087,202	\$ 11,320,395	\$ 135,293	\$ 11,455,688	\$ (1,631,514)	86.5%
Travel	43,000	41,732	5,000	46,732	3,732	97.1%
Operating Services	2,183,863	1,734,203	385,644	2,119,847	(64,016)	79.4%
Supplies	304,500	256,956	18,693	275,649	(28,851)	84.4%
Total Operating Expenses	\$ 2,531,363	\$ 2,032,891	\$ 409,337	\$ 2,442,228	\$ (89,135)	80.3%
Professional Services	200,000	251,892	41,448	293,340	93,340	
Other Charges	225,000	1,311,936	7,260	1,319,196	1,094,196	583.1%
Debt Services		-	-			
Interagency Transfers	912,706	926,969	-	926,969	14,263	101.6%
Total Other Charges	\$ 1,337,706	\$ 2,490,797	\$ 48,708	\$ 2,539,505	\$ 1,201,799	186.2%
General Acquisitions	-	-	-	-	-	0.0%
Library Acquisitions	-	-	-	-	-	0.0%
Major Repairs	-	-	-	-	-	0.0%
Total Acquisitions/Major Repairs	\$ -	\$ -	\$ -	\$ -	\$ -	0.0%
Scholarships	100,000	180,292	-	180,292	80,292	180.3%
Total Expenditures	\$ 17,056,271	\$ 16,024,375	\$ 593,338	\$ 16,617,713	\$ (438,558)	94.0%

Southern University Agricultural Research and Extension Center
General Operating Budget Interim Financial Statement
For Fiscal Year Ending June 30, 2025
As of June 30, 2025

	FY25 Budget	Actual	Projected	Total FY25	Over/(Under) Budget	% Actual to Budget
Revenues						
General Fund Direct	\$ 11,793,056	\$ 11,733,056	\$ 60,000	\$ 11,793,056	\$ -	99.5%
Statutory Dedicated	1,803,812	1,486,942	316,870	1,803,812	-	82.4%
Federal	13,654,209	3,654,209	-	3,654,209	(10,000,000)	26.8%
Self Generated						
Tuition - Fall 2024	-	-	-	-	-	-
Tuition - Spring 2025	-	-	-	-	-	-
Tuition - Summer	-	-	-	-	-	-
Out-of-State Fees	-	-	-	-	-	-
Other	-	-	-	-	-	-
Interagency Transfer	-	-	-	-	-	-
Total Revenues	\$ 27,251,077	\$ 16,874,207	\$ 376,870	\$ 17,251,077	\$ (10,000,000)	61.9%
Expenditures						
Salaries	\$ 7,317,638	\$ 6,933,402	\$ 10,000	\$ 6,943,402	\$ (374,236)	94.7%
Other Compensation	80,000	50,000	30,000	80,000	-	62.5%
Related Benefits	2,730,631	2,611,699	6,500	2,618,199	(112,432)	95.6%
Total Personal Services	\$ 10,128,269	\$ 9,595,101	\$ 46,500	\$ 9,641,601	\$ (486,668)	94.7%
Travel	248,239	296,655	20,000	316,655	68,416	119.5%
Operating Services	949,115	922,001	27,114	949,115	-	97.1%
Supplies	883,616	708,089	20,000	728,089	(155,527)	80.1%
Total Operating Expenses	\$ 2,080,970	\$ 1,926,744	\$ 67,114	\$ 1,993,859	\$ (87,111)	92.6%
Professional Services	635,800	229,830	29,863	259,693	(376,107)	36.1%
Other Charges	1,841,969	139,621	15,000	154,621	(1,687,348)	7.6%
Debt Services		-	-	-		
Interagency Transfers	209,697	1,960,728	-	1,960,728	1,751,031	935.0%
Total Other Charges	\$ 2,687,466	\$ 2,330,179	\$ 44,863	\$ 2,375,042	\$ (312,424)	86.7%
General Acquisitions	1,354,372	1,051,019	201,000	1,252,019	(102,353)	77.6%
Library Acquisitions	-	-	-	-		
Major Repairs	11,000,000	1,738,556	250,000	1,988,556	(9,011,444)	15.8%
Total Acquisitions/Major Repairs	\$ 12,354,372	\$ 2,789,575	\$ 451,000	\$ 3,240,575	\$ (9,113,797)	22.6%
Scholarships	-	-	-	-	-	-
Total Expenditures	\$ 27,251,077	\$ 16,641,600	\$ 609,477	\$ 17,251,077	\$ (10,000,000)	61.1%



Office of the Chancellor

SOUTHERN UNIVERSITY AT NEW ORLEANS

6400 Press Drive
New Orleans, LA 70126
Phone: (504) 286-5311 Fax: (504) 286-5000
www.suno.edu

June 11, 2025

Dennis J. Shields
President
Southern University and A&M College System
J.S. Clark Administration Building, 4th floor
Baton Rouge, LA 70813

Dear President Shields:

Southern University at New Orleans (SUNO) is requesting your consideration to offer a retirement incentive plan to eligible faculty and unclassified staff as a proactive measure to reduce our operating costs beginning with the 2025-2026 Fiscal Year through the 2028-2029 Fiscal Year. SUNO has had an overwhelming response to the retirement plan, which was demonstrated with thirty (30) registered participants at the Retirement Incentive Plan Interest Meeting that was held on Monday, April 21, 2025. Currently, the plan is open to five (5) eligible participants. However, additional participants may be considered upon further analysis by the Vice Chancellor for Administration & Finance.

Thank you for considering this request and submitting it for approval at the July 18, 2025 meeting of the Southern University and A&M College System Board of Supervisors.

With kind regards,

James H. Ammons, Jr., Ph.D.
Chancellor
Southern University at New Orleans

Approval: _____

Dennis Shields
President
Southern University and A&M College System

RETIREMENT INCENTIVE PLAN FOR UNCLASSIFIED STAFF

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

Retirement Incentive Option

1. SUNO unclassified employees who are current and fulltime are eligible to participate in the retirement option.
2. Employees must be eligible for regular retirement under the Louisiana State Employees Retirement System (LASERS), Teachers Retirement System of Louisiana (TRSL), or the Optional Retirement Plan (ORP) and should meet all plan eligibility requirements as of the application date.
3. To participate in the retirement option, a SUNO employee shall not have applied for retirement or received termination notice before the plan was offered to employees. This exclusion shall not include those who are still working, but are officially retired under the Deferred Retirement Option Plan (DROP).
4. The retirement incentive will be forty (40%) percent of the SUNO employee's base salary for 2024-2025 with a cap not to exceed \$50,000. The incentive payment is subject to all applicable federal and state taxes and regulations.
5. If the SUNO employee is approved to participate in the retirement incentive plan, the SUNO's employee's vacated position will not be filled for the Fall semester of 2026. This provision will ensure costs savings through the 2025-2026 budget year.
6. If a vacated position is deemed critical for the effective and efficient operation of a SUNO unit, the position can be filled during Spring 2025.
7. This plan cannot be applied to any portion of an employee's salary that is paid from any grant(s) and/or contract(s).
8. If a SUNO department has three (3) unclassified employees eligible for retirement, only one (1) qualified employee will be allowed to participate in the retirement incentive plan on a first come, first served basis and participation will be based on available resources. If everyone in the department applies and all applications are received at the same time, the lottery method will be employed. This plan is open to five (5) employees. Additional employees may be considered.
9. Retirement Incentive Plan Applications are attached herein and shall be submitted in writing to the Human Resources Director by electronic mail or hand delivery.
10. If the SUNO employee is approved to participate, the SUNO employee must submit a letter of resignation as required in the application.
11. Any employee who participates in this plan cannot be rehired by the University for a period of two years.
12. Retirement must be effective June 30, 2025.

RETIREMENT INCENTIVE PLAN FOR UNCLASSIFIED FACULTY

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

Retirement Incentive Option

1. Tenured faculty members who are current and fulltime, 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 served basis based on allocated funding. Additional employees may be considered.
5. The retirement incentive will be one hundred percent (100%) of the faculty member's base salary for 2024-2025. 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 incentive payment is subject to all applicable federal and state taxes and regulations, and the retirement incentive payments will begin after separation from Southern University at New Orleans (SUNO).
6. If the SUNO faculty member is approved to participate in the retirement incentive plan, the faculty member's vacated position will not be filled until the Fall semester of 2026. This provision will ensure costs savings through the 2025-2026 budget year.
7. If a vacated position is deemed critical for the effective and efficient operation of the academic unit, the position can be filled after Spring 2025.
8. This plan cannot be applied to any portion of an employee's salary that is paid from any grant(s) and/or contract(s).
9. 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.
10. 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 Chancellor of Southern University at New Orleans and the Human Resources Director. 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.
11. Retirement Incentive Plan Applications are attached herein and shall be submitted in writing to the Human Resources Director by electronic mail or hand delivery.
12. Any faculty member who participates in this Plan cannot be rehired by the University as a full-time employee for a period of four (4) years.
13. Retirement must be effective June 30, 2025. *Consideration may be given to faculty with an effective date of July 31, 2025 if they are committed to course instruction during the Summer 2025 Semester.

Mission Statement

Through shared governance, leadership, and a diverse system of unique institutions, the mission of the Southern University and A&M College System is to deliver affordable world-class education, a trained workforce, state-of-the-art research, creative scholarship, and transformational public service to the State of Louisiana, the Nation, and the World.

LEGAL AFFAIRS COMMITTEE

(Following Finance Committee)

July 18, 2025

AGENDA

1. Call to Order
2. Roll Call
3. Adoption of the Agenda
4. Public Comments
5. Action Item(s)
 - A. 2025-2026 Student Accident & Intercollegiate Sports Renewal Information (SUS)
6. Adjournment

Members

Atty. Quincy Cawthorne – Chair Atty. Domoine Rutledge – Vice Chair, Miss Dana Bailey,
Ms. Maple L. Gaines, Atty. Edwin Shorty, Mr. Henry Whitehorn, and
Atty Tony Clayton – Ex Officio



Southern University and A&M - Baton Rouge

Participant Accident Blanket Insurance Policy

Wellfleet Special Risk and **Wellfleet Insurance Company** thank you for the opportunity to provide a Intercollegiate Sports Accident quotation.

Eligible Group: Intercollegiate Sports

Covered Activity: Supervised activities sponsored and supervised by Policyholder (including interscholastic sport). Direct travel to and from such activity is covered.

Men's: Baseball, Basketball, Cheer, Cross Country, Football, Golf, Student Managers/Trainers/Coaches, Tennis, Indoor Track & Field, Outdoor Track & Field

Women's: Basketball, Bowling, Cheer, Cross Country, Golf, Soccer, Softball, Student Managers/Trainers/Coaches, Tennis, Indoor Track & Field, Outdoor Track & Field, Volleyball

Quote Issue Date:	06/17/2025
Quote Expiration Date*:	07/15/2025
Proposed Policy Term:	08/01/2025 to 7/31/2026
Situs State:	LA

Plan Design Parameters for Excess Coverage

Policy Aggregate Maximum	Unlimited
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Accidental Death and Dismemberment (AD&D)

Principal Sum:	\$25,000
AD&D Aggregate Limit:	\$1,000,000

Accident Medical Expense Coverage (ICS)

Maximum Medical Benefit:	\$90,000
Deductible Amount:	\$5,000
Benefit Percentage/Co-Insurance:	100% of Usual & Customary up to the policy maximum

Full Excess Coverage

Maximum Benefit Period:	104 Weeks
Treatment Window:	90 days

Additional Benefits Included

- Expanded Medical
- Guest/Recruit
- Heart & Circulatory
- Care Connect Behavioral Health Services

Premium	\$338,409
Commission/TPA fees	20%

NOTE: The quote is contingent upon all three campuses (Baton Rouge, New Orleans, Shreveport) purchasing ICS coverage with Wellfleet.

*Beyond this date, coverage will need to be re-priced based upon updated experience data.

This proposal provides a brief outline of the coverages and benefits offered. Coverages and benefits outlined in this proposal are subject to applicable conditions, limitations and exclusions, under the above coverages to protect against hazards that may occur during specific activities, situations or events.

Quote Issued By: Brian Haas, Director of Special Risk

General Exclusions

In addition to any benefit-specific exclusion, benefits will not be paid for any covered injury, covered loss or covered expense which directly or indirectly, in whole or in part, is caused by or results from any of the following unless coverage is specifically provided for by name in this proposal:

1. Any service, treatment or supply that is not considered medically necessary as defined by the plan.
2. Expenses incurred after the end of a benefit period, even if incurred for continuing services or treatment of a covered injury.
3. Benefits provided by a Government plan (except Medicaid and other public assistance plans).
4. Injuries compensable under Workers' Compensation law or any similar law.
5. Intentionally self-inflicted injury, suicide or any attempt or threat while sane or insane.
6. Declared or undeclared war or act of war.
7. Commission or attempt to commit a felony or an assault.
8. Commission of or active participation in a riot or insurrection.
9. Treatment of a pre-existing condition.
10. Flight in, boarding or alighting from an aircraft, except as a fare-paying passenger on a regularly scheduled commercial or charter airline.
11. Travel in or on any on-road and off-road motorized vehicle that does not require licensing as a motor vehicle.
12. An accident if the covered person is the operator of a motor vehicle and does not possess a valid motor vehicle operator's license unless: (a) The covered person holds a valid learner's permit and (b) The covered person is receiving instruction from a Driver's Education Instructor.
13. Voluntary ingestion of any narcotic, drug, poison, gas or fumes, unless prescribed or taken under the direction of a physician and taken in accordance with the prescribed dosage.
14. Treatment in any Veteran's Administration, Federal, or state facility, unless there is a legal obligation to pay.
15. Operating any type of vehicle while under the influence of alcohol or any drug, narcotic or other intoxicant including any prescribed drug for which the covered person has been provided a written warning against operating a vehicle while taking it. Under the influence of alcohol, for purposes of this exclusion, means intoxicated, as defined by the law of the state in which the covered accident occurred.
16. Rest cures, long-term care or custodial care.
17. Cosmetic surgery or care, or treatment solely for cosmetic purposes, or complications therefrom. This exclusion does not apply to:
 - a. Cosmetic surgery resulting from a covered accident, if the covered person's initial treatment had begun within 12 months of the date of the covered accident;
 - b. Reconstruction incidental to or following surgery resulting from a covered accident.
 - c. Any unplanned and unintended adverse consequences that may result during the treatment of a covered accident.
18. Any elective or routine treatment, surgery, health treatment, or examination, including any service, treatment or supplies that: (a) Are deemed to be experimental or investigational; and (b) Are not recognized and generally accepted medical practice in the United States.
19. Services or treatment provided by persons who do not normally charge for their services, unless there is a legal obligation to pay.
20. Treatment or services provided by the covered person's immediate family.
21. Orthopedic appliances used mainly to protect an injury.
22. Expenses payable by any automobile insurance policy without regard to fault.
23. Treatment of injuries that result over a period of time (such as blisters, tennis elbow, etc.), and that are a normal, foreseeable result of participation in the covered activity.
24. Charges for hot or cold packs for personal use.
25. Custodial Care service and supplies.
26. Expenses that are not recommended and approved by a physician.
27. Repair or replacement of existing artificial limbs, eyes and larynx, unless damaged or destroyed in a covered accident.
28. Any expenses in excess of usual and customary charges.
29. Loss resulting from playing, practicing, traveling to or from, or participating in, or conditioning for, any professional sport.

*May vary by state. Policy, Certificate and Riders should be reviewed for complete benefits, exclusions and limitations.
CSR-SR-JANUARY-2025-01



Southern University and A&M - New Orleans

Participant Accident Blanket Insurance Policy

Wellfleet Special Risk and **Wellfleet Insurance Company** thank you for the opportunity to provide a Intercollegiate Sports Accident quotation.

Eligible Group: Intercollegiate Sports

Covered Activity: Supervised activities sponsored and supervised by Policyholder (including interscholastic sport). Direct travel to and from such activity is covered.

Men's: Baseball, Basketball

Women's: Basketball, Volleyball

Quote Issue Date:	06/17/2025
Quote Expiration Date*:	07/15/2025
Proposed Policy Term:	08/01/2025 to 7/31/2026
Situs State:	LA

Plan Design Parameters for Excess Coverage

Policy Aggregate Maximum Unlimited

Accidental Death and Dismemberment (AD&D)

Principal Sum:	\$10,000
AD&D Aggregate Limit:	\$1,000,000

Accident Medical Expense Coverage (ICS)

Maximum Medical Benefit:	\$35,000
Deductible Amount:	\$5,000
Benefit Percentage/Co-Insurance:	100% of Usual & Customary up to the policy maximum

Full Excess Coverage

Maximum Benefit Period:	104 Weeks
Treatment Window:	90 days

Additional Benefits Included

- Expanded Medical
- Guest/Recruit
- Heart & Circulatory
- Care Connect Behavioral Health Services

Premium	\$29,687
Commission/TPA fees	20%

NOTE: The quote is contingent upon all three campuses (Baton Rouge, New Orleans, Shreveport) purchasing ICS coverage with Wellfleet.

*Beyond this date, coverage will need to be re-priced based upon updated experience data.

This proposal provides a brief outline of the coverages and benefits offered. Coverages and benefits outlined in this proposal are subject to applicable conditions, limitations and exclusions, under the above coverages to protect against hazards that may occur during specific activities, situations or events.

Quote Issued By: Brian Haas, Director of Special Risk

General Exclusions

In addition to any benefit-specific exclusion, benefits will not be paid for any covered injury, covered loss or covered expense which directly or indirectly, in whole or in part, is caused by or results from any of the following unless coverage is specifically provided for by name in this proposal:

1. Any service, treatment or supply that is not considered medically necessary as defined by the plan.
2. Expenses incurred after the end of a benefit period, even if incurred for continuing services or treatment of a covered injury.
3. Benefits provided by a Government plan (except Medicaid and other public assistance plans).
4. Injuries compensable under Workers' Compensation law or any similar law.
5. Intentionally self-inflicted Injury, suicide or any attempt or threat while sane or insane.
6. Declared or undeclared war or act of war.
7. Commission or attempt to commit a felony or an assault.
8. Commission of or active participation in a riot or insurrection.
9. Treatment of a pre-existing condition.
10. Flight in, boarding or alighting from an aircraft, except as a fare-paying passenger on a regularly scheduled commercial or charter airline.
11. Travel in or on any on-road and off-road motorized vehicle that does not require licensing as a motor vehicle.
12. An accident if the covered person is the operator of a motor vehicle and does not possess a valid motor vehicle operator's license unless: (a) The covered person holds a valid learner's permit and (b) The covered person is receiving instruction from a Driver's Education Instructor.
13. Voluntary ingestion of any narcotic, drug, poison, gas or fumes, unless prescribed or taken under the direction of a physician and taken in accordance with the prescribed dosage.
14. Treatment in any Veteran's Administration, Federal, or state facility, unless there is a legal obligation to pay.
15. Operating any type of vehicle while under the influence of alcohol or any drug, narcotic or other intoxicant including any prescribed drug for which the covered person has been provided a written warning against operating a vehicle while taking it. Under the influence of alcohol, for purposes of this exclusion, means intoxicated, as defined by the law of the state in which the covered accident occurred.
16. Rest cures, long-term care or custodial care.
17. Cosmetic surgery or care, or treatment solely for cosmetic purposes, or complications therefrom. This exclusion does not apply to:
 - a. Cosmetic surgery resulting from a covered accident, if the covered person's initial treatment had begun within 12 months of the date of the covered accident;
 - b. Reconstruction incidental to or following surgery resulting from a covered accident.
 - c. Any unplanned and unintended adverse consequences that may result during the treatment of a covered accident.
18. Any elective or routine treatment, surgery, health treatment, or examination, including any service, treatment or supplies that: (a) Are deemed to be experimental or investigational; and (b) Are not recognized and generally accepted medical practice in the United States.
19. Services or treatment provided by persons who do not normally charge for their services, unless there is a legal obligation to pay.
20. Treatment or services provided by the covered person's immediate family.
21. Orthopedic appliances used mainly to protect an injury.
22. Expenses payable by any automobile insurance policy without regard to fault.
23. Treatment of injuries that result over a period of time (such as blisters, tennis elbow, etc.), and that are a normal, foreseeable result of participation in the covered activity.
24. Charges for hot or cold packs for personal use.
25. Custodial Care service and supplies.
26. Expenses that are not recommended and approved by a physician.
27. Repair or replacement of existing artificial limbs, eyes and larynx, unless damaged or destroyed in a covered accident.
28. Any expenses in excess of usual and customary charges.
29. Loss resulting from playing, practicing, traveling to or from, or participating in, or conditioning for, any professional sport.

*May vary by state. Policy, Certificate and Riders should be reviewed for complete benefits, exclusions and limitations.
CSR-SR-JANUARY-2025-01



Southern University and A&M
(Baton Rouge, New Orleans, Shreveport)
Participant Accident Blanket Insurance Policy

Wellfleet Special Risk and **Wellfleet Insurance Company** thank you for the opportunity to provide a Mandatory Student Accident quotation.

Eligible Group: Class I - All Students (Including ICS coverage)
Class II - All Students (Excluding ICS coverage)

Covered Activity:

Class I: Supervised activities sponsored and supervised by Policyholder (including interscholastic sport).
Direct travel to and from such activity is covered.
Class II: Supervised activities sponsored and supervised by Policyholder (excluding interscholastic sport).
Direct travel to and from such activity is covered.

Quote Issue Date: 06/17/2025
Quote Expiration Date*: 07/15/2025
Proposed Policy Term: 08/01/2025 to 7/31/2026
Situs State: LA

Plan Design Parameters for Excess Coverage

Policy Aggregate Maximum Unlimited - Class I & Class II

Accidental Death and Dismemberment (AD&D)

Principal Sum: \$10,000 - Class I & Class II
AD&D Aggregate Limit: \$500,000 - Class I & Class II

Accident Medical Expense Coverage (MSA)

Class I:
Maximum Medical Benefit: \$5,000
Aggregate Deductible Amount: \$0
Benefit Percentage/Co-Insurance: 100% of Usual & Customary up to the policy maximum
Class II:
Maximum Medical Benefit: \$10,000
Aggregate Deductible Amount: \$0
Benefit Percentage/Co-Insurance: 100% of Usual & Customary up to the policy maximum

Full Excess Coverage

Maximum Benefit Period: 52 Weeks - Class I & Class II
Treatment Window: 180 days - Class I & Class II

Additional Benefits Included

- Expanded Medical - Class I & Class II
- Guest/Recruit - Class I & Class II
- Heart & Circulatory - Class I & Class II

Annual Premium	\$24 per student (est. 15,300 students)	
	Pro-Rates:	
	Fall Term (8/01/2025 – 12/31/2025) = \$10.06	
	Spring Term (1/01/2026 – 5/31/2026) = \$9.93	
Commission/TPA fees	Summer Term (6/01/2026 – 7/31/2026) = \$4.01	
	20%	

*Beyond this date, coverage will need to be re-priced based upon updated experience data.

This proposal provides a brief outline of the coverages and benefits offered. Coverages and benefits outlined in this proposal are subject to applicable conditions, limitations and exclusions, under the above coverages to protect against hazards that may occur during specific activities, situations or events.

Quote Issued By: Brian Haas, Director of Special Risk

General Exclusions

In addition to any benefit-specific exclusion, benefits will not be paid for any covered injury, covered loss or covered expense which directly or indirectly, in whole or in part, is caused by or results from any of the following unless coverage is specifically provided for by name in this proposal:

1. Any service, treatment or supply that is not considered medically necessary as defined by the plan.
2. Expenses incurred after the end of a benefit period, even if incurred for continuing services or treatment of a covered injury.
3. Benefits provided by a Government plan (except Medicaid and other public assistance plans).
4. Injuries compensable under Workers' Compensation law or any similar law.
5. Intentionally self-inflicted Injury, suicide or any attempt or threat while sane or insane.
6. Declared or undeclared war or act of war.
7. Commission or attempt to commit a felony or an assault.
8. Commission of or active participation in a riot or insurrection.
9. Treatment of a pre-existing condition.
10. Flight in, boarding or alighting from an aircraft, except as a fare-paying passenger on a regularly scheduled commercial or charter airline.
11. Travel in or on any on-road and off-road motorized vehicle that does not require licensing as a motor vehicle.
12. An accident if the covered person is the operator of a motor vehicle and does not possess a valid motor vehicle operator's license unless: (a) The covered person holds a valid learner's permit and (b) The covered person is receiving instruction from a Driver's Education Instructor.
13. Voluntary ingestion of any narcotic, drug, poison, gas or fumes, unless prescribed or taken under the direction of a physician and taken in accordance with the prescribed dosage.
14. Treatment in any Veteran's Administration, Federal, or state facility, unless there is a legal obligation to pay.
15. Operating any type of vehicle while under the influence of alcohol or any drug, narcotic or other intoxicant including any prescribed drug for which the covered person has been provided a written warning against operating a vehicle while taking it. Under the influence of alcohol, for purposes of this exclusion, means intoxicated, as defined by the law of the state in which the covered accident occurred.
16. Rest cures, long-term care or custodial care.
17. Cosmetic surgery or care, or treatment solely for cosmetic purposes, or complications therefrom. This exclusion does not apply to:
 - a. Cosmetic surgery resulting from a covered accident, if the covered person's initial treatment had begun within 12 months of the date of the covered accident;
 - b. Reconstruction incidental to or following surgery resulting from a covered accident.
 - c. Any unplanned and unintended adverse consequences that may result during the treatment of a covered accident.
18. Any elective or routine treatment, surgery, health treatment, or examination, including any service, treatment or supplies that: (a) Are deemed to be experimental or investigational; and (b) Are not recognized and generally accepted medical practice in the United States.
19. Services or treatment provided by persons who do not normally charge for their services, unless there is a legal obligation to pay.
20. Treatment or services provided by the covered person's immediate family.
21. Orthopedic appliances used mainly to protect an injury.
22. Expenses payable by any automobile insurance policy without regard to fault.
23. Treatment of injuries that result over a period of time (such as blisters, tennis elbow, etc.), and that are a normal, foreseeable result of participation in the covered activity.
24. Charges for hot or cold packs for personal use.
25. Custodial Care service and supplies.
26. Expenses that are not recommended and approved by a physician.
27. Repair or replacement of existing artificial limbs, eyes and larynx, unless damaged or destroyed in a covered accident.
28. Any expenses in excess of usual and customary charges.
29. Loss resulting from playing, practicing, traveling to or from, or participating in, or conditioning for, any professional sport.

*May vary by state. Policy, Certificate and Riders should be reviewed for complete benefits, exclusions and limitations.
CSR-SR-JANUARY-2025-01



Southern University and A&M - Shreveport

Participant Accident Blanket Insurance Policy

Wellfleet Special Risk and **Wellfleet Insurance Company** thank you for the opportunity to provide a Intercollegiate Sports Accident quotation.

Eligible Group: Intercollegiate Sports

Covered Activity: Supervised activities sponsored and supervised by Policyholder (including interscholastic sport). Direct travel to and from such activity is covered.

Men's: Basketball

Women's: Basketball

Quote Issue Date:	06/17/2025
Quote Expiration Date*:	07/15/2025
Proposed Policy Term:	08/01/2025 to 7/31/2026
Situs State:	LA

Plan Design Parameters for Excess Coverage

Policy Aggregate Maximum	Unlimited
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Accidental Death and Dismemberment (AD&D)

Principal Sum:	\$10,000
AD&D Aggregate Limit:	\$500,000

Accident Medical Expense Coverage (ICS)

Maximum Medical Benefit:	\$50,000
Deductible Amount:	\$5,000
Benefit Percentage/Co-Insurance:	100% of Usual & Customary up to the policy maximum

Full Excess Coverage

Maximum Benefit Period:	104 Weeks
Treatment Window:	90 days

Additional Benefits Included

- Expanded Medical
- Guest/Recruit
- Heart & Circulatory
- Care Connect Behavioral Health Services

Premium	\$8,130
Commission/TPA fees	20%

NOTE: The quote is contingent upon all three campuses (Baton Rouge, New Orleans, Shreveport) purchasing ICS coverage with Wellfleet.

*Beyond this date, coverage will need to be re-priced based upon updated experience data.

This proposal provides a brief outline of the coverages and benefits offered. Coverages and benefits outlined in this proposal are subject to applicable conditions, limitations and exclusions, under the above coverages to protect against hazards that may occur during specific activities, situations or events.

Quote Issued By: Brian Haas, Director of Special Risk

General Exclusions

In addition to any benefit-specific exclusion, benefits will not be paid for any covered injury, covered loss or covered expense which directly or indirectly, in whole or in part, is caused by or results from any of the following unless coverage is specifically provided for by name in this proposal:

1. Any service, treatment or supply that is not considered medically necessary as defined by the plan.
2. Expenses incurred after the end of a benefit period, even if incurred for continuing services or treatment of a covered injury.
3. Benefits provided by a Government plan (except Medicaid and other public assistance plans).
4. Injuries compensable under Workers' Compensation law or any similar law.
5. Intentionally self-inflicted injury, suicide or any attempt or threat while sane or insane.
6. Declared or undeclared war or act of war.
7. Commission or attempt to commit a felony or an assault.
8. Commission of or active participation in a riot or insurrection.
9. Treatment of a pre-existing condition.
10. Flight in, boarding or alighting from an aircraft, except as a fare-paying passenger on a regularly scheduled commercial or charter airline.
11. Travel in or on any on-road and off-road motorized vehicle that does not require licensing as a motor vehicle.
12. An accident if the covered person is the operator of a motor vehicle and does not possess a valid motor vehicle operator's license unless: (a) The covered person holds a valid learner's permit and (b) The covered person is receiving instruction from a Driver's Education Instructor.
13. Voluntary ingestion of any narcotic, drug, poison, gas or fumes, unless prescribed or taken under the direction of a physician and taken in accordance with the prescribed dosage.
14. Treatment in any Veteran's Administration, Federal, or state facility, unless there is a legal obligation to pay.
15. Operating any type of vehicle while under the influence of alcohol or any drug, narcotic or other intoxicant including any prescribed drug for which the covered person has been provided a written warning against operating a vehicle while taking it. Under the influence of alcohol, for purposes of this exclusion, means intoxicated, as defined by the law of the state in which the covered accident occurred.
16. Rest cures, long-term care or custodial care.
17. Cosmetic surgery or care, or treatment solely for cosmetic purposes, or complications therefrom. This exclusion does not apply to:
 - a. Cosmetic surgery resulting from a covered accident, if the covered person's initial treatment had begun within 12 months of the date of the covered accident;
 - b. Reconstruction incidental to or following surgery resulting from a covered accident.
 - c. Any unplanned and unintended adverse consequences that may result during the treatment of a covered accident.
18. Any elective or routine treatment, surgery, health treatment, or examination, including any service, treatment or supplies that: (a) Are deemed to be experimental or investigational; and (b) Are not recognized and generally accepted medical practice in the United States.
19. Services or treatment provided by persons who do not normally charge for their services, unless there is a legal obligation to pay.
20. Treatment or services provided by the covered person's immediate family.
21. Orthopedic appliances used mainly to protect an injury.
22. Expenses payable by any automobile insurance policy without regard to fault.
23. Treatment of injuries that result over a period of time (such as blisters, tennis elbow, etc.), and that are a normal, foreseeable result of participation in the covered activity.
24. Charges for hot or cold packs for personal use.
25. Custodial Care service and supplies.
26. Expenses that are not recommended and approved by a physician.
27. Repair or replacement of existing artificial limbs, eyes and larynx, unless damaged or destroyed in a covered accident.
28. Any expenses in excess of usual and customary charges.
29. Loss resulting from playing, practicing, traveling to or from, or participating in, or conditioning for, any professional sport.

*May vary by state. Policy, Certificate and Riders should be reviewed for complete benefits, exclusions and limitations.
CSR-SR-JANUARY-2025-01

Mission Statement

Through shared governance, leadership, and a diverse system of unique institutions, the mission of the Southern University and A&M College System is to deliver affordable world-class education, a trained workforce, state-of-the-art research, creative scholarship, and transformational public service to the State of Louisiana, the Nation, and the World.

PERSONNEL AFFAIRS COMMITTEE

(Following Legal Affairs Committee)

July 18, 2025

AGENDA

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

A. Request for Approval of Personnel Action on Positions Equal to or Greater than \$100,000.00 (SUS)

Name	Position/Department	Personnel Action	Waived/ Search	Salary		Funding Source
				Previous	Suggested	
1. Rachel Roché	Chief of Staff	New Appointment Existing Position	Waived	\$150,000	\$171,000	Federal/State

B. Request for Approval of Personnel Action on Positions Equal to or Greater than \$100,000.00 (SUBR)

Name	Position/Department	Personnel Action	Waived/ Search	Salary		Funding Source
				Previous	Suggested	
1. Dr. Anthony Jackson	Vice Chancellor for Enrollment Management	Existing Position New Appointment	Waived	\$144,000	\$144,000	State

C. Request for Approval of Personnel Action on Positions Equal to or Greater than \$100,000.00 (SUAREC)

Name	Position/Department	Personnel Action	Waived/ Search	Salary		Funding Source
				Previous	Suggested	
2. Dr. Devaiah Kambiranda	Associate Vice Chancellor of Research	Existing Position New Appointment	Waived	N/A	\$125,000	Federal

D. Request for Approval of Appointment of and Contract for Dr. Joseph Bouie, Jr. as Chancellor (SUNO)

E. Request for Approval for the Fourth Amendment to Employment Contract of Head Women's Basketball Coach-Carlos Funchess (SUBR)

Mission Statement

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- F. Request for Approval for the Employment Contract of Head Men's Basketball Coach-Kevin Johnson (SUBR)
 - G. Request for Approval of Two Months' Annual Leave for Valencia Vessel-Landry to Pursue her L.L.M. (SULC)
 - H. Consideration to Hear Termination Appeal of Dr. Christean Smith (SUBR)
 - I. Consideration to Hear Termination Appeal of Adagio Coleman (SUBR)
- 6. Other Business
 - 7. Adjournment

1 Pursuant to LSA R.S. 42:17 (A)(1) these items may require executive session.

Members

Atty. Edwin Shorty– Chair Ms. Maple Gaines – Vice Chair, Mr. Reggie Abraham, Ms. Zazell V. Dudley, Mr. Chris Masengill, Atty. Domoine Rutledge, Mrs. Ann Smith, Mr. Henry Whitehorn, and Atty Tony Clayton – Ex Officio



SOUTHERN UNIVERSITY AND A&M COLLEGE SYSTEM

J.S. CLARK ADMINISTRATION BUILDING
4TH FLOOR
BATON ROUGE, LOUISIANA 70813

OFFICE OF THE PRESIDENT
(225) 771-4680

FAX NUMBER
(225) 771-5522

July 7, 2025

Tony Clayton, Chairman
Southern University Board of Supervisors
Office of the Board of Supervisors
J.S. Clark Administration Building, 4th Floor
Baton Rouge, LA 70813

Re: Waiver and Appointment of Chief of Staff

Dear Chairman Clayton and Honorable Members of the Board:

My Chief of Staff, Dr. Allen Vital, has informed me of his intent to pursue new employment. However, the position of Chief of Staff is of critical importance. It is imperative that this position remains filled to assist in the continued work of the System. As such, I am requesting to waive the search for this position.

I have identified a quality candidate to fill the position. Rachel Roché, a Baton Rouge native, joined the System last year after an illustrious career with the FBI. She brings a wealth of knowledge and is ready to serve in this new role. Therefore, I request that the Board approve appointing Ms. Roché to the position of Chief of Staff, commencing August 1, 2025, at an annual salary of \$171,000. Her salary and all faculty rights and obligations will remain the same.

It is for the above-referenced reasons, I seek your favorable consideration of this request. Should you have any questions, please do not hesitate to contact me.

Kindest Regards,

Dennis J. Shields
President

SOUTHERN UNIVERSITY SYSTEM

SUS ☒ SUBR ☐ SULC ☐ SUAREC ☐ SUNO ☐ SUSLA ☐

POSITION VACANCY AUTHORIZATION

REQUEST THAT THE POSITION TITLE: Chief of Staff

BE AUTHORIZED AS A VACANCY FOR: Office of the President

(Department or Unit Name)

POSITION TYPE		FTE STATUS	SOURCE OF FUNDS
<input checked="" type="checkbox"/> Replacement	<input checked="" type="checkbox"/> Unclassified	<input checked="" type="checkbox"/> Full-Time	<input checked="" type="checkbox"/> State
<input type="checkbox"/> New Position	<input type="checkbox"/> Civil Service	<input type="checkbox"/> Part-Time	<input type="checkbox"/> Grant -in-Aid
<input type="checkbox"/> Temporary	<input type="checkbox"/> Non-Tenured	<input type="checkbox"/> Percentage of Time	<input type="checkbox"/> System Revenue
	<input type="checkbox"/> Tenure-Track		<input type="checkbox"/> Agency Fund State
	<input type="checkbox"/> Tenured		

VACANCY DESCRIPTION AND JUSTIFICATION

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

The Chief of Staff serves as the principal aide to the System President, providing executive-level support in managing daily operations of the Office of the President. This role acts as a strategic advisor, institutional liaison, and integrator of cross-campus and cross-functional initiatives. The Chief of Staff ensures operational efficiency through oversight of communications, executive scheduling, budgeting, leadership briefings, and internal coordination. The position requires frequent interaction with senior leaders and management of sensitive institutional matters, translating presidential directives into actionable strategies.

Salary/Range: 171,000

Previous Incumbent (if replacement):

Supervisor's Position Title System President

Supervisor's Position No. 1M9855

☒ Approved ☐ Disapproved Demetrius J. Smith 7/7/25
Department Head Date

☐ Approved ☐ Disapproved _____ Date
Dean/Director/Supervisor of Budget Unit

FINANCE/BUDGET OFFICE ONLY			
Funds Available		Position Number	
Yes	No	1M9919	
		7/7/25	
Signature		Date	
Budget Number		111001-11151-61002-16000	

HUMAN RESOURCES OFFICE ONLY			
Existing/Approved Position		Yes	No
FLSA Status	X		
Empl. Class:	11-0000	Pos. Class:	12262
SOC Code	11-0000	Verified By:	7/7/25
		Date:	

☐ Approved ☐ Disapproved _____ Date
Vice Chancellor

☒ Approved ☐ Disapproved Flannery McClintock 7/7/25
Chancellor/Vice President Date

☒ Approved ☐ Disapproved Demetrius J. Smith 7/7/2025
President Date

An Equal Opportunity Employer

Chief of Staff to the System President

Classification (Exempt/ Non-Exempt)

Exempt

Salary Grade/Range

Unclassified/ \$171,000

Reports to

System President

Date

June 10, 2025

Summary

The Chief of Staff serves as the principal aide to the System President, providing executive-level support in managing daily operations of the Office of the President. This role acts as a strategic advisor, institutional liaison, and integrator of cross-campus and cross-functional initiatives. The Chief of Staff ensures operational efficiency through oversight of communications, executive scheduling, budgeting, leadership briefings, and internal coordination. The position requires frequent interaction with senior leaders and management of sensitive institutional matters, translating presidential directives into actionable strategies.

Essential Functions

- Provides leadership and oversight for the Office of the President, fostering a standard of excellence aligned with the Southern University System's mission, vision, and goals.
- Serves as a strategic advisor and trusted counselor to the President, offering judgment and insight on sensitive institutional matters.
- Coordinates presidential scheduling, internal communications, and administrative support for executive initiatives and System Board meetings.
- Serves as the liaison between the President and the five System institutions (SUAREC, SUBR, SULC, SUNO, SUSLA), ensuring aligned execution of System-wide priorities.
- Partners with the Executive Advisory Team (EAT) and Executive Cabinet to ensure strategic alignment and information flow.
- Leads financial and administrative operations of the Office of the President, including transaction approvals and budget reviews.
- Manages high-level communications, including drafting speeches, executive memoranda, and position papers.
- Represents the President in select internal and external meetings; supports the President's presence and priorities.

- Monitors institutional challenges and opportunities; provides strategic analysis and recommendations.
- Collaborates with Communications to develop messages, presentations, and reports that reflect the President's tone and priorities.
- Coordinates public messaging with Legal, Communications, and other departments to ensure alignment with System goals.
- Maintains discretion in handling confidential and politically sensitive issues.

Physical Requirements

The physical demands described here must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform essential functions.

- Office or other indoor work with minimal physical demands such as occasionally lifting or moving materials less than 25 pounds.

Required Qualifications

- Master's degree plus 5 years of progressively responsible leadership experience in public administration or executive support.
- Strong managerial and team building skills
- Excellent project management skills
- Excellent verbal, written, interpersonal, and organizational skills
- Demonstrated experience exercising judgment, strategic planning, and goal accomplishment; wide degree of professional maturity and discretion expected
- Experience managing significant budgets.
- Understanding mission, role and function of higher education in general, and of Historically Black Colleges and Universities specifically.

Required Skills/Experience/Training:

- Master's degree required; doctorate preferred in Public Administration, Higher Education, or a related field.
- Minimum of 5 years of progressively responsible leadership experience in executive support or public administration.
- Demonstrated ability to lead teams, manage operations, and oversee significant budgets.
- Strong interpersonal, written, and verbal communication skills.
- Deep understanding of higher education, particularly Historically Black Colleges and Universities (HBCUs).
- Demonstrated experience in strategic planning and institutional goal execution.

Knowledge, Skills, and Abilities (KSAs)

- Exceptional communication skills, with the ability to convey complex information clearly and persuasively.
- Ability to translate data and policy into actionable recommendations.
- High proficiency in executive briefing, planning, and performance measurement.

AAP/EEO Statement

The Southern University System forbids discriminating or harassing conduct that is based on an individual's race, color, religion, sex, ethnicity, national origin or ancestry, age, physical or mental disability, sexual orientation, gender identity, gender expression, genetic information, veteran or military status, membership in Uniformed Services, and all other categories protected by applicable state and federal laws. This commitment applies but is not limited to decisions made concerning hiring and promotion, the administration of educational programs and policies, scholarship and loan programs, and athletic or other College administered programs. Discriminatory acts of any kind are strictly forbidden.

Other Duties

This job description is not exhaustive. Duties and responsibilities may be modified at any time, with or without notice.

Professional Summary

Ráchel is committed to the pursuit of excellence and holds in highest regard the FBI's Core Values, specifically the alignment of accountability, integrity, and leadership. Ráchel is adept at developing and implementing organizational strategy and managing change under favorable or challenging conditions. A seasoned strategic thinker, Ráchel embraces opportunities to contribute to and lead high-performing teams, focused on exceeding organizational expectations. Ráchel understands the value of sound judgement and the reward of doing the right thing, the right way. Ráchel's aptitude for enhancing efficiency and increasing impact expands organizational capacity and responsible use of resources. Ráchel is forward-leaning—a critical thinker who creates opportunities to deliver on mission critical objectives. She believes strong leaders empower people, people sustain organizations, and successful organizations deliver outcomes that fuel transformational change.

Competencies and Capabilities

- Leadership
- Collaboration & Team Building
- Adaptability & Change Management
- Engagement
- Complex Problem Solving
- Risk Management & Accountability
- Data-Based Decision-Making
- Written Products and Briefings in alignment with ICD 203
- Strategic Planning and Project Management

Work History

Administrative Officer

07/2023 - Current

Federal Bureau of Investigation, FBI – Jackson, MS

- Managing Operations Center, Property, Facilities, Fleet, and Crisis Management. Overseeing local background investigations and Enterprise Vetting Center responsibilities.
- Serving as DENS coordinator and principal on the FBI Jackson Crisis Management Team.
- Assigning and tracking work activities and deliverables for Operations Center personnel.
- Using critical thinking to break down problems of practice, to evaluate solutions and make decisions.
- Providing sound recommendations based on OCIO and Security Division policies, directives, and best practices for executive management decision-making.
- Developing performance metrics, tracking employee performance, and providing feedback for continuous improvement.
- Managing complex coordination and project management, ensuring sufficient resources and staffing are in place to support operational activities.
- Leading cross-functional projects, coordinating with various stakeholders and teams to achieve shared objectives.
- Establishing strong rapport with colleagues, fostering effective communication and collaboration among team members (peer review project).
- Chairing career boards for hiring, sourcing the best talent to meet organizational needs.
- Optimizing space utilization, strategically planning layout, making adjustments to accommodate growth demands.
- Facilitating timely response to requests for information from internal and external stakeholders by developing a SharePoint site to streamline and prioritize workflows.
- Collaborating with various program coordinators and executive management to develop a protocols for timely processing of Threat to Life Guardians from the National Threat Operations Center.

Human Resource Officer

07/2022 - 07/2023

Federal Bureau of Investigation, FBI – Jackson, MS

- Managing applicant and recruitment programs. Overseeing assignment and coverage of applicant leads in BEAST and assignment and approval of PSIs.
- Facilitating structured discussions with the SAC and key stakeholders to address applicant appeals to adverse background and polygraph results.
- Leading HR Team's recruiting and hiring efforts, to include screening qualified candidates for employment and managing the Honors Internship Program.
- Tracking FSL, HR statistics and demographics, metrics, and health measures in support of various administrative projects and programs.
- Overseeing onboarding activities / orientation for new and transferring employees.
- Assigning and tracking work activities and deliverables for HR section.
- Using critical thinking to break down problems, evaluate viable solutions, and make decisions, providing recommendations to Executive Management regarding resource planning.
- Providing sound recommendations on policy, best practices, and strategy for Executive Management decision-making regarding DART, FSL conversions, and organizational re-alignment.
- Streamlining administrative processes by implementing efficient workflows and cross-functional collaboration.
- Collaborating with ITS staff to develop a SharePoint form to track and deconflict external requests for community outreach, public affairs, and recruiting events to maximize time, resources, and impact.
- Providing briefings to multiple Citizen's Academy and Teen Academy cohorts regarding the role and function of the Administrative Branch and the Special Agent hiring and background processes.
- Reducing operational costs by identifying inefficiencies and recommending strategic improvements.
- Enhancing team productivity and performance thorough training sessions on FBI policies and best practices that align with FBI Core Values, understanding employees are empowered when they understand not only the what but also the how and why we do what we do.
- Managing budget allocations, ensuring optimal use of resources and human capital for maximum organizational impact.
- Leading cross-functional recruitment projects through coordination with the Community Outreach Specialist, Public Affairs Specialist, Executive Management, and workforce alums of targeted universities to achieve recruiting objectives for the Honors Internship program and multiple hard to fill positions.
- Developing performance metrics, tracking employee progress, and providing feedback for continuous improvement.
- Championing an inclusive work environment by promoting diversity through cross-functional collaboration, intentional assignment of collateral duties, and curation of developmental experiences to increase employee competency and capacity.
- Safeguarding sensitive information through diligent maintenance of confidential records storage systems in compliance with legal regulations.

Intelligence Analyst

02/2012 - 06/2022

Federal Bureau of Investigation– Multiple Locations

- Provided threat-focused subject matter expertise to advance investigations and rendered analytical support to operational programs.
- Conducted research and coordinated intelligence collection and dissemination to produce tactical and strategic intelligence products and white papers, appropriately classifying, handling, and sharing information internally, with USIC partners, and with foreign partners via tear-line. Held a currier card.
- Provided awareness of gaps in intelligence collection; formulated recommendations to address information needs and identified target data sets.
- Contributed to development of investigative strategies for pending national security investigations (cyber, counterterrorism, counterintelligence).

- Developed relationships with local universities and private sector partners to increase domain awareness and tripwire source base.
- Represented Counterterrorism Division intelligence professionals on the FBI Director's Advisory Committees AEGIS (2011-2014).
- Received FBI Director's Leadership Award for exemplary performance while attending BFTC (March 2020).
- Briefed Director Wray on the status of the Sodinokibi Ransomware investigation in February 2021.

Office of the Legal Attaché—Foreign Service Officer

01/2015 - 01/2020

FBI International Operations Division – U.S. Embassy Paris

- Supported FBI International Operations intelligence program objectives by contributing to investigative and intelligence exchange with French law enforcement and intelligence partners.
- Provided valuable insights by means of white papers to Chief of Mission and talking points to Legal and Justice Attachés in preparation for senior-level meetings with private sector partners and French government officials.
- Cultivated productive relationships with U.S. Government and host nation agencies by managing cyber, criminal, and counterterrorism training exchanges.
- Managed liaison activities with Department of State, Office of the Defense Attaché, Department of Homeland Security, and other U.S. Intelligence Community (USIC) partner agencies in support of the FBI's operational priorities.
- Built effective partnerships with French law enforcement agencies, managing the FBI National Academy nomination and selection process.
- Maximized operational success through effective budget forecasting, Field Support Accounts (FSA) administration, and file review management in accordance with IOD policies and FBI directives.
- Managed the COMSEC, physical security, and personnel security programs in the LEGAT office, coordinating with IOD, SecD, GSO, RSO, and host nation law enforcement partners. Shared best practices with colleagues in the Legat program, served as a resource for others.

Tactical Research Analyst

09/2008 - 01/2012

FBI Mobile | CTD/ITOS II/ETIU-3 – Multiple

- Created useful and timely intelligence products to support field operations.
- Produced multi-source intelligence reports and products for different agency customers.
- Screened and interpreted all-source intelligence information.
- Developed recommendations to assist clients and agencies with efforts to advance intelligence gathering and interpretation in multiple theaters of operation.
- Applied new and advanced tools and techniques to intelligence cycle, addressing complex challenges with emphasis on big data analytics and data visualization.
- Briefed decision-makers on emerging threats.

Operations Program Analyst

03/2008 - 08/2008

Federal Bureau of Investigation, FBI – Mobile, AL

- Provided operational support to investigative squads in support of threat mitigation and operational activity.
- Prepared briefings, daily reports, documents for record, memos and internal communications for executives
- Created and managed physical records and digital files to document administrative and investigative activity.

Honors Internship Program

06/2007 - 08/2007

Federal Bureau of Investigation, FBI – Counterterrorism, Communications Exploitation Section

- Analyzed problems, identified solutions, and made recommendations to Unit Chief regarding Woods File compliance.
- Sorted and organized files, evaluated data sets, and developed spreadsheets and reports.

- Completed research, compiled data, updated spreadsheets and produced timely reports for EOPS.
- Collaborated on projects using academic subject matter expertise to develop recommendations for unit leadership.

Sr. Operations Manager

04/1997 - 05/2006

J.C. Penney – Plano, TX

- Developed business plans to align corporate strategic marketing decisions with regional sales forecasts.
- Streamlined daily retail operations, purchasing, and risk management to maximize productivity and revenue.
- Analyzed merchandise sales performance to forecast trends and improve assortments, maximizing profit.
- Oversaw procurement and liquidation of inventory, monitoring annual budget of \$23,000,000.
- Managed the safety and security of multiple retail facilities in Louisiana (13), Mississippi (6), and Alabama (10).
- Contracted services for maintenance, upgrade, and repair of facilities, internal networked systems, and point of sale technology.
- Ensured the integrity of inventory and developed internal policies, protocols, and procedures to mitigate insider threats to the organization.
- Completed audits of security and safety procedures, conducted risk assessments, and provided recommendations to senior executives.
- Evaluated and assessed the effectiveness and administration of the organization's regional security program to ensure the protection of assets, personnel, and intellectual property.
- Engaged with facility lessor to ensure compliance with contract terms and organizational standards and policies.
- Developed contingency plans and options for continuity of operations to maintain operational effectiveness in response to adverse conditions—fire, hazardous weather, or power outages.
- Performed variance and risk analysis to implement corrective actions.
- Conducted interviews of applicants for senior level positions to determine skill level, suitability, and compensation.
- Reduced corporate risk by managing loss prevention processes and controlling inventory levels.
- Developed internal policies and procedures to support hiring suitability and employee retentions programs.
- Managed Security Risk Assessments and tracked the mitigation of findings.

Security Experience

Communication Security

- Managing the COMSEC program at Legat Paris, maintaining inventory and operation of COMSEC materials, include KG-175 Taclanes, Secure Terminal Equipment (STE) phones, KSV cards, electronic keys, riverbed servers, and removable hard drives.
- Coordinating the secure procurement, transfer, and destruction of COMSEC materials, maintaining an accurate account of inventory and disposition.
- Executing Cryptographic Access Briefings for Legat personnel and maintained CAB lists.
- Training:
 - C11223 Introduction to ELSUR (24 hrs.)

Emergency Planning and Crisis Management

- Managing the FBI Jackson Operations Center
- Managing the Dialogic Emergency Notification System (DENS) creating messages for activations, static and dynamic contact groups; implemented DENS field office-wide for monthly testing, crisis management exercises, and hazardous weather events.
- Developing and maintained the Occupant Emergency Plan (OEP) for fire and hazardous weather evacuations, active shooter events at Legat Paris, to include communications plans and designated rally points.

- Managing emergency portable radio for Legat personnel and coordinated tests and maintenance with Marine detachment and the Department of State Regional Security Office.
- Serving as Legat Paris representative on the Embassy Emergency Action Committee (EAC) regularly in the absence of the Legat Attaché.
- Securing operational communication devices, coordinated host country protective services and logistical support for advance teams preparing for FBI Director and Attorney General visits to U.S. Embassy/Legat Paris (2015-2020).
- Participating in the planning and execution of the Tri-Mission Overseas Crisis Management Course (**PD534 - Overseas Crisis Management Overview**) and Tabletop Exercise (**PD533 - Overseas Crisis Management Exercise**) hosted by the DOS Regional Security Office, simulating crises in country, such as civil unrest, natural disasters, mass casualty events or a deteriorating security situation.
- Maintaining extensive working knowledge of State Department doctrine and guidance (12 FAH-1) and post's Emergency Action Plan to make informed recommendation to the Legat and International Operations Division program managers.
- Translating guidance and directives to validate preparedness for emergency response situations (ie. personnel accountability; risk management; use of emergency communications; functionality of the command centers; and awareness of local resources.

Information Security

- Developing an internal Legat protocol for closing procedures to secure sensitive data and classified information from exposure or spillage, chiefly to avoid security violations during daily inspections of CAA by the Embassy Marine detachment.
- Maintaining the Legat Paris Mail Program, processing, tracking and auditing classified FBI documents and equipment sent and received through State Department Pouch.
- Managing information security equipment and adherence to standard operating procedures (ie. use of KSV cards on STE phones) to protect classified information during telephonic exchange in the Legat Office.
- Established an awareness and accountability program for the handling, cross-domain transfer, and destruction of classified material in accordance with ICD 705 and SCIF Management Program to protect information and systems from compromise, exposure, and spillage.
- Conducting classified information handling awareness briefings for Legat ALATS and TDY personnel.
- Managing a records retention and destruction project that reviewed, assessed, and provided final disposition for more than 18,000 pages of records at FBI Jackson.
- Training
 - SEC - 0541 Working with Classified Information (2.5 hrs.)
 - CONF-11790 Cyber Security Conference (10 hrs.)
 - CYB-2501 Cyber Investigative Skills Course Level 1 - CISC (40 hrs.)
 - CYB-2802 Cyber Intermediate Skills Course - CISC (40 hrs.)
 - CYB-3185 Interview and Interrogation Concepts for Cyber Investigators (14 hrs.)
 - CYB-1800 Cyber Investigations and Analysis Course - CIAC (24 hrs.)
 - CYB-2305 CyberStart Essentials (120 hrs.)
 - CYB-2200 Cyber Intelligence Foundations (25 hrs.)

Industrial Security

- Conducting record and indices checks in NCIC and Sentinel on visitors, vendors, and contractors requiring escorted access in FBI Jackson space.
- Processing Leahy Vetting requests for all foreign national candidates for the FBI National Academy or foreign individuals considered for law enforcement or intelligence training provided by the FBI to determine applicant suitability (2015-2020).
- Serving as a contributing member of the FBI Jackson Audit and Risk committee (2022-2023).

- Briefing Legat permanent personnel, TDY personnel, and accompanied family members at post regarding EPAS self-reporting process, to include foreign contacts, foreign travel, foreign law enforcement contacts, co-habitation, change in marital status, and outside employment (2015-2020).
- Processing fingerprint cards for CJIS review, conducted indices checks in FBI systems and requested host country arrests checks for FBI National Academy applicants for adjudication.
- Training
 - SEC-1005 Operations Security Introduction and Concepts

Personnel Security

- Coordinating with the Regional Security Office, Embassy Marine detachment and OGA for clearance passages and VARs for US Embassy Paris facilities, Chancery, Ambassador's Residence, and the George Marshall Center (2015-2020).
- Presenting all country clearances for FBI-sponsored personnel for adjudication by the DOS Regional Security Office
- As Supervisory Administrative Specialist for Human Resources, managing the applicant team initiating background investigations and processing personnel security interviews (PSIs) and pre-polygraph interviews for FBI Jackson Special Agent, Professional Support and Honors Internship applicants.
- As Supervisory Administrative Specialist for the Operations Center, overseeing the research and analysis completed to cover leads from the Enterprise Vetting Center in support of internal and external applicant processing.
- Reviewing, assigning, and approving Security Division leads in Background Evolution and Security Transformation (BEAST) completed by Ops Center personnel.
- Providing briefings to prospective Honors Internship Program applicants on the history of security clearances (Pendleton Civil Service Act of 1883; EO 8781; EO 9835; EO 13526) and the FBI's background process (application, investigation, and adjudication).
- Training
 - OIO-200: Personnel Recovery 200 (48 hrs.)
 - OPS -1016: Legat Pre-Deployment Training (40 hrs.)
 - OPS-1343 Overseas Survival Awareness Program (80 hrs.)

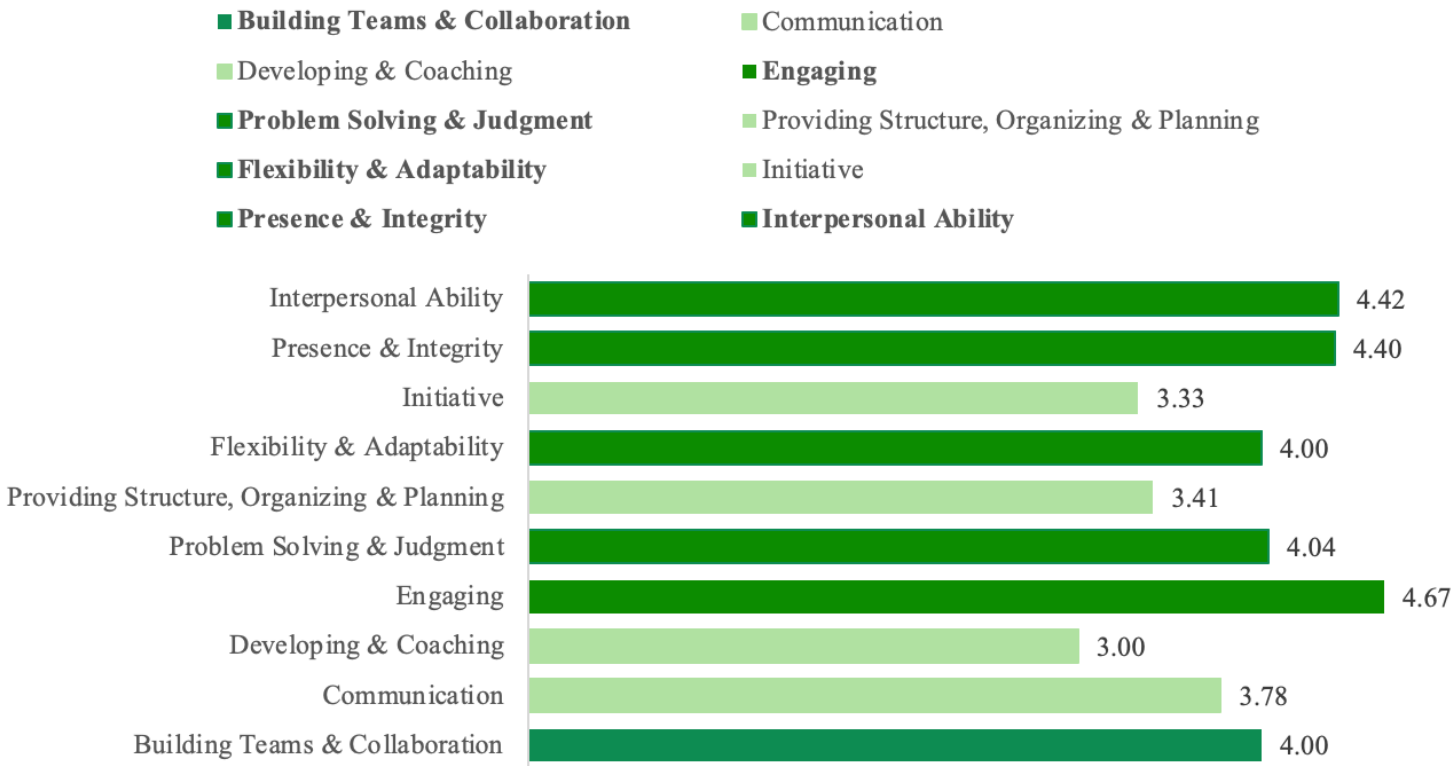
Physical Security

- Maintaining the physical security program for Legat Paris to include alarm records, access reports and logs; alarm panel access requests, and local alarm response standard operating procedures.
- Overseeing construction, repairs, maintenance in Legat Paris CAA space.
- Coordinating with FBI Security Division, Embassy Paris General Services Officer (GSO), and Regional Security Officer (RSO) to convert (to include inspection and renovation to ensure a Secure Work Environment) an office in the consulate in Lyon into CAA space for use by FBI personnel assigned to Interpol, in accordance with applicable regulations and policies.
- Managing the lock program, maintaining X-09, X-10, and S&G locks on doors, safes, and vaults in FBI CAA space in Legat Paris, to include keeping record of SF-700s and SF-702s, and updating access lists for the space.
- As Operations Center supervisor, working with Protective Security Officers (PSOs) and Federal Protective Service Agents to secure the facility and personnel, and collect evidence following a shooting event at FBI Jackson afterhours.

Leadership

The FBI Leadership Skills Assessment (LSA) provides a numerical rating for each leadership competency on a five-point scale. The color of the bar indicates performance for a given competency. Dark green indicates performance exceeds Recommended Performance Levels. Light green indicates performance meets recommended levels; yellow indicates performance is below recommended levels.

Front-Line Leader LSA
Leadership Competency Scores



Senior Leader LSA Leadership Competency Scores



Intelligence Training

INTEL-1015: Open Source Fundamentals - OS 101 & 102 (24 hrs.)
 INTEL-2104: Psychology and Criminology in Intelligence Analysis - ICAAP (24 hrs.)
 INTEL-3105: Best Practices in Community Collaboration - ICAAP (16 hrs.)
 INTEL-2001: Tactical targeting Travel Team - TX4 (24 hrs.)
 INTEL-3302: Intermediate Data Exploitation - IDEX (24 hrs.)
 INTEL-3106: Effective Warning - ICAAP (24 hrs.)
 INTEL-3103: Advanced Briefing - ICAAP (24 hrs.)
 INTEL-3107: Ethics for Intelligence Analysis - ICAAP (24 hrs.)
 INTEL-3102: Structure Analytic Techniques - ICAAP (24 hrs.)
 INT3106: Psychology of Intelligence Collection and Analysis (16 hrs.)
 INTEL-3140: Advanced Approaches to Critical Thinking (32 hrs.)

Education

Doctor of Education: Ed.D. Organizational Leadership
Vanderbilt University - Nashville, TN

Expected in 05/2025

Relevant Coursework

LLO 8110 Leadership Theory and Practice
 LLO 8140 Strategy and Analytics
 LLO 8130 Organization Theory and Behavior
 LLO 9110 Economics of Human Resources
 LLO 8150 Research Design

LLO 8160 Psychological Perspectives in Learning
LLO 8170 Learning & Design in Context
LLO 8180 Applied Statistics
LLO 8200 Introduction to Data Science
LLO 8210 Design for Learning in Communities
LLO 8190 Qualitative Methods

Master of Science: International Relations & National Security Studies 07/2011
Troy University - Troy, AL

Bachelor of Arts: International Studies, French 12/2007
University of South Alabama - Mobile, AL

High School Diploma 05/1989
St. Joseph's Academy - Baton Rouge, LA



Office of the Chancellor

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

June 18, 2025

Dennis J. Shields, President
Southern University System
4th Floor, J S Clark Administration Building
Baton Rouge, Louisiana 70813

Re: Appointment of Dr. Anthony Jackson as Vice Chancellor for Enrollment Management for Southern University and A&M College and Waiver of Search

Dear President Shields,

I have had the pleasure of working closely with Dr. Anthony Jackson and observing his dedication and diligence as the Interim Vice Chancellor for Enrollment Management since October 1, 2023. Dr. Jackson has led the efforts of the enrollment team at Southern University and has helped stabilize enrollment during the 2023-2024 academic year and 2024-2025 academic year.

He has led efforts to increase efficiency in enrollment processes, improve timely payment of tuition and fees during the post COVID-19 period. He has successfully implemented the SLATE CRM system, which has significantly improved responsiveness and engagement with prospective and current students. Dr. Jackson has helped Southern University develop targeted communications that have helped attract students to the university to achieve institutional enrollment objectives.

Dr. Jackson is well suited to lead enrollment management efforts at Southern University. I respectfully request that the Southern University Board of Supervisors remove the "interim" tag and appoint him as the Vice Chancellor for Enrollment Management. His vision for enrollment management and his grit make him the right person to lead enrollment management efforts for Southern University. I request that the search be waived and that his appointment be approved at the July 18, 2025 meeting of the Southern University System Board of Supervisors.

I request that the salary for Dr. Jackson be approved at \$150,000 per year with an effective date of August 1, 2025. If you have any questions, please feel free to contact me.

Yours sincerely,

A handwritten signature in blue ink that reads 'John K. Pierre'.

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

Approved:

Dennis J. Shields, President

SOUTHERN UNIVERSITY SYSTEM

SUS ☐ SUBR ☒ SULC ☐ SUAREC ☐ SUNO ☐ SUSLA ☐

POSITION VACANCY AUTHORIZATION

REQUEST THAT THE POSITION TITLE: Vice Chancellor for Enrollment Management
BE AUTHORIZED AS A VACANCY FOR: Office of the Chancellor

(Department or Unit Name)

POSITION TYPE		FTE STATUS		SOURCE OF FUNDS	
<input checked="" type="checkbox"/> Replacement	<input checked="" type="checkbox"/> Unclassified	<input type="checkbox"/> Full-Time	<input type="checkbox"/> State	<input type="checkbox"/> Grant-in-Aid	<input type="checkbox"/> System Revenue
<input type="checkbox"/> New Position	<input type="checkbox"/> Civil Service	<input type="checkbox"/> Part-Time	<input type="checkbox"/> Grant-in-Aid	<input type="checkbox"/> System Revenue	<input type="checkbox"/> Agency Fund State
<input type="checkbox"/> Temporary		<input type="checkbox"/> Percentage of Time			

VACANCY DESCRIPTION AND JUSTIFICATION

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

As the senior enrollment officer, the Vice Chancellor for Enrollment Management has the responsibility for creating, articulating and employing a comprehensive enrollment management plan that focuses on recruitment, retention, progression and completion. This position requires a visionary leader with broad knowledge of local, regional and national trends facing critical enrollment functions in higher education and must be a self-starter and possess the ability to effectively supervise, manage, motivate and coach team members.

Salary Range: 140,000 - 144,000 Previous Incumbent (if replacement): Jacqueline Preastly
Supervisor's Position Title: Chancellor Supervisor's Position No. 2M9795

Approved _____ Disapproved _____

Department Head

Date

Approved _____ Disapproved _____

Dean/Director/Supervisor of Budget Unit

Date

FINANCE/BUDGET OFFICE ONLY

Funds Available _____ Position Number _____

Yes _____ No 2M8741

Signature _____ Date _____
Budget Number 21

Approved _____ Disapproved _____

Approved _____ Disapproved _____

Approved _____ Disapproved _____

HUMAN RESOURCES OFFICE ONLY

Existing/Approved Position ☒ Yes ☐ No

FLSA Status ☒ Exempt Non-Exempt

Empl. Class: MU Pos. Class: 25092

111500

SOC Code _____ Verified By _____ Date: 4/2/25

Vice Chancellor _____ Date: 4/2/25

Chancellor/Vice President _____ Date: 4/7/25

President _____ Date: 4/8/25

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VICE CHANCELLOR FOR ENROLLMENT MANAGEMENT - JOB DESCRIPTION

Southern University is a comprehensive institution offering four-year, graduate, professional, and doctorate degree programs, fully accredited by the Southern Association of Colleges and Schools (SACS). The University today is part of the only historically black Land Grant university system in the United States.

The university is part of the only Historically Black College and University system in the United States and offers bachelor's degrees in 33 areas as well as 23 masters', five doctoral degrees and has a student population of over 7,000.

Southern University and A&M College seeks an experienced leader, with a demonstrated record of success, to serve as the next Vice Chancellor for Enrollment Management. Reporting to the Chancellor and serving as an integral member of the Executive Cabinet, this strategic leader will work collaboratively with the Divisions' of Academic Affairs, Student Affairs, Finance and Administration, Institutional Research and key university stakeholders to focus on the mission of the university and its strategic initiatives. This critical role, coupled with strong academic programs and an enriched student experience, will become a driver to meet and exceed the university's enrollment goals.

As the senior enrollment officer, the Vice Chancellor for Enrollment Management has the responsibility for creating, articulating and employing a comprehensive enrollment management plan that focuses on recruitment, retention, progression and completion. This position requires a visionary leader with broad knowledge of local, regional and national trends facing critical enrollment functions in higher education and must be a self-starter and possess the ability to effectively supervise, manage, motivate and coach team members.

The Vice Chancellor of Enrollment Management will lead a team of enrollment including the Director of Admissions, Director of Recruitment, Director of Student Financial Aid, Executive Director of the Center for Student Success, Executive Director of Pre-College Programs and Dual Enrollment.

The successful candidate will have:

- Progressive and successful experience in higher education enrollment management, including recruitment, admission, retention and marketing for undergraduate and graduate audiences, and online and in person programs.
- Proficiency in enrollment planning and forecasting.
- Superior personnel management and leadership skills, including experience developing, leading, and coaching high performing, customer-facing teams.
- Proactive leadership skills, with strong acumen in fostering teamwork and mentoring staff to fully develop their professional abilities.
- Successful track record of budget development experience and budget management.

- Outstanding interpersonal skills with a highly collaborative and collegial professional approach.
- Strong understanding of current technologies impacting enrollment and how to apply them to drive enrollment performance.
- Strategic orientation with demonstrated ability to evaluate and interpret complex data
- Innovative and creative approaches to problem solving, with an ability to ask the right questions
- Rigorous analytical approach and commitment to data-informed decision making.
- Exceptional knowledge of the use of social media for enrollment purposes.
- A proven record of increasing enrollment through strategic planning and execution; excellent verbal and written communication skills
- Demonstrated success in managing a multifaceted enrollment operation
- Proven effectiveness and expertise in strategic enrollment management and change management
- Ability to lead the enrollment management organization with vision, creativity, and humility
- Entrepreneurial outlook and eye to new possibilities and emerging challenges
- Ability to build and motivate a highly effective, professional, and cohesive team
- Demonstrated ability to lead organizational change to respond to the evolving needs in higher education
- Ability to lead at the strategic level while engaging in day- to-day management as needed
- Ability to produce forward-looking, transparent strategic plans and budgets that link expenditures to outcomes
- Ability to assess the effectiveness of how recruitment and financial aid funds are employed to achieve enrollment goals
- Awareness of qualitative context when preparing various plans and reports
- Proven success at harnessing technology in inventive and productive ways so as to increase access, reach and efficiency
- Ability to effectively deploy a financial aid strategy that is based on analysis and continuous assessment
- Sense of urgency and engagement; commitment to results; integrity, candor, optimism, confidence, and excitement about change

Essential Job Duties

- Demonstrated skill and ability in providing leadership and taking initiative in enrollment strategy development.
- Provide institutional enrollment management leadership throughout the student life cycle, including student recruitment, retention, and completion.
- Supervise, motivate, and coach a team of enrollment professionals to achieve enrollment targets.



Voice 225.921.3890
www.subr.edu

Fax: 225-771-5262
P.O. Box 9723

June 23, 2025

Paisley Martin, Deputy Chief of Staff
Office of the President
Southern University System

Dear Ms. Martin:

Please include the information from the College of Business concerning the request for adjustment in compensation for Mr. Sheman Pittman. This request has been reviewed for inclusion by all parties on the Southern University Baton Rouge Campus as provided in the documentation. It was originally sent in April 2025 for the May Meeting of the Southern University Board of Supervisors. I apologize for not sending a letter requesting its inclusion in the July 2025 Board Agenda sooner as required. Your inclusion of this request in the current July 2025 Board Agenda is highly appreciated.

Sincerely,

Donald R. Andrews, Dean

Cc: Vice Chancellor Young
Associate Vice President Honoree-Thomas
Chancellor Pierre



April 25, 2025

Desiree Honoree-Thomas, Associate President and Senior Administrative Operations
Dawn Harris, Director of Human Resources
Southern University Baton Rouge

Dear Associate Vice President Honoree-Thomas and Director Harris:

We received funding from the Alliant Insurance Foundation for developing a major in Risk Management and Insurance. Mr. Sherman Pittman has served the university well in the development of this program from the offering of a single course in insurance as an adjunct instructor to now operating a program that offers a major to our students with opportunities for scholarships, internships and permanent employment.

We are requesting that compensation be provided from two sources based on his obligations as an Instructor of the Risk Management and Insurance courses and as Alliant Director of the Risk Management and Insurance Program.

He is currently receiving compensation from Alliant for directing the Risk Management and Insurance Program; but has not received compensation for the instructional responsibilities. There has been an issue that needs to be resolved in that these positions should not be considered as two separate full-time positions. We are requesting that his duties and responsibilities be considered as one position being paid from two sources.

Currently, Mr. Pittman is receiving compensation of \$59,000 for 12 months on a calendar year basis from the Alliant Insurance Foundation. This is considered soft funding in that it is a grant from the Alliant Foundation to the University. We are currently in the third year of the three-year grant that has the opportunity for extension. We are requesting that Mr. Pittman be provided compensation as an instructor for \$45,248 on a nine-month academic calendar year basis. This will result in a total compensation package of \$104,248.

In the case of the flow of funds he will receive \$22,624 for the January 2025 to May 2025 period for the instructor salary from the university budget. He will then be paid from August 2025 to December 2025 a salary of \$22,624 as an instructor. He will receive \$59,000 from Alliant for the 12 months January to December 2025 period. We are asking for approval for the January 2025 to May 2025 compensation as an instructor in the College of Business; which was requested and approved on March 27, 2025. He will continue as an instructor once the Alliant grant is completed. We kindly seek your approval for this adjustment.

Sincerely,

Donald R. Andrews, Dean

January 27, 2025

Dr. Luria Young
Vice Chancellor Academic Affairs
Southern University
Baton Rouge, Louisiana 70813

The Board of Regents in Fall 2024 approved the major in Risk Management and Insurance. The Alliant Insurance Foundation has been a major supporter for this program. A Director is needed for this program to develop at the required pace Mr. Sherman Pittman has been the primary driver for this program. Mr. Pittman is paid as an Instructor in the College of Business with a salary of \$45,248. In order to take on the additional responsibilities for directing this program on an annual basis including the summer, we are requesting approval for compensation in the amount of \$59,000 to be drawn from the Alliant Insurance program. This compensation has been approved in the Alliant award budget.

The salaries for the following position numbers need to be combined in order to fulfill the agreement between Southern University and Alliant Insurance regarding Mr. Sherman Pittman yearly salary. Ms. Mikhale Williams has the approved position authorization form for Mr. Pittman's instructor position.

Instructor 2F9660 \$45,248 account number: 211001-22206 -61003 - 21000

Director 2M7360 \$59,000 account number: 227047 - 22201 - 24100 (Alliant Insurance)

Best regards,



Donald R. Andrews, Ph.D.

Approval Luria Young Date 3/7/25

Dr. Luria Young, Vice Chancellor for Academic Affairs

Approval John K. Pierre Date 3/7/25

John K. Pierre, Chancellor

SOUTHERN UNIVERSITY - BATON ROUGE, LA 70813

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POSITION VACANCY AUTHORIZATION

REQUEST THAT THE POSITION TITLE Alliant Insurance Program Director AS DESCRIBED BELOW
BE AUTHORIZED AS A VACANCY FOR Depart. Of Accounting, Finance & Economics (Finc. & Econ budget)
(Department or Unit)

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

VACANCY DESCRIPTION AND JUSTIFICATION

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

Program Director (Sherman Pittman) role is to encompass strategic planning responsibilities, curriculum Development, course assessment, research, student recruitment and overall program coordination of Activities. Risk Management and Insurance Curriculum

12 month employee / POSITION # 2M7360

Salary/Range: \$72,929.00

Previous Incumbent (if replacement): Sherman Pittman (job transfer)

☒ Approved ☐ Disapproved Sherman Pittman 1/30/24
Department Head Date
☒ Approved ☐ Disapproved [Signature] 1/30/24
Dean/Director/Supervisor of Budget Unit Date

FINANCE/BUDGET OFFICE ONLY	
Funds Available	
<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
<u>[Signature]</u>	<u>2/14/2024</u>
Signature	Date
Budget Number	<u>227047-22201-24100 - 6000</u>

HUMAN RESOURCES OFFICE ONLY	
Existing/Approved Position	
<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
Employee Class: <u>MU</u>	Job Class: <u>24495</u>
<u>Michale Williams</u>	<u>2/8/24</u>
Verified By:	Date:

☒ Approved ☐ Disapproved Laura Young 2/5/24
Vice Chancellor Date
☒ Approved ☐ Disapproved [Signature] 1/31/24
Chancellor/Vice President Date
☒ Approved ☐ Disapproved [Signature] 2/27/24
President Date

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12/31/24

Rev. 8/05/2013

Marilyn Oshart 7715191



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Southern University and A & M College System
AGRICULTURAL RESEARCH AND EXTENSION CENTER
and the **COLLEGE OF AGRICULTURAL, HUMAN AND ENVIRONMENTAL SCIENCES**

OFFICE OF THE CHANCELLOR-DEAN

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

June 5, 2025

Dennis J. Shields, SUS President
Southern University and A&M College System
J.S. Clark Administration Building, 4th Floor
Baton Rouge, LA 70813

Re: Waive the search and the appointment of an Associate Vice Chancellor for Research, for the Southern University Agricultural Research and Extension Center – Dr. Devaiah Kambiranda

Dear President Shields:

This correspondence seeks approval to waive the search for an Associate Vice Chancellor for Research for the Southern University Agricultural Research and Extension Center (SUAREC). The fulfillment of this position is needed for greater efficiency in fulfilling the Research area of our tripartite Mission. Dr. Devaiah Kambiranda has been identified as the preferred candidate for this position.

Dr. Kambiranda has over twenty-five years of experience in Research and Teaching. This demonstrates his ability to navigate different environments effectively. With his wealth of knowledge, Dr. Kambiranda brings valuable insights to improve our Research efforts.

Therefore, I am recommending the appointment of Dr. Devaiah Kambiranda as the Associate Vice Chancellor for Extension and Outreach, at an annual salary of \$125,000, effective August 1, 2025. I respectfully seek your consideration of this appointment during the next scheduled Board of Supervisors Meeting.

Please feel free to reach out if you have any questions or require further clarification. Thank you for your time and consideration.

Sincerely,

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

Orlando F. McMeans, PhD
Chancellor-Dean

Approval: _____

Dennis J. Shields
SUS President

_____ Date

SOUTHERN UNIVERSITY - BATON ROUGE, LA 70813

SUS ☐ SUBR ☐ SULAC ☐ SUAREC ☒ SUNO ☐ SUSLA ☐

POSITION VACANCY AUTHORIZATION

REQUEST THAT THE POSITION Associate Vice Chancellor for Research AS DESCRIBED BELOW
BE AUTHORIZED AS A VACANCY FOR Southern University Ag Research and Extension Center

(Department or Other Unit)

☒ Replacement ☐ New Position* ☒ Unclassified
☐ Civil Service ☐ Temporary ☐ Faculty
☐ Tenured ☐ Probationary (For Faculty this is same as tenure track)

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

*requires the approval of System President

VACANCY DESCRIPTION AND JUSTIFICATION

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

The Associate Vice Chancellor for Research will report directly to the Vice Chancellor for Research at Southern University Agricultural Research and Extension Center (SUAREC) and is responsible for evaluating the productivity of faculty and staff, as is called in the Faculty Handbook. This candidate will hold annual evaluations as well as one page, quarterly reviews of productivity. In the absence of the VC, he will have responsibilities other along with his own research program. His research efforts in plant and soil sciences will complement my background in livestock and forage production. This is a 12-month appointment with a salary of \$125,000 per year, split 80-621718-65200-62000 and 20% 621696-65050-62000. He will assist in seeking external funding for the center. Other duties as assigned

X Approved _____ Disapproved _____ C P Bayly 16 May 2025
Department Head Date

X Approved _____ Disapproved _____ C P Bayly 16 May 2025
Dean/Director/Supervisor of Budget Unit Date

COMPTROLLER'S OFFICE ONLY	
Funds Available	
<u>X</u> Yes	_____ No
<u>B. Gambrell</u>	<u>5.21.2025</u>
Signature	Date
Budget Number	80% - 621718-65200-62000

HUMAN RESOURCES OFFICE ONLY	
Existing/Approved Position	
<u>✓</u> Yes	_____ No
Job Code: <u>M</u>	Cal Id: <u>U</u> Job Class: <u>62020</u>
<u>Mikhael Williams</u>	<u>05/21/25</u>
Verified By:	Date:

X Approved _____ Disapproved _____ C P Bayly 16 May 2025
Vice Chancellor Date

X Approved _____ Disapproved _____ De 5/22/2025
Chancellor/Vice President Date

_____ Approved _____ Disapproved _____ _____
President Date

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AGRICULTURAL RESEARCH AND EXTENSION CENTER
and the **COLLEGE OF AGRICULTURAL, FAMILY AND CONSUMER SCIENCES**

Office of the Vice Chancellor of Research

May 2025

Position Description: Associate Vice Chancellor for Research
Southern University Agricultural Research and Extension Center

The position of Associate Vice Chancellor for Research with the Southern University Agricultural Research and Extension Center is a 12-month, full-time position that answers to the Vice Chancellor for Research. The position is to support activities of the Vice Chancellor for Research and also to provide leadership in faculty and staff evaluations. As called for in the Faculty Handbook, the Associate Vice Chancellor will, at the appropriate time, distribute faculty evaluation forms, collect those forms as filled out by faculty, and conduct individual completed faculty evaluations. Those evaluations forms will be analyzed and reviewed by the Associate Vice Chancellor with individual meetings with faculty, and recommendations by the Associate Vice Chancellor forwarded to the Vice Chancellor for Research for final approval. Additionally, the Associate Vice Chancellor for Research will quarterly, beginning January 1 each year, collect "quarterly research effort progress reports" from all faculty with research appointments. These will be short summaries of research activities over the previous quarter. Also, the Associate Vice Chancellor will oversee the publishing of "progress reports" on each research project by individual scientists.

The Associate Vice Chancellor will also act on behalf and represent the Vice Chancellor at various meetings and functions as called for by the Vice Chancellor. The Associate Vice Chancellor will also be assigned other duties and responsibilities as needed and assigned by the Vice Chancellor.

Sincerely,

A handwritten signature in blue ink, appearing to read 'C. P. Bagley'.

C. P. Bagley, Ph.D.
Vice Chancellor for Research
Director, Beef Research Institute

REC'D CHANCELLOR-DEAN
2025 MAY 19 PM4:11

Project Director (Last, First, Middle): Kambiranda, Devaiah			
CURRICULUM VITAE			
NAME Kambiranda Devaiah		POSITION TITLE Professor – Plant and Soil Science, Southern University Agriculture Research and Extension Center, Baton Rouge, LA	
EMAIL Devaiah_kambiranda@suagcenter.com			
INSTITUTION	DEGREE	YEAR(s)	FIELD OF STUDY
Bangalore University, India	Ph.D.	2007	Plant Molecular Biology & Biotechnology.
Bangalore University, India	M.S.	2001	Biotechnology.
Bangalore University, India	B.S.	1998	Microbiology

Professional Experience

Aug 2023- Present, Professor

Southern University A&M College, Baton Rouge, LA

- Expand grapevine field production to grow grapevine on different trellis systems and implement tools and technology for sustainable practices
- Screening grapevine for ripe rot tolerance using genomics tools, species identification, and testing grapevine population for ripe rot tolerance,
- Evaluate different rootstocks in different soils for stress tolerance
- Developing a mapping population for *Vitis* hybrids to screen enological traits
- Prepare experimental wines from different southern grapes and determine their enological quality

Dec 2022 – Jul 2023, Scientist

Syngenta Seeds, India

- Execute laboratory and field operations to meet quality and timeline targets by assisting in all aspects of the double haploid plant production process.
- Plan and execute lab activities as per production plan.
- Identify challenges, deviations and develop improvement plans
- Experiment data documentation, analysis and reporting.
- Improve existing protocols and develop new protocol as per requirement.

May 2022- Nov 2022, Professor

Southern University A&M College, Baton Rouge, LA

- Screening grapevine for ripe rot tolerance using genomics tools, species identification, and testing grapevine population for ripe rot tolerance, GBS, GWAS, RNA-Seq, and molecular markers for ripe rot in grapes
- Determine the effect of biostimulators to enhance the nutraceutical properties of grapes

May 2017- April 2022, Associate Professor,

Southern University A&M College, Baton Rouge, LA

- Evaluate new releases of grapevines and medicinal plants for their suitability in the Southern US
- Develop and validate analytical methods for quantifying secondary metabolites from plants
- Work with different departments and growers to evaluate the health benefits of phytochemicals in small fruits and medicinal plants, and developing value added products.
- Provide experimental learning opportunities for undergraduate students

2016-2017 Scientist

Well Spring Clinical lab Inc,
Fort White, FL

- Calibration and maintenance of Thermo LTQ XL Mass spectrometer,
- Method Development for detection of cholesterol and Vitamin D from Blood samples using LC/ESI/MS Mode
- cGMP compliance

2015-2017

Research Faculty,
Center for Viticulture and Small Fruit Research,
Florida A&M University, Tallahassee, Florida

- RNA sequencing of muscadine grape transcriptome to identify metabolic pathways that are correlated with berry quality
- Bioinformatic sequence analysis using various software tools to detect SNPs and variants in muscadine grape.
- Develop strategies to link altered genetic pathways in muscadine grape to phenotypic variation
- Determine environmental impact on alteration of berry composition in muscadine grape
- Train undergraduate students and provide hands on experimental learning in molecular biology
- Grant writing, submission of progress reports

2012 -2014

Research Associate,
Center for Viticulture and Small Fruit Research,
Florida A&M University, Tallahassee, Florida

- Exposure of grape berries to UV and other chemical agents to increase resveratrol content
- Proteomics and Transcriptomics to study berry ripening in muscadine grape
- Gene expression analysis of Florida hybrid grapes tolerant and susceptible to anthracnose disease to identify genes responsible for tolerance
- Providing research curricula and training for undergraduate and graduate students in proteomics and bioinformatics
- Grant writing, submission of progress reports for different funding agencies.

2009-2011

Postdoctoral fellow
Center for Viticulture and Small Fruit Research,
Florida A&M University, Tallahassee, Florida

- Screened Muscadine genotypes for sugar composition during berry development and ripening.
- Analyzed enzymes involved in metabolism of sugars to investigate low sugar content in muscadine grapes
- Identified invertase inhibitor in muscadine grapes
- Supervised undergraduate research projects in proteomics, extraction of phenolic compounds from different muscadine grapes.
- Supervised High school students in biochemical techniques, lab safety and presentation in the high school summer youth program "RATLR".
- Grant writing, submission of progress reports for various funding agencies.

- 2007-2008 Postdoctoral fellow,
Gyeongsang National University,
South Korea.
- Expressed esterase gene in yeast expression vector pPICaA for biodegradation of organophosphates
 - Screened variation in composition of phenolic compounds during fermentation of soybeans by *Bacillus pumilus*
 - Developed multiplex PCR technique for detection of major food-borne pathogens like *Salmonella* spp., *Shigella* spp., *B.cereus*, *L. monocytogenes*, and *S. aureus*.
- 2006-2007 Senior Research officer,
Foundation for Revitalization of Local health traditions
(Presently known as University of Trans Disciplinary Health Sciences and Technology)
- Developed Sequence Characterized Amplified Region (SCAR) markers for medicinal plants. These markers are currently being used to determine the authenticity of *Embelia ribes*, *Puraria tuberosa* and *Ipomoea mauritiana* plants from its adulterants.
 - Served in ISO Documentation and writing SOPs.
 - Supervised junior staff and laboratory activities.
- 2002-2006 Research fellow and Teaching Assistant,
Department of Biotechnology, Bangalore University, Bangalore, India.
- Worked on Project funded by US AID grant FAM-51 Biochemical and Molecular analysis of drought tolerant peanut varieties.
 - Performed Differential display PCR for drought tolerant and drought susceptible peanut genotypes to identify genes involved in drought tolerance.
 - Constructed cDNA library using RNA from drought stressed peanut plants. Amplified full length genes using RACE and confirmed gene expression using RNA slot blot.
 - Transformed drought inducible genes DREB2A and DREB2B into high yielding drought susceptible peanut varieties to increase drought tolerance.
 - Supervised Master's student's projects in plant biology, microbiology and genomics.
 - Teaching course in biotechnology and microbiology
 - Organized workshops for undergraduate teachers in biotechnology techniques.

Teaching Experience

- 2017- Present Courses taught: Intro to Plant Sciences, Intro to Biotechnology, Forage Crops and Pasture management, Weed Science
- 2010-2014 Laboratory Instructor: Undergraduate Introductory to Biotechnology Lab, Credit hrs. 3.0, CAFS
- 2014 Provided training in microbial culture techniques, DNA Extraction, PCR and electrophoresis to Florida STEM scholar students
- 2012-2014 Trained high school students in biochemical techniques and supervised independent projects under RATLR programme
- 2011-2013 Training provided for six undergraduate students and supervised independent projects under the NSF-research experience for undergraduate students project in collaboration with the department of biological sciences faculty

2002-2007 Lecturer, Department of Biotechnology, Bangalore University, Bangalore, India.
Lectured courses in microbiology, molecular biology and genetic engineering. Designed and supervised student projects

Extension and Outreach

- Provided information and resources for interested growers, collaboration with different vineyards
- Established grapevine demonstration and research plot to provide information to growers in SUAREC campus.
- Demonstrated hydroponics and plant tissue culture to middle school and high school students at SUBR AG day 2019
- Conducted Wine making workshop at Fall 2018 Garden workshop
- Demonstrated soil bed preparation and planting for third and fourth grade kids at Lab school, SUBR
- Provided guest lectures and presentations to increase awareness of ongoing research projects to Florida grape growers at Annual Grape growers meetings and field days
- Provided assistance and supervision to minority students interested/involved in agriculture
- Provided information on grape value added products during community health fairs, science days, growers meetings, grape harvest festivals and FAMU technology display events
- Provided presentations at state horticultural society meetings and published articles in annual proceedings
- Published research information in newsletters to disseminate research information to local grape growers and community

Recruitment

- Participated in BAYOU program to provide experiential learning for high school students 2017 present
- Participated in National AG day 2018- 2019 organized by the SU AG center
- Participated in Jaguar Day to recruit High School Juniors and Seniors 2018- 2019
- Participated in FAMU DRS School recruitment fair 2013
- Participated in TCC recruitment fair 2013

Grants and Fellowships

2025-2028	Biological Control of Botrytis bunch rot; Discovering Resistance Mechanism in Southern Grapes. USDA-CBG (\$470,287) PI
2025-2028	Application of Bio Stimulators for Enhancing Berry Quality, Enological properties, and Shelf life of Muscadine Grape. USDA-CBG (\$499,997) PI
2025-2028	Investigating the Vinification of Southern Grapes to Enhance the Flavor and Aroma Characteristics for Promoting Consumption and Marketability. USDA-CBG (\$50,000) Co-PI
2022-2026	Building Capacity In Genomic Assisted Breeding Technologies: Identify Genomic Variations And Gene-Network Underlying Ripe Rot Tolerance, USDA-CBG (\$459,600) PI
2020-2023	Bioactivity-Guided discovery of effective anti-cancer compounds in muscadine grapes (Sub-award-\$36,926), Co-PI
2020- 2022	Imparting Research and Education in Phytionutraceuticals to increase minority participation in FANH Sciences, USDA-CBG (\$299,999) PI
2019- 2023	Building Research Capacity in Viticulture at Southern University to Increase the

	Competitiveness of Niche Market Crops in Louisiana, USDA-Evans Allen (300,000) PI
2019-2021	Anti-inflammatory effects of ellagitannin metabolites on challenged lung epithelial cells, Louisiana Biomedical Research Network (\$70,000) PI
2015-2017	Characterizing Fermentation Chemistry of Muscadine Grape Juice During Vinification, Florida Department of Agriculture (\$87,200) PI
2015-2016	Prepare/Develop Value-Added Functional Foods from Florida Grapes to increase their Market Value, Consumer Acceptance and Grower Profit for Sustaining Grape Production in Florida. Florida Department of Agriculture-Viticulture Advisory Council, (\$20,000) Co-PI
2015-2016	Stilbene Rich Muscadine grape: A Potential Dietary supplement to reduce the risk of cancer. Florida Department of Agriculture-Viticulture Advisory Council, (\$20,000) Co-PI
2013-2017	Improving Nutraceutical Value of Muscadine Grapes to Promote Consumer Health, Increase Market Value and Grower Profit, USDA-NIFA-CBG (\$299,999) PI
2014-2015	Stimulating Resveratrol Production in Muscadine Grape by UV to Ensure Health Value and Boost Market Potential, Florida Department of Agriculture (\$84,700) Co-PI
2012-2017	An Integrative Transcriptome, Proteome and Metabolome Approach for Better Understanding Plant-Pathogen Interaction in Grape, USDA-NIFA-CBG (\$299,999) Co-PI
2012	Travel and Research Fellowship, Transcript Profiling of Muscadine grape during berry development and ripening; Stipends are provided by the NSF grant entitled "RCN: An International Research and Educational Collaboration for Grape Functional Genomics" (\$9,800.00)
2011	ASPB-MAC Recognition Travel award to attend ASPB meeting and annual Conference 2011 held at Minneapolis, MN (\$2,000.00)
2010-2014	Strengthening Developmental Biology Research at FAMU To Enhance Muscadine Grape Berry Quality and Value-Added Characteristics. USDA-NIFA-CBG (\$299,999) Co-PI

Patent

US Patent 9,051,381 Disease-related biomarkers specific to Florida hybrid bunch and muscadine grape, and uses thereof Sheikh, M B, **Kambiranda, Devaiah**, Vasanthaiah, H KN.

Honors and Other Experience

2007- Brain Korea 21st Century fellowship for postdoctoral work
2010, Invited Speaker, Florida State Horticultural Society annual conference
2011-Member-Grant Review Panel, USA-Israel Binational Fund
2011-American Society for Plant Biology Travel Award, Minneapolis, MN
2012-NSF, Grape Research Coordination Network, Travel and Research Fellowship
2013-Invited Speaker, Grape Genome section, Plant and Animal genome conference, San Diego, CA
2014- Member-Grant Review Panel, USDA-NIFA,
2015-AdHoc Reviewer, USDA-NIFA
2017-Invited Speaker, Florida grape growers association annual conference
2017- Member-Grant Review Panel, USDA-NIFA
2020-2024 Member -Grant Review Panel, American University, Beirut, Lebanon

Publications

i. Journals:

Google scholar: <http://scholar.google.com/citations?user=SLdWbAUAAAAJ&hl=en>

1. Stewart JA, Pajerowska-Mukhtar KA, Bulger A, **Kambiranda D**, Nyochembeng L, Mentreddy S. (2025). Humic Matter: Subfraction Analysis with a Focus on Resveratrol and Fertilization Concerns for Muscadine (*Vitis rotundifolia*) and Other Grapevines. (submitted to CABI Agriculture and Bioscience)
2. Gajjar P, Ismail A, Islam T, Moniruzzaman M, Darwish AG, Dawood AS, Mohamed AG, Haikal AM, El-Saady AM, El-Kereamy A, Sherif AS, Abazinge MD, **Kambiranda D**, El-Sharkawy I. (2024) Transcriptome Profiling of a Salt Excluder Hybrid Grapevine Rootstock 'Ruggeri' throughout Salinity. *Plants*. 03(6):837.
3. Stewart JA, Pajerowska-Mukhtar KA, Bulger A, **Kambiranda D**, Nyochembeng L, Mentreddy S. 2023. Muscadine, Resveratrol (RSV) Synthesis, and the Nutritional Benefits to Humans and Plants. *ACS Food Science & Technology*, 2023/1/4.
4. Minkyu Park, Daniel Vera, **Devaiah Kambiranda**, Pranavkumar Gajjar, Lance Cadle-Davidson, Violeta Tsoleva, Islam El-Sharkawy. (2022) Chromosome-level genome sequence assembly and genome-wide association study of Muscadinia rotundifolia reveal the genetics of 12 berry-related traits. *Horticulture Research*, Volume 9, 2022, uhab011
5. Aradhya Swamy, **Devaiah Kambiranda**, Han Dae Yun, Yemane Ghebreiyessus. (2020). Binding of cloned Cel Enzymes on clay minerals related to the PI of the enzymes and database survey of celluloses of soil bacteria for PI. *Bioscience, Biotechnology and Biochemistry*. 84, 238-246.
6. **Devaiah Kambiranda**, Sheikh Basha, Stephen Stringer, James Obuya, Janana Snowden. (2019). Multi-year Quantitative Evaluation of Stilbenoids Levels Among Selected Muscadine Grape Cultivars. *Molecules*. 24, 981.
7. Aradhya Swamy, Srinivas Reddy, **Devaiah Kambiranda**, Yemane Ghebreiyessus. (2019). Modeling the clay minerals–enzyme binding by fusion fluorescent proteins and under atomic force microscope. *Microscopy Research Techniques*. 2019, 1-8.
8. **Devaiah Kambiranda**, Sheikh M Basha, Rakesh Singh, Janana Snowden, Roger Mercer (2018). Proteome Profile of American Hybrid Grape cv. Blanc du Bois during Ripening Reveals Proteins Associated with Flavor Volatiles and Ethylene Production. *Proteomics*. 18(8); e1700305.
9. Ramya TK, Ajay BC, **Kambiranda D**, Bera SK. (2018). Low phytic acid peanut: A potential tool to overcome the mineral malnutrition in humans. *Current Science*. 114:1165-1167
10. **Devaiah Kambiranda**, Sheikh M Basha, Rakesh Kumar Singh, Huan He, Kate Calvin, Roger Mercer, (2016). In Depth Proteome Analysis of Ripening Muscadine Grape Berry cv. Carlos Reveals Proteins Associated with Flavor and Aroma Compounds. *Journal of Proteome Research* 15:2910-2923.
11. Katam R, Sakata K, Suravajhala P, Pechan T **Kambiranda D**, Naik KSS, Guo B, Sheikh MB, (2016). Comparative Leaf Proteome studies in Drought Tolerant and Susceptible Peanut to Water Stress. *Journal of Proteomics* 143-209-226.
12. Ajay BC, Ananga A, **Kambiranda D**, Obuya J, Bera SK, et al. (2016) Isolation and Characterization of inositol Tetraphosphatase Kinase (AhITPK1) and Inositol 1,4,5-Trisphosphate Kinase (AhIPK2) Gene in Peanut. *Cloning & Transgenesis* 5: 150.
13. Athmaram Thimmasandra Narayanappa, Harini Sooryanarain, Jagadeeswaran Deventhiran, Dianjun Cao, Backiyalakshmi Ammayappan Venkatachalam, **Devaiah Kambiranda**, Tanya LeRoith, Connie Lynn Heffron, Nicole Lindstrom, Karen Hall, Peter Jobst, Cary Sexton,

- Xiang-Jin Meng, Subbiah Elankumaran (2015) A Novel Pathogenic Mammalian Orthoreovirus from Diarrheic Pigs and Swine Blood Meal in the United States **mBio**: e00593-15
14. **Devaiah Kambiranda**, Ramesh Katam, Sheikh M Basha, Shalom Seibert (2014). iTRAQ Based Quantitative Proteomics of Developing and Ripening Muscadine Grape Berry. (corresponding author) **Journal of Proteome Research**: 13:555-569.
 15. Sheikh MB, Vasanthaiah HKN and **Devaiah Kambiranda**. (2012). Genetic variation in sugar accumulation among Vitis species. **International Journal of Wine Research**: 4 15–23.
 16. Clifford Louime, Jiang Lu, Oghenekome Onokpise, Kumar Vasanthaiah, **Devaiah Kambiranda**, Sheikh Mehboob, Hae Keun Yun. (2011). Resistance to Elsinoë ampelina and Expression of related Resistant Genes in Vitis rotundifolia Michx. Grapes. **International Journal of Molecular Sciences**. 12(6), 3473-3488; doi:10.3390/ijms12063473
 17. **Devaiah Kambiranda**, Hemanth Vasanthaiah., Sheikh M. Basha (2011). Relationship between acid invertase activity and sugar content in grape species **Journal of food biochemistry**; DOI: 10.1111/j.1745-4514.2010.00483.x
 18. **Devaiah Kambiranda**, Balasubramanian, Padma Venkatasubramanian (2011). Development of RAPD Based SCAR Marker for Identification of Ipomoea mauritiana Jacq (Convolvulaceae) **ECAM** 2011: 868720.
 19. Cho, Kye Man, Eun Ju Kwon, Sung Kyum Kim, **Devaiah M Kambiranda**, Renukaradhya K Math, Young Han Lee, Jungho Kim, Han Dae Yun, and Hoon Kim (2009). Fungal Diversity in Composting Process of Pig Manure and Mushroom Cultural Waste Based on Partial Sequence of Large Subunit rRNA **Journal of Microbiology and Biotechnology**, 19 (8) 743-748
 20. **Devaiah M. Kambiranda**, Shah Md. Asraful Islam, Kye Man Cho, Renukaradhya K. Math, Young Han Lee, Han Dae Yun (2009). Expression of esterase gene in yeast for organophosphates biodegradation **Pesticide biochemistry and Physiology** 94, (1) 15-20 (Listed as 2 in top 25 articles from April to June 2009).
 21. Kye Man Cho, Su Young Hong, Renukaradhya K. Math, Jin Hwan Lee, **Devaiah M. Kambiranda**, Jong Min Kim, Shah Md. Asraful Islam, Myoung Geun Yun, Ji Joong Cho, Woo Jin Lim and Han Dae Yun (2009). Biotransformation of phenolics (isoflavones, flavonols, and phenolic acids) during the fermentation of cheonggukjang by Bacillus pumilus HY1 **Food Chemistry**, 114(2) 413-419
 22. Kye Man Cho; Renukaradhya K. Math; Su Young Hong; Shah Md. Asraful Islam; **Devaiah K Mandanna**; Ji Joong Cho; Myoung GeunYun; Jong Min Kim; Yun Han Dae. (2009). Iturin produced by Bacillus pumilus HY1 from Korean soybean sauce (kanjang) inhibits growth of aflatoxin producing fungi. **Food control**, 20 402-406
 23. Kye Man Cho, Woo Jin Lim, **Devaiah M Kambiranda**, Renukaradhya K Math, Seong Weon Kim, Su Young Hong, and Han Dae Yun (2008). Simultaneous detection of food-borne pathogenic bacteria in ready-to-eat Korean kimbab using Multiplex PCR method. **Food Science and Biotechnology** 17, (6) 1240-1245
 24. Cho, Kye Man , Sun Mi Lee , Renukaradhya K. Math , Shah Md. Asraful Islam, **Devaiah M Kambiranda**, Jong Min Kim , Myoung Geun Yun , Ji Joong Cho , Jong Ok Kim , Young Han Lee , Hoon Kim and Han Dae Yun. (2008). Culture-independent Analysis of Microbial Succession during Composting of Swine Slurry and Mushroom Cultural Wastes. **Journal of Microbiology and Biotechnology**, 18 (12) 1874-1883
 25. **Devaiah KM** and Venkatasubramanian P. (2008). RAPD-SCAR Marker development for authentication of Pueraria tuberosa (Roxb.ex Willd.) DC. **Current Science** 94: 1306-1309
 26. **Devaiah KM** and Venkatasubramanian P. (2008). Genetic characterization and authentication of Embelia ribes Burm.F (Myrsinaceae) using RAPD - PCR and SCAR marker, **Planta Medica** 74: 194-196
 27. **Devaiah KM**, Bali G, Athmaram TN and Sheik MB. (2007). Identification of two new genes

- from drought tolerant peanut up-regulated in response to drought. **Plant Growth Regulation** 52, (3): 249-258.
28. Athmaram TN, Bali G, and **Devaiah KM**. (2006). Integration and expression of Bluetongue VP2 gene in somatic embryos of peanut through particle bombardment method. **Vaccine** 24: 2994-3000.

ii. **Book Chapters:**

- 1) **Devaiah Kambiranda**, James Obuya 2020. Grapevine Improvement through Biotechnology. In: Transgenic Crops, (eds), Kin-Ying To, Intech Open, USA, ISBN: 978-1-83962-451-3. DOI: 10.5772/intechopen.91851.
- 2) Anthony O. Ananga, Ernst Cebert, Joel W. Ochieng, Suresh Kumar, **Devaiah Kambiranda**, Hemanth Vasanthaiah, Violetka Tsoleva, Zachary Senwo, Koffi Konan and Felicia N. Anike 2012. Prospects for Transgenic and Molecular Breeding for Cold Tolerance in Canola (*Brassica napus* L.), Oilseeds, Uduak G. Akpan (Ed.), ISBN: 978-953-51-0665-4, InTech, Available from: <http://www.intechopen.com/books/oilseeds/prospects-for-transgenic-and-molecular-breeding-for-cold-tolerance-in-canola-brassica-napus-l->.
- 3) **Devaiah M. Kambiranda**, Hemanth KN. Vasanthaiah, Ramesh Katam Anthony Ananga, Sheikh M. Basha and Karamthotsivasankar Naik 2011. Impact of Drought Stress on Peanut (*Arachis hypogaea* L.) Productivity and Food Safety, Plants and Environment, Hemanth KN. Vasanthaiah and **Devaiah Kambiranda** (Ed.), ISBN: 978-953-307-779-6, InTech, Available from: <http://www.intechopen.com/articles/show/title/impact-of-drought-stress-on-peanut-arachis-hypogaea-l-productivity-and-food-safety>.
- 4) Vasanthaiah HKN, Thangadurai D, Basha SM, Biradar DP, **Kambiranda D** and Louime C. 2011. Muscadiniana. Thangadurai D, Othman RY and Biradar AP (Eds), In: Wild Crop Relatives: Genomic and Breeding Resources. pp. 65-67. DOI: 10.1007/978-3-642-16057-8_4.
- 5) Dinesh MR, Vasanthaiah HKN, Ravishankar KV, Thangadurai D, Narayanaswamy P, Ali Q, **Kambiranda D** and Basha S.M. 2011. Magnifera. Wild Crop Relatives: Genomic and Breeding Resources 2011, 61-74, DOI: 10.1007/978-3-642-20447-0_4.

iii. **Proceedings**

- 1) Islam El-Sharkawy, **Devaiah Kambiranda**, Daniel Vera, Violeta Tsoleva. 2018. The first version of the whole-genome sequencing (WGS) and assembly of the muscadine grape, *Muscadinia rotundifolia* cv. Noble. Proceedings of the Annual Grape breeding and genetics Conference, Boredaux, France.
- 1) Ramesh Katam, Devaiah M. Kambiranda, Katsumi Sakata, **Tiratha Raj Singh**, Steve V. Sluyter, Paul A. Haynes, Mehboob B. Sheikh, Lekan M. Latinwo (2013). Characterization of Muscadine Berry Proteome Using Label and Label Free Mass Spectrometry Approaches Proceedings of the HUPO Annual World Congress, 12: pp. PS33-PS36..
- 2) Kathryn Vescio*, **Devaiah Kambiranda**, Matthew Reitzel, Shobha Devi Potlakayala. 2012. Proteome profiles of American and Chinese chestnut in response to Salicylic Acid treatment. Official Proceedings for the 2012 American chestnut Summit. * undergraduate student
- 3) **Devaiah Kambiranda**, Hemanth KN Vasanthaiah Sheikh M. Basha. 2010. Genetic Variation in Sucrose Metabolizing Enzymes among Six Muscadine Varieties. Proceedings of the Florida state Horticultural society, 123: pp. 32-34. (Peer reviewed)
- 4) Gohar Omar, Hemanth KN Vasanthaiah, **Devaiah Kambiranda**, Sheikh M Basha, Bobby Phills and Wayne Hunter. 2010. Assessment of genetic diversity among selected raspberry cultivars. Proceedings of the Florida state Horticultural society, 123: pp. 26-28. (Peer reviewed)
- 5) Hemanth Vasanthaiah, Sheikh M. Basha, Ramesh Katam and **Devaiah Kambiranda**. 2009. Investigation into Uneven Ripening Problem in Muscadine Grape for Enhancing Their

Enological Characteristics. Proceedings of the Florida state Horticultural society 122, 27-30.
(Peer reviewed)

- 6) **Devaiah, K.M.**, Geetha Bali, Naik, K. S. S and Mehboob Sheik Basha. 2005. Isolation of Drought responsive genes through DDRT-PCR in peanuts (*Arachis hypogaea*. L) Proceedings of the Annual Peanut Conference, APRES meeting, Virginia, Oklahoma USA. www.apres.okstate.edu/old%20proceedings/Vol%2037%20Proc.pdf.

1) **Database submissions**

- Devaiah Kambiranda**, Sheikh M Basha 2018. Proteome analysis of Blanc Du Bois grape, Data are available via ProteomeXchange with Pride database identifier **PXD005157**
- Devaiah Kambiranda**, Sheikh M Basha 2015. Proteome analysis of Muscadine grape during ripening, Data are available via ProteomeXchange with Pride database identifier **PXD001959**
- Kambiranda D**, Ramesh Katam and Basha SM.2013. Muscadine berry proteome. **Peptide Atlas** submission ID PASS00218, **674** proteins submitted.
- Kambiranda D**, Vasanthaiah HKN and Basha SM. 2011. Fungal Diversity in Muscadine (*Vitis rotundifolia* Michx.) Grape Berry, Wide Accession no -HQ006098-HQ006145 – **48** sequences.
- Vasanthaiah HKN, **Kambiranda D** and Basha SM. 2011. Fungal Diversity in Florida Hybrid grapes (*Vitis vinifera*) Grape Berry, Wide Accession no -JF508932-JF508967 – **36** sequences.
- Kambiranda D**, Vasanthaiah HKN and Basha SM. 2010. Acid Invertase, sucrose synthase and sucrose phosphate synthase from Muscadine genotype “Noble”. NCBI GenBank_Accn: GW392492 - GW392494 – **3** Sequences.
- Vasanthaiah,H.K.N., **Devaiah Kambiranda.**, Basha,S.M. (2009) Pierce-s Disease induced Unknown mRNA Pierce-s Disease induced genes (Zinfandel) Differential Display *Vitis vinifera* cDNA, mRNA sequence, Wide Accession no- 67736301 – 67736307 – **7** Sequences.
- Cho KM, Lee SM, Math RK, Islam SM, **Kambiranda DM**, Kim JM, Yun MG, Cho JJ, Kim JO, Lee YH, Kim H and Yun HD. 2008. Bacterial diversity during Composting, Wide Accession no DQ 345454 – 93; DQ 346445-645 – **240** Sequences.
- Cho KM, Lee SM, Math RK, Islam SM, **Kambiranda DM**, Kim JM, Yun MG, Cho JJ, Kim JO, Lee YH, Kim H and Yun HD. 2008. Fungal diversity during Composting, Wide Accession no DQ 365320- 555 - **236** Sequences.
- Devaiah, K.M** and Padma Venkatasubramanian. 2007. *Embelia ribes* SCAR marker sequence, Wide accession number- EU047711.
- Devaiah, K.M** and Padma Venkatasubramanian. 2007. *Pueraria tuberosa* SCAR marker sequence, Wide accession number- EU031785.
- Devaiah, K. M** and Padma Venkatasubramanian. 2007. *Ipomoea mauritiana* SCAR marker, Wide accession number- EF-624353.
- Devaiah, K. M.**, Geetha Bali, Athmaram, T. N., Naik, K. S. and Basha, M. S. 2006. *Arachis hypogaea* serine and leucine rich protein mRNAs, Wide accession number-DQ-834690 and DQ-834691.
- Devaiah, K. M.**, Bali, G., Athmaram, T. N., Priya. and Basha, M. S. 2006. Identification of genes involved in drought tolerance in drought stressed seedlings, Wide Accession nos- DQ812977- DQ812980 - **4** sequences.
- Devaiah, K. M.**, Bali, G., Athmaram, T. N., Naik, K. S. and Basha, M. S. 2006. Identification of genes involved in drought tolerance in drought stressed seedlings, Wide Accession nos- DQ811758-DQ811762 - **5** Sequences.
- Devaiah, K. M.**, Geetha Bali, Athmaram, T. N., Naik, K. S. and Basha, M. S. 2006. *Arachis hypogaea* DREB2A-like protein mRNA Wide Accession no -DQ333948.
- Devaiah, K. M.**, Bali, G., Naik, K. S. and Basha, M. S. 2006. *Arachis hypogaea* drought responsive protein mRNA, Wide Accession no-AY960638.

Devaiah, K. M., Bali, G., Naik, K. S. and Basha, M. S. 2006. *Arachis hypogaea* drought-stressed leaves cDNA clone PDRT2, mRNA sequence Wide Accession no- DQ119294.

Professional Presentations

(i) Oral Presentations

Kambiranda, D. 2022. Melatonin content and composition in Muscadine grapes. ARD conference, March 31- April 4. Atlanta, GA.

Kambiranda, D. 2022. Proteomics and Immunoproteomics of Lipid raft proteins and sub-cellular compartmentalization. 20th LBRN Annual Conference, January 21-22, Baton Rouge, Louisiana.

Begum, R, Thota D, **Kambiranda, D,** Batra, S. 2021. Urolithins rescue e-cigarette vapor condensate induced distinct histone signatures-*in vitro* study. 19th LBRN Annual Conference, February 17-18, Baton Rouge, Louisiana.

Kambiranda, D, Begum, R, Batra S, 2020. Anti-inflammatory effects of ellagitannin metabolites on Electronic Cigarette Vapor Condensate challenged lung epithelial cells. 18th LBRN Annual Conference, January 17-18, Baton Rouge, Louisiana.

El-Sharkawy Islam, **Devaiah Kambiranda,** Daniel Vera, Violeta Tsoleva. 2018. The first version of the whole-genome sequencing (WGS) and assembly of the muscadine grape, *Muscadinia rotundifolia* cv. Noble. Annual Grape breeding and genetics Conference, July 15-20, Boredeaux, France.

Kambiranda, D, 2017. Muscadine grape nutraceutical products. Florida Grape and Wine Growers Conference, January 22-23, Palatka, Florida.

Kambiranda, D., Sheikh, M.B. 2016. An Integrative Transcriptome, Proteome and Metabolome Approach for Better Understanding Plant - Pathogen Interactions in Grape. 1890 Institution Teaching, Research and Extension Capacity Building Grants (CBG) Project Directors webinar, August 23-24.

Kambiranda D, Sheikh M Basha, 2015, Improving Enological, Disease and Nutraceutical Characteristics of Muscadine Grape Applying Cutting Edge Technologies, CAFS Research Forum, Tallahassee, FL

Devaiah Kambiranda, Sheikh M Basha, 2013. Proteomic Analysis of Ripening Muscadine Berry to Identify and Characterize Proteins Associated with Metabolite Synthesis Responsible for Superior Enological Characteristics of Muscadine Grape Berry. 17th Biennial ARD Research symposium, Jacksonville, FL.

Devaiah Kambiranda, Sheikh M Basha, 2013. Proteome Analysis of Muscadine Berry Ripening. Southern Association of Agricultural Scientists Meeting, Orlando, FL.

Devaiah Kambiranda, Sheikh M Basha, 2013. Quantitative Proteome Analysis of Developing and Ripening Muscadine Grape Berry. Plant and Animal Genome conference, San Diego, CA.

Ramesh Katam, **Devaiah M. Kambiranda,** Katsumi Sakata, Tiratharaj Singh, Steve V. Sluyter, Paul A. Haynes, Mehboob B. Sheikh, Lekan M. Latinwo. 2013. Characterization of Muscadine Berry Proteome Using Label and Label Free Mass Spectrometry Approaches. HUPO 12th Annual World Congress, Yokohama, Japan.

Devaiah Kambiranda, Sheikh M Basha, 2011. Differences in Sugar Metabolic Activities during Muscadine Grape (*Vitis rotundifolia*) Ripening. 16th Binneal ARD Research Symposium, Atlanta, GA, April 9-13.

HKN Vasanthaiah, **Devaiah Kambiranda,** Umar G, Phills B, SM Basha, 2011. Development of Molecular Markers Linked to Low Chill/Heat Tolerance in Raspberry (*Rubus idaeus* L.). 16th Binneal ARD Research Symposium, Atlanta, GA, April 9-13.

- HKN Vasanthaiah, **Devaiah Kambiranda**, SM Basha, PK Varadwaj, 2011. Identification of genes associated with Pierce's disease tolerance in grape. 16th Biennial ARD Research Symposium, Atlanta, GA, April 9-13.
- Phills BR, Umar G, **D Kambiranda**, HKN Vasanthaiah, SM Basha, Evaluation of Raspberries for growth performance under North Florida conditions. 16th Biennial ARD Research Symposium, Atlanta, GA, April 9-13.
- Umar G, **Devaiah Kambiranda**, Phills B, SM Basha, 2011. Determining Selected Physio-Chemical Characteristics among Blackberry Genotypes in North Florida. 16th Biennial ARD Research Symposium, Atlanta, GA, April 9-13.
- Devaiah Kambiranda***, Hemanth KN Vasanthaiah, Sheikh M Basha. 2010. Identification of constraints involved in sugar metabolism. Florida State Horticultural society (FSHS) Annual meeting and Conference, Crystal River, FL, June 6-8.
- Gohar Omar, Hemanth KN Vasanthaiah, **Devaiah Kambiranda***, Sheikh M Basha, Bobby Phills and Wayne Hunter. 2010. Assessment of genetic diversity among selected raspberry cultivars. Florida State Horticultural society (FSHS) Annual meeting and Conference, Crystal River, FL, June 6-8.

(ii) Poster Presentations

- Kambiranda D**, Obuya J. 2024. Ripe rot tolerance in grapevine population. ARD Meeting, Nashville, TN.
- Reason J**, Obuya J, Snowden J Kambiranda D. 2024. Quantification of Melatonin in muscadine grapes. ARD Meeting, Nashville, TN.
- Jeffery Stewart, Srinivasa Mentreddy, Karolina Mukhtar, **Devaiah Kambiranda**. Specific STS Gene Sequences in *Vitis rotundifolia* as Possible Modulators of Resveratrol (RSV) Synthesis. 10th Annual ACMAP Virtual Conference, June 24-25, 2021.
- Kambiranda, D.**, Sheikh, M.B. 2016. Improving Nutraceutical Value of Muscadine Grape to Promote Consumer Health, Increase Market Value and Grower Profit. 1890 Institution Teaching, Research and Extension Capacity Building Grants (CBG) Project Directors Meeting, September 19-20, Norfolk, Virginia.
- Sheikh, M.B., **Kambiranda, D**. 2016. Identification and Characterization of Proteins of Enological Significance in Florida Hybrid Grape. Plant and Animal Genome conference, January 10-14, 2016, San Diego, CA.
- Sheikh M Basha **Devaiah Kambiranda**, 2015, Shotgun Proteome Analysis for Insight into Secondary Metabolite Production in Muscadine Grape. Plant and Animal Genome conference, San Diego, CA.
- Ramesh Katam, Varshini Sridhar*, **Devaiah Kambiranda**, Joseph Bundy, Sydney Lyda, Kundai Chibanguza, Shelletta Tilghman, Sheikh M Basha, 2015, Analysis of Xylem Tissue and Xylem Sap Proteome Reveal Disease Tolerance Mechanisms Among Grape Species. Plant and Animal Genome conference, San Diego, CA * graduate student
- Sheikh M Basha **Devaiah Kambiranda**, Rajya Laksmi. 2014. Stilbene Profiling of muscadine grape genotypes. Plant and Animal Genome conference, San Diego, CA.
- Sheikh M Basha **Devaiah Kambiranda**, Katam R, 2013. Global Protein Profiling for Insight into Secondary Metabolite Synthesis in Muscadine Grape. Plant and Animal Genome conference, San Diego, CA.
- Katam R, Sridhar V*, Smith S, Chinthakuntla P, Badisa LV, **Kambiranda DM**, Musa M, Sluyter SV, Haynes PB, Gottschalk V, Latinwo LM, Basha SM, Cramer G. 2013. Integrative Metabolomics and Proteomics Approach to Identify Anticancer Compounds in Muscadine Grape. Poster presented at Plant and Animal Genome conference, San Diego, CA. * graduate student

- Ramesh Katam, **Devaiah Kambiranda**, Sheikh M. Basha. 2012. Analysis of muscadine berry iTRAQ data using PEAKS quantification algorithm. 2nd International conference on Proteomics and Bioinformatics, Las Vegas, NV, July 2-4.
- Devaiah Kambiranda**, Ramesh Katam, Sheikh M Basha, Caroline Odewumi , Musiliyu A Musa , Carl B Goodman, 2012. Proteome and Metabolite Analysis to Evaluate the Anticancer Activity in Muscadine Grape. Poster presented at Plant and Animal Genome conference, San Diego, CA, January
- Mehboob Sheikh, **Devaiah Kambiranda**, Hemanth KN. Vasanthaiah, 2012. Molecular Approach to Identify and Characterize Microbial Community in Muscadine Grape. Poster presented at Plant and Animal Genome conference, San Diego, CA,
- Devaiah Kambiranda**, Hemanth KN. Vasanthaiah, Sheikh M. Basha, 2011 Relationship between sucrose accumulation and Invertase activity in Muscadine Grapes. American Society for Plant Biology, Minneapolis, MN, Aug 6-10.
- Hemanth KN. Vasanthaiah, **Devaiah Kambiranda**, Sheikh M. Basha, 2011 Identification of genes associated with Peirce's Disease in grape. 16th Biennial ARD Research Symposium, Atlanta, GA, April 9-13.
- Sheikh M. Basha, **Devaiah Kambiranda**, Hemanth KN Vasanthaiah. 2011. Identification And Characterization Of Components Affecting Sugar Composition In Muscadine Grape Berry. Poster presented at Plant and Animal Genome conference, San Diego, CA
- Hemanth KN. Vasanthaiah, **Devaiah Kambiranda**, Gohar Umar, Sheikh M. Basha, Bobby R. Phills, Wayne Hunter. 2010. Identification of Molecular Markers Associated With Low Chill/Heat Tolerance In Raspberry. Poster presented at Plant and Animal Genome conference, San Diego, CA
- Devaiah, K.M**, Geetha Bali, Naik K. S. S and Basha, S. M. 2005. Identification and Characterization of Drought Induced Transcripts in Peanut. Proceedings the 2nd International Conference on Integrated Approaches to Sustain and Improve Plant Production Under Drought Stress, Rome, Italy

Other Media Publications

SU AG center Grape Research

Kambiranda D. SU Builds grape production capacity to aid wine growers ARD updates March 2025, Page 3-4.

Kambiranda D. Viticulture Research at Southern University. 2024 1890 Land grant Universities Impact Report.

Kambiranda D. and Reason J. Media coverage of the vineyard and the viticulture program in local news WBRZ on October 18, 2024. <https://www.wbrz.com/news/wine-tasting-event-may-give-preview-of-louisiana-grown-wine-thanks-to-southern-researchers/>

Muscadine grape Proteomics work

Studies from Florida A&M University Have Provided New Information about Peptides and Proteins. <http://www.highbeam.com/doc/1G1-362981683.html>.

2013 Nov. 19, Study published in the "Journal of Proteome Research"
<http://muscadinehealthresearch.wordpress.com/muscadine-health-research-links/>

Muscadine Grape Sugar and Invertase enzyme work

New Food Chemistry Findings from Florida A&M University Described (Relationship Between Acid Invertase Activity And Sugar Content In Grape Species), Food Weekly News via Vertical News.com, 66, ISSN: 1944-1762, Pubz ID: 002772064.

American Society for Plant Biologists Member Corner Article about Importance of research in muscadine grapes. <http://newsletter.aspb.org/2011/septoct11.pdf#page=35>

Hemanth KN Vasanthiah, **Devaiah Kambiranda**, Mehboob Sheikh, Wine Quality: Supplementation of Sugar in Grape Juice vs Enhancing Endogenous Sugar Level of Grape Berry. Grape Times August 2009.

Professional Membership

American Society for Plant Biology
American Society for Horticultural Sciences
Louisiana Forage and Grassland Council

Other Professional Activities

Journal peer review articles reviewed for Journal of Proteome research, Proteome Science, Plant Science, Journal of Medicinal Food, American Journal of Agriculture and Biological Sciences, American Journal of Food Science and Technology, Canadian Journal of Plant Science, E3 Journal of Biotechnology and Pharmaceutical Research, International Journal of Plant Physiology and Biochemistry, International Journal of Wine research, African Journal of Food Science, International Journal of Biotechnology and Food Science, Journal of Ayurveda

Students Trained

Graduate Students:

Shalom Siebert – Major Entomology Trained in RNA extraction from honey bees, Nucleic acid quantification, cDNA synthesis, real time PCR, data analysis for quantifying gene expression

Josie Toliver – Major Plant Science Trained in sample collection and preparation for biochemical analysis, data analysis, HPLC, quantification of phenolics and stilbenes in grapes, PCR, primer designing and electrophoresis.

Jeffery Stewart- Major Plant Science, Trained in DNA Isolation, PCR, Gene Expression Analysis.

Undergraduate Students :

Levi Stapleton-Major Agricultural science, grape pruning, drip irrigation, fertilization and nutrient management, vine training and grape diseases

Lauryn Langley- Major Agricultural Sciences Sample collection, biochemical analysis of grape berries, extraction of secondary metabolites, quantification using colorimetric assays, HPLC and data analysis

Tiffany Poydras- Major Agricultural Sciences Trained in metabolite extraction, purification and quantification of melatonin from grapes.

Christopher Amos- Major Agricultural Sciences Trained in Molecular biology techniques like PCR, electrophoresis, primer designing, real time -PCR.

Tyrese Chambers- Major Agricultural Sciences Trained in grapevine planting, randomized block design, training and pruning grapes

Naila McCraney- Major Agricultural Science Trained in Analytical HPLC, extraction of plant metabolites.

Undergraduate Students Supervised under the NSF-REU Programme:

- Remy Babich, Science (Honors Program) PSU, Harrisburg.
- Kundai Chibanguza, (B.S. Student in College of Agriculture, Food Science Program).
- Shelletta Tilghman, (B.S. Student in College of Arts and Science, Biology Major)
- Kathryn Vescio, (B.S. Student in College of Agriculture) PSU, Harrisburg

High School Students Supervised under the RATLR Summer Youth Programme:

- Kier Riley
- Kiara Johnson
- Kereena Gordon

Student Presentations

Tiffany Poydras, 2021, Anti-inflammatory effects of phytemelatonin , Honor Thesis presentation, Honors College, Southern University, Baton Rouge, LA.

Christopher Amos, 2020, Detection of melatonin pathway genes in muscadine grapes, Honor Thesis presentation, Honors College, Southern University, Baton Rouge, LA

Naila McCraney, 2019, Quantification of melatonin in muscadine grapes using HPLC. Honor Thesis presentation, Honors College, Southern University, Baton Rouge, LA

Toliver J, Sheikh MB, Kambiranda D, 2015, The Effect of Withering on Muscadine Grape Composition and Product Quality, NBGSA conference, Jacksonville, FL

Shelletta C. Tilghman, Ramesh Katam, Devaiah Kambiranda, and Sheikh M. Basha. 2013. Characterization of Xylem Sap Components Associated with Pierce's Disease Tolerance. Emerging Research National (ERN) Conference in STEM, Washington D.C

Chibanguza K, Kambiranda DM, Katam R, Basha SM, Lekan M Latinwo. 2013. Identification of Proteins Associated with Pierce's Disease Tolerance in Xylem Tissue of *Vitis* Species. Presented at the ARD conference, Jacksonville, Florida April 4-8.

Vescio K, Kambiranda D, Reitzel M, Potlakayala SD. 2012. Proteome profiles of American and Chinese chestnut in response to Salicylic Acid treatment. Presented at the American Chestnut Annual Conference.

Tilghman S, Kambiranda D, Basha SM. 2012. Characterization of Xylem Sap Components Associated with Pierce's Disease Tolerance. Presented at NSF-REU student summit, FAMU, Biology.

Riley K, Kambiranda D, Basha SM. 2011. Extraction of Grape Berry Proteins and 2D gel Electrophoresis. Presented at RATLR symposium, FAMU-CAFS.

Johnson K, Gordon K, Kambiranda D, Basha SM. 2012. Estimation of total Amino Acids, Sugars, Proteins and Carbohydrates in Florida Hybrid grapes/Muscadine grapes. Presented at RATLR symposium, FAMU-CAFS - Secured third Price.

STATE OF LOUISIANA

PARISH OF EAST BATON ROUGE

EMPLOYMENT AGREEMENT

This Employment Agreement (“Agreement”) is made and entered into by and between the **BOARD OF SUPERVISORS OF SOUTHERN UNIVERSITY AND AGRICULTURAL AND MECHANICAL COLLEGE** (“BOARD”), a body corporate existing under the Constitution and laws of the State of Louisiana, and **DR. JOSEPH BOUIE, JR.**, (“CHANCELLOR”), for **SOUTHERN UNIVERSITY AT NEW ORLEANS** (“SUNO”):

1. **Definitions.** For purposes of this Agreement, the following terms shall have the meaning shown:
 - 1.1 “Base Salary Amount”: The annual sum of Two Hundred Seventy-Five Thousand Dollars and 00/100ths (\$275,000.00); which amount may be increased as set forth herein in Section 5 below.
 - 1.2 “Start Date”: August 1, 2025.
 - 1.3 “End Date”: July 31, 2028.
2. **Term.** The term of this Agreement shall be for a definite term of three (3) years, commencing on the Start Date and ending on the End Date unless terminated sooner in accordance with Section 8 of this Agreement.
3. **Employment.**
 - 3.1 Effective on the Start Date, the Board appoints and employs Dr. Joseph Bouie, Jr. as the Chancellor of Southern University at New Orleans (“SUNO”). The appointment as Chancellor is “at-will” as provided by law and jurisprudence, subject to the terms set forth herein.
 - 3.2 Chancellor will report and be responsible to the Board through the System President in accordance with all applicable laws, rules, and regulations of any governmental entity and applicable accrediting bodies.
 - 3.3 Chancellor agrees that within thirty (30) days of employment by Board, he will provide proof to SUNO that he has been issued a Louisiana driver’s license and that all vehicles registered in his name are registered in Louisiana, all pursuant to the requirements of La. R.S. 42:31.
 - 3.4 The Board further grants Chancellor the academic appointment of full professor at the Southern University at New Orleans (“SUNO”) campus which appointment shall be granted with vested tenure.

4. **Duties and Responsibilities.** The Chancellor shall be the chief executive officer of SUNO and provide for the overall leadership of its operations and campus, subject to the direction and control of the System President and the Board. In addition, the Chancellor will be responsible for:
 - 4.1 The Chancellor shall report to and be responsible to the Board through the System President as required in the Board's bylaws. The Chancellor agrees to perform such additional duties and responsibilities as may reasonably be assigned to the office of Chancellor by the System President or Board from time to time.
 - 4.2 The Chancellor shall have the authority necessary for the execution of all policies, resolutions, rules, and regulations of the Board for the effective operation of SUNO.
 - 4.3 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.
 - 4.4 The Chancellor shall comply with all other laws and regulations applicable to his specific and public officials.
 - 4.5 The Chancellor will be subject to an annual review by the System President to be conducted in a manner and procedure determined by the System President. The President along with the Chancellor will establish performance goals. The goals and objectives will be the basis for his performance review for the three (3) years of the Agreement and any extensions thereof.
5. **Compensation and Benefits.** Board agrees to pay Chancellor the Base Salary Amount and associated allowances in monthly installments, on SUNO's regular monthly payroll date. The Base Salary Amount shall be reviewed from time to time and may be adjusted at that time by the Board, subject to a favorable evaluation. However, in no event will Chancellor's Base Salary Amount be reduced as a result of any such review.
 - 5.1 **Base Salary.** Chancellor shall be entitled to an annual Base Salary Amount of Two Hundred Seventy-Five Thousand Dollars and 00/100ths (\$275,000.00).
 - 5.2 **Housing Allowance.** Chancellor shall be entitled to an annual housing allowance of Thirty-Five Thousand Dollars and 00/100ths (\$35,000.00). The housing allowance shall be paid in equal monthly installments.
 - 5.3 **Vehicle Allowance.** Chancellor shall be entitled to an annual vehicle allowance of Fifteen Thousand Dollars and 00/100ths (\$15,000.00). The vehicle allowance shall be paid in equal monthly installments.
 - 5.4 **Retirement.** Chancellor shall be entitled to participate in any retirement benefit

plans available for full-time administrative employees in accordance with law.

5.5 **Health Insurance and other Fringe Benefits.** Chancellor will be entitled to participate in any health insurance plan and avail himself of any fringe benefits available to faculty or unclassified administrative employees.

6. **Incentive Compensation.** Based upon a positive performance evaluation and recommendation by the System President to the Board, the Board may provide incentive compensation to the Chancellor which incentive pay shall not be less than two percent (2%) of Chancellor's Base Salary Amount and shall be based upon the following criteria or other criteria as may be provided to Chancellor in writing by the System President and/or Board:

6.1 10% Increase in full-time enrollment by the end of the second year of Agreement in comparison to the last 3-year average prior to the Start Date.

7. **Service On Corporate Boards and Outside Activities.** The Chancellor may serve as a member of the Board of Directors of other public or private corporations and may accept honorariums and speaking fees so long as such service on any such board or any acceptance of any such honorariums and speaking fees are: (1) not a violation of any law or the Louisiana Code of Governmental Ethics; and (2) 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 SUNO. The Chancellor shall obtain approval from the System President prior to accepting an appointment on any such board or accepting any such honorarium or speaking fee. The System President shall not unreasonably withhold such approval.

8. Termination.

8.1 **Termination Without Cause.**

8.1.1 The Chancellor may be terminated without cause at the recommendation of the System President with approval of the Board. If terminated without cause, he will be entitled to the same Base Salary Amount at the time of termination (i.e., Base Salary Amount plus any increases received prior to termination) that he would have received as Chancellor for the balance of the term of employment specified herein. Such payments shall be subject to change in accordance with 8.3 below.

8.1.2 The Chancellor, upon termination as Chancellor without cause, shall have the right to: (a) assume the position of full professor with tenure at SUNO or other such position as may be mutually agreed upon by the parties or (b) he may elect to leave the System. For purposes of this paragraph, upon the end of the term of this agreement, the Chancellor's faculty compensation shall be calculated as the average of the three (3) highest paid faculty salaries in the department where the Chancellor is tenured.

8.1.3 If the Chancellor elects to leave the System following a termination without cause and accepts new employment prior to the expiration date of this Agreement, SUNO shall be entitled to a credit for the amount of salary, allowances, or fringe benefits earned from such new employment. The amount of any payment due by SUNO following a termination without cause shall be reduced by the credit.

8.1.4 The parties agree that the above payments represent liquidated damages and are all that is due should the agreement be terminated without cause.

8.2 Resignation.

8.2.1 The Chancellor shall provide the System President with notice of a 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. He shall be compensated at the faculty pay described in section 8.1.2 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.

8.3 Termination for Cause.

8.3.1 If the Chancellor is terminated for cause, he shall be terminated from all positions within the System including the right to assume a position as a tenured faculty member. If terminated for cause, 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.

8.3.2 The Board may terminate the Chancellor for cause for the following reasons, but is not limited to:

8.3.2.1 Commission of a material and substantial violation of state, federal or local law, other than traffic offenses, or misdemeanors;

8.3.2.2 Acts of dishonesty, misrepresentation, fraud, or violence that may or may not rise to level of warranting criminal prosecution by the relevant authorities, and/or a finding of academic dishonesty;

8.3.2.3 Felony indictment for a crime of moral turpitude or other crime which would bring SUNO's reputation in disrepute;

8.3.2.4 Commission of, or participation in by Chancellor of any act, situation, or occurrence, which, in Board's judgment, brings Chancellor into public disrepute, contempt, scandal, or ridicule, and which has a material, negative financial impact on SUNO;

8.3.2.5 Failure to materially comply with the System's policies, rules and regulations concerning Title IX, including specifically but not exclusively the reporting of any incident of sexual misconduct in accordance with the System's Title IX policy;

8.3.2.6 Neglect of duty, including the unreasonable refusal or repeated failure to perform any duties imposed upon Chancellor herein (including, but not limited to, those duties specified in this Agreement), or failing to perform the same to the best of Chancellor's reasonable ability, which such refusal or failure has not been cured by Chancellor within thirty (30) days after the Board has given Chancellor written notice of the refusal or failure; and

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

9. **Retention and Return of all Materials, Records, and Other Items.** All documents, records, or materials, including without limitation personnel records, recruiting records, team information, films, statistics, or any other material or data furnished to Chancellor by the Board and System or developed by Chancellor on behalf of or at the expense of Board and/or System or otherwise in connection with the employment of Chancellor are and shall remain the sole and confidential property of System/SUNO. Within ten (10) days of the expiration or termination of this Agreement, Chancellor shall cause any such materials in Chancellor's possession or control to be delivered to SUNO. At the same time, Chancellor shall return to the SUNO all credit cards, keys, computers, automobiles, mobile communication devices and other items belonging to SUNO which were issued to or are in the possession of Chancellor.
10. **Entire Agreement.** This Agreement constitutes and expresses the entire agreement and understanding of the parties concerning the employment of Chancellor by Board and shall, upon the effective date hereof, supersede any other oral and written agreements between the parties. There are no oral or other agreements, understanding, promises, or representations between the parties affecting this Agreement. Both parties have relied solely on their own respective judgments in entering into this Agreement, with full opportunity to seek advice of competent counsel. It shall be construed, if necessary, without reference to the party that was the principal drafter of the Agreement.

11. **Amendments to Agreement.** This Agreement may be amended only by a written instrument duly approved by the Board and accepted by Chancellor, such approval and acceptance to be acknowledged in writing.
12. **Severability.** If any provision of this Agreement shall be deemed invalid or unenforceable, either in whole or in part, this Agreement shall be deemed amended to delete or modify, as necessary, the offending provision or to alter the bounds thereof in order to render it valid and enforceable.
13. **No Waiver of Default.** No waiver by the parties hereto of any default or breach of any covenant, term or condition of this Agreement shall be deemed to be a waiver of any other default or breach of the same or any other covenant, term or condition contained herein.
14. **No Waiver of Sovereign Immunity.** It is expressly agreed and understood between the parties that nothing contained herein shall be construed to constitute a waiver or relinquishment by SUNO and/or the Board of any rights to claim such exemptions, privileges and immunities as may be provided by law.
15. **Governing Law and Venue.** This Agreement shall be enforced and construed in accordance with the laws of Louisiana. Any civil action to enforce this Agreement shall be brought in the 19th Judicial District Court for the Parish of East Baton Rouge.
16. **Notices:** Any notices required to be provided under this agreement shall be deemed delivered if sent via US Mail, Hand Delivery, and/or Electronic Mail to:

For Chancellor:

Dr. Joseph Bouie, Jr.
jbouiejr@cox.net

For Board:

Tony Clayton
Current Board Chairman
Southern University Board of Supervisors
J.S. Clark Administration Building
Baton Rouge, LA 70813
TClayton@sus.edu

With copy to:

Office of General Counsel
Attn: Corinne M. Blache
Corinne_Blache@sus.edu

AND

DeCuir, Clark & Adams, L.L.P.
Attn: Brandon J. DeCuir
Brandon@Decuirlaw.com

THE PARTIES hereto, acknowledging that this Agreement is subject to approval of the Board of Supervisors, have executed this Agreement on the day, month and year first above written.

CHANCELLOR, SOUTHERN
UNIVERSITY AT NEW ORLEANS

Dr. Joseph Bouie, Jr.

PRESIDENT, SOUTHERN UNIVERSITY
AND A&M COLLEGE SYSTEM

Dennis J. Shields

CHAIRMAN, BOARD OF
SUPERVISORS OF SOUTHERN
UNIVERSITY AND AGRICULTURAL
AND MECHANICAL COLLEGE

Tony Clayton



SOUTHERN UNIVERSITY AND A&M COLLEGE SYSTEM

J.S. CLARK ADMINISTRATION BUILDING

4TH FLOOR

BATON ROUGE, LOUISIANA 70813

OFFICE OF THE PRESIDENT
(225) 771-4680

FAX NUMBER
(225) 771-5522

July 11, 2025

Tony Clayton, Chairman
Southern University Board of Supervisors
Office of the Board of Supervisors
J.S. Clark Administration Building, 4th Floor
Baton Rouge, LA 70813

Re: Faculty Appointment

Dear Chairman Clayton and Honorable Members of the Board:

As you are aware, Dr. Ammons has decided to step down from his position as Chancellor. Pursuant to Dr. Ammons's contract, upon such action, he has the right to return to the classroom. As such, I am requesting that the Board approve his appointment as full professor in the College of Arts and Sciences at Southern University at New Orleans. In accordance with his employment contract, Dr. Ammons's salary will be \$160,000.

Dr. Ammons has dedicated his career to higher education and thankfully, the Southern University System has received the fruits of his labor. Even though it predated my tenure, I thank him for his leadership in his role as Executive Vice President-Chancellor and in accepting the mission to assist SUNO at a critical time. With the integration of significant programs like Cybersecurity and Nursing and focusing on building a strong evening and weekend program, SUNO's positioned well for the future, in large part of Dr. Ammons's efforts.

It is for the above-referenced reasons, I seek your favorable consideration of this request. Should you have any questions, please do not hesitate to contact me.

Kindest Regards,

A handwritten signature in blue ink that reads "Dennis J. Shields".

Dennis J. Shields
President



**SOUTHERN
UNIVERSITY**
AND AGRICULTURAL & MECHANICAL COLLEGE

DEPARTMENT OF ATHLETICS

SOUTHERN JAGUARS | PO BOX 9942 | BATON ROUGE, LA 70813

GOJAGSPORTS.COM | [F /SOUTHERNUJAGUARS](#) | [@SOUTHERNUSPORTS](#)

July 8, 2025

RE: Salary Increase Request – Head Women’s Basketball Coach Carlos Funchess

Dear Chancellor Pierre,

I am writing to formally request a salary increase for Carlos Funchess, Head Women’s Basketball Coach, effective July 1, 2025, with a proposed annual salary of \$180,000. This request is made in recognition of Coach Funchess’s exceptional performance and the historic accomplishments of the women’s basketball program under his leadership.

Coach Funchess has consistently demonstrated an unwavering commitment to competitive excellence, academic integrity, and the personal development of our student-athletes. This past season, the Southern University Women’s Basketball Team achieved a landmark year, winning the SWAC regular season championship, the SWAC tournament championship, and for the first time in program history securing a victory in the NCAA Tournament.

These achievements are a direct reflection of Coach Funchess’s leadership, strategic acumen, and ability to cultivate a culture of hard work, resilience, and unity. The morale within the program is at an all-time high, with student-athletes demonstrating a strong sense of pride, discipline, and commitment both on and off the court.

Coach Funchess has built a program that not only wins games but also represents Southern University with excellence and class at the national level. He is a respected leader within the department, an ambassador for the institution, and a role model to his athletes.

Please see the approved revised contract addendum, which has been submitted to the Board of Supervisors in alignment with this request. Thank you for your consideration and continued support of our athletic programs.

Sincerely,

Roman P. Banks

Director of Athletics

Approved: *Desiree Thomas*

Desiree Honore Thomas, VP of Finance

Approved: *John Pierre*

John Pierre, SUBB Chancellor

Approved: *Dennis J. Shields*

Dennis J. Shields, SUS President

DEFENDERS OF THE ORANGE AND BLUE

**FOURTH AMENDMENT TO THE
EMPLOYMENT CONTRACT OF HEAD WOMEN’S BASKETBALL COACH
CARLOS CAMILL FUNCHESS**

This Fourth Amendment is made between the Board of Supervisors of Southern University and Agricultural and Mechanical College (herein referred to as “Board”) and Carlos Funchess (“Head Women’s Basketball Coach”). This Amendment along with the original employment contract executed on the 2nd day of July 2018, the First Amendment dated July 1, 2019, the Second Amendment dated January 1, 2021, and the Third Amendment dated June 23, 2023, constitutes the Employment Contract of the Head Women’s Basketball Coach at Southern University in Baton Rouge, Louisiana (herein referred to as “University”). This Fourth Amendment shall be effective on July 1, 2025, and shall remain in effect through June 30, 2031. The parties wish to amend the original contract in the following respects. All other provisions contained in the original contract will remain in effect.

II. Term

- a. The term of this agreement is for three (3) additional years and terminates on June 30, 2031.

III. Compensation and Employment Benefits

- a. For services and satisfactory performance of all terms of this agreement, SUBR shall pay Head Women’s Basketball Coach an annual base salary of one hundred eighty thousand and 00-100 dollars (\$180,000.00). The salary shall be paid in equal amounts monthly or such other regular pay periods used for administrative employees.

V. Performance Incentives

a.

v. Fundraising Incentives

A. Basketball Game Guarantee Incentive Funding

1. If two hundred thousand dollars (\$200,000.00) or more in game guarantees are collected during the contract year, the Head Women’s Basketball Coach shall receive a distribution of up to twenty thousand dollars (\$20,000.00) towards his salary and ten thousand dollars (\$10,000.00) towards vehicle stipend. The Women’s Basketball program may be allocated up to twenty-five thousand dollars (\$25,000.00) that may be used at the Head Women’s Basketball Coach’s discretion with approval from the Athletic Director, on any basketball related programs and activities, including recruiting, travel, equipment, salary supplements for assistant coaches, tutors, or other such personnel to assist the basketball program. One hundred seventy thousand dollars (170,000.00) will be retained by the athletic department budget. The basketball program must first satisfy the state budget requirements before allowing any other expenditures.

vi. Advancing to each subsequent round of the NCAA Tournament

- | | |
|--------------------------------|-------------|
| 1. Head Basketball Coach | \$10,000.00 |
| 2. Full-Time Assistant Coaches | \$2,500.00 |

IN WITNESS WHEREOF, the parties hereto have executed this agreement or caused this agreement to be executed on the date shown below.

_____ Carlos Funchess Head Coach	_____ Date	_____ Roman Banks Director of Athletics	_____ Date
--	---------------	---	---------------

_____ John K. Pierre Chancellor	_____ Date	_____ Tony M. Clayton Chairman, Board of Supervisors	_____ Date
---------------------------------------	---------------	--	---------------



**SOUTHERN
UNIVERSITY**
AND AGRICULTURAL & MECHANICAL COLLEGE

DEPARTMENT OF ATHLETICS

SOUTHERN JAGUARS | PO BOX 9942 | BATON ROUGE, LA 70813
GOJAGSPORTS.COM | [/SOUTHERNUJAGUARS](https://www.facebook.com/SouthernJaguars) | [@SOUTHERNUSPORTS](https://twitter.com/SouthernUSports)

July 8, 2025

RE: Salary Increase Request – Head Men’s Basketball Coach Kevin Johnson

Dear Chancellor Pierre,

I am writing to formally request a salary increase for Kevin Johnson, Head Men’s Basketball Coach, effective July 1, 2025, with a proposed annual salary of \$265,000. This request reflects the continued success and upward trajectory of the men’s basketball program under Coach Johnson’s leadership.

This past season, Coach Johnson led the team to capture the SWAC regular season title, a significant achievement that underscores the growth and strength of the program. Since his arrival, he has worked diligently to rebuild Southern Men’s Basketball into a championship-caliber team, establishing a culture of excellence, discipline, and competitive consistency.

Coach Johnson has raised the standard within the program—on the court, in the classroom, and throughout the community. His ability to recruit and develop top talent, implement a winning system, and build strong team chemistry has reignited pride in Jaguar basketball. The program’s momentum is palpable, and we are excited about what lies ahead for the upcoming season.

Coach Johnson’s leadership has not only restored credibility to the program but has also energized our fan base and reaffirmed Southern University’s status as a top competitor in the conference. His commitment to the overall student-athlete experience makes him an invaluable asset to our department and institution.

Please see the approved revised contract addendum, which has been submitted to the Board of Supervisors in alignment with this request. Thank you for your consideration and for your continued support of our athletic programs.

Sincerely,

Roman P. Banks

Director of Athletics

Approved: *Desiree Thomas*

Desiree Honore Thomas, VP of Finance

Approved: *John Pierre*

John Pierre, SUBR Chancellor

Approved: *Dennis J. Shields*

Dennis J. Shields, SUS President

DEFENDERS OF THE RED AND BLUE

**FIRST AMENDMENT TO THE
EMPLOYMENT CONTRACT OF HEAD MEN’S BASKETBALL COACH
KEVIN JOHNSON**

This First Amendment is made between the Board of Supervisors of Southern University and Agricultural and Mechanical College (herein referred to as “Board”) and Kevin Johnson (“Head Men’s Basketball Coach”). This Amendment along with the original employment contract entered on the 18th day of July 2023 constitutes the Employment Contract of the Head Men’s Basketball Coach at Southern University in Baton Rouge, Louisiana (herein referred to as “University”). This First Amendment shall be effective on July 1, 2025, and shall remain in effect through June 30, 2029. The parties wish to amend the original contract in the following respects. All other provisions contained in the original contract will remain in effect.

II. Term

- a. The term of this agreement is for four (4) years commencing on July 1, 2025, and terminating on June 30, 2029.

III. Compensation and Employment Benefits

- a. For the services and satisfactory performance of all terms of this agreement, SUBR shall pay Head Men’s Basketball Coach an annual base salary of two hundred sixty-five thousand and 00-100 dollars (\$265,000.00). The salary shall be paid in equal amounts monthly or such other regular pay periods used for administrative employees.

V. Performance Incentive

a.

iv. Advancing to each subsequent round of the NCAA Tournament

- | | |
|------------------------------|-------------|
| 1. Head Basketball Coach | \$10,000.00 |
| 2. Full-Time Assistant Coach | \$2,500.00 |

vii. SWAC, LBCA, LSWA, or National Coach of the Year

- | | |
|------------------------------|--------------------|
| 1. Head Basketball Coach | One month’s salary |
| 2. Full-Time Assistant Coach | \$1,000.00 |

ix. Win twenty (20) games in one (1) season

- | | |
|------------------------------|--------------------|
| 1. Head Basketball Coach | One month’s salary |
| 2. Full-Time Assistant Coach | \$1,000.00 |

x.

1. If six hundred and fifty thousand dollars (\$650,000.00) or more in game guarantees are collected during the contract year, the Head Men's Basketball Coach shall receive a distribution of up to ten thousand dollars (\$10,000.00) as additional salary and ten thousand dollars (\$10,000.00) towards vehicle stipend. The Men's Basketball Program will receive Forty Thousand Dollars (\$40,000.00) used at the Head Men's Basketball Coach's discretion, as well as approval from the Athletic Director, on any basketball related programs and activities, including recruiting, travel, equipment, salary supplements for assistant coaches, tutors, or other such personnel to assist the basketball program. Five Hundred Ninety Thousand (\$590,000.00) will be retained by the Athletic Department budget. The basketball program must first satisfy the State budget requirement before allowing any other expenditures.

IN WITNESS WHEREOF, the parties hereto have executed this agreement or caused this agreement to be executed on the date shown below.

Kevin Johnson Date
Head Coach

Roman Banks Date
Director of Athletics

John K. Pierre Date
Chancellor

Tony M. Clayton Date
Chairman, Board of Supervisors



SOUTHERN UNIVERSITY LAW CENTER

2 ROOSEVELT STEPTOE DRIVE
POST OFFICE BOX 9294
BATON ROUGE, LOUISIANA 70813

OFFICE OF THE CHANCELLOR
(225) 771-2552
FAX (225) 771-2474

June 5, 2025

Dennis J. Shields
President
Southern University System & Baton Rouge Campus
J. S. Clark Administration Building
4th Floor
Baton Rouge, LA 70813

RE: Request for Two Months of Annual Leave

Dear President Shields:

I am writing to support Valencia Vessel, Assistant Professor of Academic Support, in her request for two months of annual leave to attend the University of California, Berkeley School of Law to obtain an L.L.M. This leave is planned to start on June 2, 2025, and conclude on August 1, 2025. Although Professor Vessel made this request directly to the board in March, she unfortunately did not follow the required process, leading to delays in obtaining the necessary approvals.

I believe this opportunity is invaluable for her professional development and will ultimately benefit our institution as well. I ask that you consider this request and include it on the Board's agenda for discussion and approval at the upcoming board meeting on July 18, 2025.

Please reach out to me if you have any questions or require further information.

Sincerely,

Alvin R. Washington, Esq.
Chancellor

Mission Statement

Through shared governance, leadership, and a diverse system of unique institutions, the mission of the Southern University and A&M College System is to deliver affordable world-class education, a trained workforce, state-of-the-art research, creative scholarship, and transformational public service to the State of Louisiana, the Nation, and the World.

SOUTHERN UNIVERSITY BOARD OF SUPERVISORS

(Following Personnel Affairs Committee)

July 18, 2025

AGENDA

1. Call to Order
2. Roll Call
3. Adoption of the Agenda
4. Public Comments
5. Resolutions
6. Action Item(s)
 - A. Request for Approval of Minutes of May 8, 2025, SUS Board of Supervisors Meeting
 - B. Request for Approval of Committee Reports and Recommendations
7. Informational Item(s)
 - A. Presidential Report/Legislative Priorities
 - B. Chancellor Reports
8. Other Business
9. Adjournment

SPECIAL RECOGNITION COMMITTEE

May 08, 2025

**Leon R. Tarver II Cultural & Heritage Center
Baton Rouge, LA**

MINUTES

The meeting of the Southern University Board of Supervisors was called to order by Board Chairman Tony Clayton. The Board Chairman announced the convening of the Special Recognition Committee.

The invocation was given by Pastor Lorenzo Bennett. The Pledge of Allegiance was led by Miss Brooklyn Chisley, SU Laboratory School Student of the Year.

AGENDA ITEM 3: SPECIAL PRESENTATIONS

- A. Honda Campus All Star Challenge Team National Championship Tournament (SUBR)
Chancellor Pierre introduced Ms. Mackie, who introduced the students.
- B. Southern University Students- Creation of Emmy Nominated Documentary (SUBR)
Chancellor Pierre introduced the students – They created Hidden Sports.
- C. SGA President's Recognition (SUS)
Honorable Member Dana Bailey introduced and recognized all SGA presidents from each campus.

AGENDA ITEM 4: ADJOURNMENT

A motion was made by Atty Quincy Cawthorne to adjourn the meeting.

ACADEMIC AFFAIRS COMMITTEE

(Following Special Recognition Committee)

May 08, 2025

**Leon R. Tarver II Cultural & Heritage Center
Baton Rouge, LA**

MINUTES

The Board Vice Chair Reggie Abraham announced the convening of the Academic Affairs Committee. Mrs. Ann Smith called the committee meeting to order.

Roll Call by President Shields

Present: Mrs. Ann Smith – Chair, Ms. Maple Gaines – Vice Chair, Ms. Zazell Dudley, Mr. Myron K. Lawson, Atty Tony Clayton - Ex Officio

Absent: Mr. Henry Whitehorn

AGENDA ITEM 3: ADOPTION OF THE AGENDA

There was a motion by Mr. Myron K. Lawson and the second by Ms. Maple Gaines to adopt the agenda. Motion passed.

AGENDA ITEM 4: PUBLIC COMMENTS

None

AGENDA ITEM 5: ACTION ITEM(s)

There was a motion by Mr. Myron K. Lawson and the second by Ms. Zazell Dudley to approve Action Item 5A. Motion was approved.

- A. Request for Approval of the Conferral of Posthumous Degree for Dynastie Nicole Williams (SUBR)
Chancellor Pierre gave background on Miss Dynastie Nicole Williams.

There was a motion by Ms. Zazell Dudley and the second by Mr. Myron K. Lawson to approve Action Item 5B. Motion was approved.

- B. Request for Approval to Present a “Certificate of Academic Achievement in Memoriam” to Isaiah Morgan (SULC)
Chancellor Washington gave background to Mr. Isaiah Morgan.

AGENDA ITEM 6: INFORMATIONAL ITEM(s)

- A. Flexible Friday Summer Work Hours (SUNO)
Chancellor Ammons explained the flexible summer work hours, which will be 8-6 M-Th and 8-12 on Friday.

- B. Scholars in Transition Education Program (STEP) at Southern University at New Orleans (SUNO)
Dr Bree Cook gave information on the STEP at SUNO. There were several questions from the board members. Dr. Cook entertained all questions. After which, Chairman Clayton and the board members ask that this item be postponed and vetted with President Shields by next month.

- C. Master of Education degree in Amalgam Leadership (SUNO)
Dr. Camacia Smith-Ross gave information on the Master of Education degree. There were several questions from the board members. Dr. Smith-Ross entertained all questions. There was a motion by Mr. Myron K. Lawson and a second by Ms. Zazell Dudley to move the information item to action item. This motion is contingent upon the president and the chairman. Motion was approved by roll call vote and everyone voted yes but Atty Clayton, he voted no because the proper protocol wasn't followed.

AGENDA ITEM 7: OTHER BUSINESS

None

AGENDA ITEM 8: ADJOURNMENT

A motion was made by Mr. Myron K. Lawson to adjourn the meeting.

FACILITIES AND PROPERTY

(Following Academic Affairs Committee)

May 8, 2025

**Leon R. Tarver II Cultural & Heritage Center
Baton Rouge, LA**

MINUTES

The Board Chair Tony Clayton announced the convening of the Facilities and Property Committee. Member Donald Ray Henry called the committee meeting to order.

Roll Call by President Shields

Present: Mr. Donald Ray Henry – Chair, Ms. Maple Gaines – Vice Chair, Ms. Zazell Dudley, Mr. Paul P. Matthews, Atty. Domoine Rutledge, Atty. Edwin Shorty, Mrs. Ann Smith and Atty. Tony Clayton – Ex Officio

Absent: Mr. Chris Masingill and Dr. Rani Whitfield

AGENDA ITEM 3: ADOPTION OF THE AGENDA

There was a motion by Atty Edwin Shorty and a second by Mrs. Ann Smith to adopt the agenda.
Motion passed.

AGENDA ITEM 4: PUBLIC COMMENTS

None

AGENDA ITEM 5: INFORMATIONAL ITEM(s)

A. Facilities Update (SUS)

Mr. Dawson provided an update on all projects and answered questions from board members.

AGENDA ITEM 7: OTHER BUSINESS

None

AGENDA ITEM 8: ADJOURNMENT

A motion was made by Mr. Paul Matthews to adjourn the meeting.

FINANCE COMMITTEE
(Following Facilities and Property Committee)

May 08, 2025

Leon R. Tarver II Cultural & Heritage Center
Baton Rouge, LA

MINUTES

The Board Chair Tony Clayton announced the convening of the Finance Committee. Mr. Myron K. Lawson called the committee meeting to order.

Roll Call by President Shields

Present: Mr. Myron K. Lawson – Chair, Mrs. Ann Smith – Vice Chair, Mr. Reggie Abraham, Atty. Quincy Cawthorne, Ms. Zazell Dudley, Ms. Maple Gaines, Atty. Domoine Rutledge and Atty. Tony Clayton– Ex Officio

Absent: Chris Masingill

AGENDA ITEM 3: ADOPTION OF THE AGENDA

There was a motion by Mrs. Ann Smith and a second by Atty Quincy Cawthorne to adopt the agenda.

Motion passed.

AGENDA ITEM 4: PUBLIC COMMENTS

None

AGENDA ITEM 5: INFORMATIONAL ITEM

A. Interim Financial Statement

Mr. McClinton mentioned the financials are included in the packet. There were no questions.

B. Restructure and Adjustment of the Tuition and Fee Rate Policy and Procedures for the Southern University Child Development Lab (SUAREC)

Chancellor McMeans gave details of the Policy and Procedures. There were no questions.

AGENDA ITEM 6: OTHER BUSINESS:

None

AGENDA ITEM 8: ADJOURNMENT

A motion was made by Atty. Quincy Cawthorne to adjourn the meeting.

LEGAL AFFAIRS COMMITTEE

(Following Finance Committee)

May 08, 2025

**Leon R. Tarver II Cultural & Heritage Center
Baton Rouge, LA**

MINUTES

The Board Chair Tony Clayton announced the convening of the Legal Affairs Committee. Atty Quincy Cawthorne called the committee meeting to order.

Roll Call by President Shields

Present: Atty. Quincy Cawthorne – Chair Atty. Domoine Rutledge – Vice Chair, Miss Dana Bailey, Ms. Maple L. Gaines, Atty. Edwin Shorty and Atty Tony Clayton – Ex Officio

Absent: Mr. Henry Whitehorn

AGENDA ITEM 3: ADOPTION OF THE AGENDA

Upon the motion by Atty Edwin Shorty and seconded by Atty Tony Clayton, the agenda was recommended for adoption.

Motion passed.

AGENDA ITEM 4: PUBLIC COMMENTS

None

AGENDA ITEM 5: ACTION ITEM(s)

Motion by Atty Tony Clayton and seconded by Miss Dana Bailey to approve Action Item 5A.

Motion approved.

A. Request for Approval to Proceed with Legal Action Against Hampden Engineering, LLC (SUSLA)

AGENDA ITEM 6: OTHER BUSINESS

None

AGENDA ITEM 6: ADJOURNMENT

A motion was made by Atty Tony Clayton to adjourn the meeting.

SOUTHERN UNIVERSITY BOARD OF SUPERVISORS

(Following Legal Affairs Committee)

May 08, 2025

Leon R. Tarver II Cultural & Heritage Center

Baton Rouge, LA

MINUTES

The meeting of the Southern University Board of Supervisors was called to order by Board Chair Tony Clayton.

PRESENT

Mr. Reggie Abraham, Miss Dana Bailey, Atty Quincy Cawthorne, Ms. Zazell Dudley, Ms. Maple Gaines, Mr. Donald R. Henry, Mr. Myron K. Lawson, Mr. Paul Matthews, Atty Domoine Rutledge, Atty Edwin Shorty, Mrs. Ann Smith, Rev. Dr. Samuel Tolbert and Atty Tony Clayton

ABSENT

Mr. Chris Masingill, Mr. Henry Whitehorn and Dr. Rani Whitfield

AGENDA ITEM 3: ADOPTION OF THE AGENDA

Chairman Clayton referred to amending the agenda by adding Action Item 6E (SUAREC Federal Employees) to the agenda. Upon the motion by Atty Domoine Rutledge and seconded by Mr. Paul Matthews the agenda was recommended for adoption with amendment.

Motion passed with roll call vote

AGENDA ITEM 4: PUBLIC COMMENTS

None

AGENDA ITEM 5: RESOLUTIONS

Dr. Allen Vital read resolutions for the following:

Resolutions

- Bernadette Fontenot-Rubin Family

There was a motion by Mr. Reggie Abraham to approve the read resolutions and second by Miss Dana Bailey.

Motion approved.

AGENDA ITEM 6: ACTION ITEM(s):

There was a motion by Mr. Reggie Abraham and second by Miss Dana Bailey approved action item 6A-6E globally.

Motion passed.

- A. Request for Approval of Minutes of April 11, 2025, SUS Board of Supervisors Meeting
- B. Request for Approval of Committee Reports and Recommendations
- C. Request for Approval of the Honorary Degree for Congresswoman Jasmine Crocket (SUNO)
- D. Request for Approval of the Contract Extension for DeCuir, Clark & Adams, L.L.P (SUS)
- E. Request for Position Approval - Selection of Dr. Tiffany Franklin as Vice Chancellor of Extension and Outreach and Request for Position Approval - Waive the Search and the Appointment of Dr. Raquel Ayles as Associate Vice Chancellor of Extension and Outreach. (SUAREC)

Per Chancellor McMeans, both positions are federal positions, and they are 100% Federal employees therefore this doesn't qualify under the governors hiring freeze.

AGENDA ITEM 7: INFORMATIONAL ITEM(s)

- A. Presidential Report- President Shields
- B. Legislative Update – Provided by Mr. Cedric Upshaw and President Shields
- C. Chancellor Reports – Chancellor Ammons, Chancellor Gantt, Chancellor McMeans, Chancellor Washington and Chancellor Pierre

AGENDA ITEM 8: OTHER BUSINESS

Next 60 Days – US World News Report ranking for university

Food Service Contract – 3 bidders – President Shields will provide proposals to the finance committee

The faculty handbook should be presented in the July meeting to the academic committee

AGENDA ITEM 9: ADJOURNMENT

A motion was made by Atty Tony Clayton to adjourn the meeting.