

## 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. Karen Jackson	Assistance Vice Chancellor for Student Success	New Appointment Existing Position	Waived	\$ 97,200	\$ 108,000	State
2. Albertha Lawson	Dean, Graduate School	New Appointment Existing Position	Waived	\$160,000	\$ 180,000	State
3. Marshall Faulk	Head Football Coach	New Appointment Existing Position	Waived	\$250,000	\$ 400,000	State
4. Curtis "CJ" Johnson	Assistant Coach	New Appointment Existing Position	Waived	\$ 95,000	\$ 150,000	State
5. Todd Lyght	Assistant Coach	New Appointment Existing Position	Waived	\$ 82,500	\$ 125,000	State

**(SULC)**

Name	Position/Department	Personnel Action	Waived/ Search	Salary		Funding Source
				Previous	Suggested	
1. Angela Bell	Director of the Lousi Berry Institute for Civil Rights and Social Justice/Associate Professor	Existing Position	Search	\$141,681	\$191,681	State
2. Angela Mason	Associate Director of Library Services	Existing Position	Search	\$91,728	\$108,000	State
3. Melanie Rey	Director of Career Services	Existing Position	Search	\$90,000	\$102,211	State
4. Gail Stephenson	Director of Faculty Affairs	New Position	Search	\$149,386	\$165,000	State

**(SUNO)**

Name	Position/Department	Personnel Action	Waived/ Search	Salary		Funding Source
				Previous	Suggested	
1. Patrice Sentino	Dean, School of Social Work	New Appointment	Search	\$105,000	\$100,000	State



## *Office of the Chancellor*

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

December 3, 2025

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

***Re: Appointment of Dr. Karen Jackson – Assistant Vice Chancellor for Student Success***

Dear President Shields,

Dr. Luria Young, Vice Chancellor for Academic Affairs, submitted a request to waive the search and appoint Dr. Karen Jackson as Assistant Vice Chancellor for Student Success for Southern University and A&M College. She has consistently demonstrated exceptional leadership and a commitment to our students and their success. She advanced the Office of Student Success, including the University College, to ensure that our students are receiving the services and support to be successful.

Dr. Jackson's proven record in higher education, student success initiatives, her ability to manage complex student programs, and her collaborative leadership make her the ideal candidate to continue to lead our efforts in improving student retention, academic progression, completion, and workforce placement. She has been instrumental in driving key initiatives that support student achievement and has fostered meaningful partnerships across academic units and student support services. Her strategic vision and commitment to student-centered programs align perfectly with the goals outlined for the Assistant Vice Chancellor role.

Dr. Jackson's appointment will ensure we maintain momentum and can continue to address these pressing challenges without delay. I am confident that her leadership will accelerate our efforts and help us meet our ambitious goals for student success (increasing our retention, progression, and completion rates, reduce the DFW rates, increase digital literacy, strengthen peer mentoring relationships, and a greater presence of our faculty in student success spaces).

Student Success is among the most comprehensive units at SUBR, consisting of the University College, Student Advocacy, First and Second Year Experience (including New Student Orientation), Academic Advising/Coaching, Tutoring, and Supplemental Instructors. Selected accomplishments resulting from her leadership include: 1) **The Academic Recovery and Intervention Plan (ARIP)**, 2) **The Pathways to Progress Project (PTPP)**, 3) **The Bridge to Rebound-An Alumni Mentorship Program**, 4) **The Student Retention Task Force**, 5) Transitioned Academic Advisor

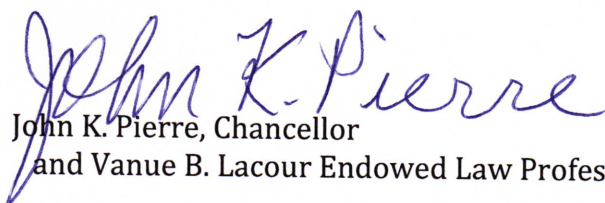


***Recommendation for the Appointment of Karen Jackson***  
***Page 2***

titles to Success Coaches, 6) Created a training manual for Academic Success Coaches, 7) Supported and redesigned the "College Success Skills", 8) New Tutoring Staff that resulted in an increased number of student participating in tutoring services from Fall 2024 to Spring 2025, and 9) prepared the Center for Student Success to achieve Learning Center Certification and Learning Center of Excellence Designation.

I concur with the assessment of Dr. Young that Dr. Jackson's qualifications, experience, and understanding of the needs of our students make her the best choice to lead this important work. If approved by the Board of Supervisors at their December 2025 meeting, the appointment will become effective on January 1, 2026 at a salary of \$108,000. If you have any questions, please feel free to contact me.

Yours sincerely,

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

Approved

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Dennis J. Shields, President



## *Office of Academic Affairs*

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

December 1, 2025

Chancellor John K. Pierre  
Southern University and A&M College  
3rd Floor, JS Clark Administration Building  
Baton Rouge, LA 70813

RE: Request to Waive the Search - Assistant Vice Chancellor for Student Success

Dear Chancellor Pierre,

Dr. Karen Jackson has served as the Interim Assistant Vice Chancellor for Student Success at Southern University and A&M College since November 2024. I had the opportunity to assess her performance over the last nine months, and she has consistently demonstrated exceptional leadership and a commitment to our students and their success. During this time, she advanced the Office of Student Success, including the University College, to ensure that our students are receiving the services and support to be successful. I am pleased to recommend Dr. Jackson as the Assistant Vice Chancellor for Student Success and request a waiver of the search process.

Dr. Jackson's 24-year proven record in higher education (both on-campus and online), student success initiatives, her ability to manage complex student programs, and her collaborative leadership make her the ideal candidate to continue to lead our efforts in improving student retention, academic progression, completion, and workforce placement. She has been instrumental in driving key initiatives that support student achievement and has fostered meaningful partnerships across academic units and student support services. Her strategic vision and commitment to student-centered programs align perfectly with the goals outlined for the Assistant Vice Chancellor role.

Given the critical nature of student success at this juncture, time is of the essence. We have significant work ahead to quickly stand up the Center for Student Success, funded in part of Shell USA, Inc. and expand essential programs that directly impact student retention, academic progression, completion, and workforce placement. Dr. Jackson's appointment will ensure we maintain momentum and can continue to address these pressing challenges without delay. I am confident that her leadership will accelerate our efforts and help us meet our ambitious goals for student success (increasing our retention, progression, and completion rates, reduce the DFW rates, increase digital literacy, strengthen peer mentoring relationships, and a greater presence of our faculty in student success spaces).



Dr. Jackson accomplishments have been nothing short of outstanding since serving in this interim position since November 1, 2024. Student Success is among the most comprehensive units at SUBR, consisting of the University College, Student Advocacy, First and Second Year Experience (including New Student Orientation), Academic Advising/Coaching, Tutoring, and Supplemental Instructors. Below are selected accomplishments resulting from her leadership:

**The Academic Recovery and Intervention Plan (ARIP) is designed** to support students on academic probation with structured guidance, faculty collaboration, and consistent progress monitoring. The number of students placed on academic probation from Spring 2025 has decreased by 60%.

**The Pathways to Progress Project (PTPP)** is a targeted academic recovery and support initiative for students on academic probation warning, integrating bootcamp, skill-building workshops, coaching sessions, and student support engagement.

**The Bridge to Rebound: An Alumni Mentorship Program** is designed to provide students on academic suspension with guidance, encouragement, and structured mentorship from members of the Alumni Federation. Rather than waiting for students to return, this program engages them during their suspension period to help them reflect, regroup, and prepare for a successful comeback.

**The Student Retention Task Force is designed** to develop and implement strategic initiatives that enhance student retention, progression, completion, and workforce placement. By utilizing data-driven approaches and fostering collaboration among faculty, staff, administrators, and students and providing targeted support services, the task force aims to identify barriers to student success and create actionable solutions.

**Transitioned Academic Advisor Titles** to Academic Advisors/Success Coaches and added eight Academic Advisors/Success Coaches to ensure advising representation in every academic college, with **increased salary** for the Senior Academic Advisor/Success Coaches.

Participation of the Senior Academic Advisor/Success Coaches in the **National Academic Advising Association** annual conference for professional development, knowledge sharing, and networking.

**Created a training manual** for Academic Success Coaches to focus on Retention, Progression and Completion (RPC) outcomes.

**Supported the redesign of the “College Success Skills”** class to include SU historical context along with essential academic, personal, and professional tools, strategies, and key success skills for student success.



**Created a shared communication process** for Student Advocacy to foster centralized information sharing, improved collaboration, accountability and transparency, enhanced student support, and efficient documentation. Recruited another student advocate to provide additional support for the Director and the students.

**Knowledge share meetings** with the Band and Athletic Advisors to promote collaborative efforts among all academic advisors.

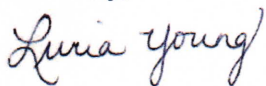
**New Tutoring Staff-** There has been a 43% increase in the number of students participating in tutoring services from Fall 2024 to Spring 2025 semester.

Preparing the Center for Student Success to achieve **Learning Center Certification & Learning Center of Excellence Designation through the International College Learning Center Association.**

For these reasons, I strongly urge that we waive the search process and appoint Dr. Karen Jackson to this position at an annual salary of \$108,000, effective January 1, 2026. This salary is the same salary of the Assistant Vice Chancellor for Academic Innovation, the comparable position in the Office of Academic Affairs. Dr. Karen Jackson's qualifications, experience, and deep understanding of the needs of our students make her the best choice to lead this important work.

I respectfully request that my recommendation for this appointment and waiver of the search be presented to the Board of Supervisors for consideration and approval at their December 2025 Board of Supervisors' meeting. Thank you for your consideration of this request. If you have any questions, please contact me.

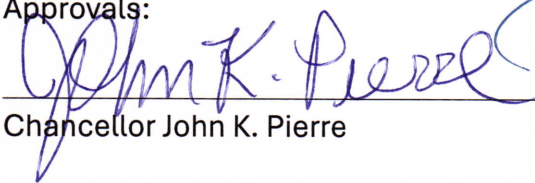
Sincerely,



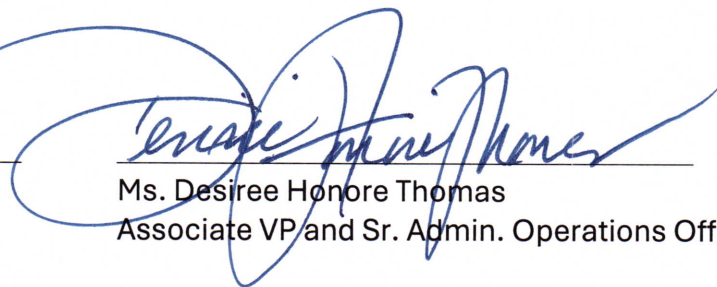
Luria Young, Ph.D.

Vice Chancellor for Academic Affairs

Approvals:



Chancellor John K. Pierre



Ms. Desiree Honore Thomas

Associate VP and Sr. Admin. Operations Officer

c: Ms. Dawn Harris, Director of Human Resources

**Southern University and A&M College**  
**Assistant Vice Chancellor for Student Success**  
**Job Description**

The Assistant Vice Chancellor for Student Success (AVCSS) at Southern University and A&M College is a full-time administrative position that reports to the Vice Chancellor for Academic Affairs. The AVCSS will provide visionary leadership and strategic direction for initiatives aimed at enhancing student retention, progression, completion, and workforce placement. This individual will lead and manage the Center for Student Success and University College. Additionally, this individual will collaborate closely with academic units, student services, and administrative departments to implement programs and interventions that support student achievement and success. The AVCSS will play a critical role in fostering a campus culture centered on academic excellence, student engagement, and success.

**Key Responsibilities**

- **Strategic Leadership:** Develop and implement a comprehensive student success strategy aligned with institutional goals, focusing on retention, academic progression, and graduation rates.
- **Program Development:** Lead the design, execution, and assessment of student success programs, including academic advising and coaching, tutoring services, supplemental instruction, first and second-year experience programs, and early intervention initiatives.
- **Data-Driven Decision Making:** Utilize data and analytics to identify trends, track student progress, and assess the effectiveness of student success programs. Work collaboratively with the Office of Institutional Effectiveness to improve outcomes.
- **Cross-Departmental Collaboration:** Foster strong partnerships with all academic units, the Institute for Teaching and Learning Excellence, student affairs, enrollment management, the office budget and finance, and the office of research to integrate student support services and academic resources.
- **Student Engagement:** Create and promote initiatives that increase student engagement, promote a sense of belonging, and enhance the overall student experience.
- **Student Support Services:** Oversee the coordination of academic support services, including tutoring, supplemental instruction, and mentoring programs aimed at supporting at-risk students.
- **Retention and Completion Initiatives:** Lead efforts to improve student retention, progression, and completion, with a focus on reducing achievement gaps among diverse student populations.
- **Professional Development:** Provide leadership and support for staff development and training in areas of student success and academic advising, coaching, and support.
- **Budget Management:** Manage the budget for student success initiatives, ensuring the effective allocation of resources to support student success programming.



- **Reporting:** Prepare reports on student success initiatives and outcomes, presenting findings and recommendations to university leadership and external stakeholders.

## **Qualifications**

### **Education**

- Doctorate in Higher Education Administration, Educational Leadership, or a related field is required. An MBA in addition to the doctorate is preferred.
- Certification in online instruction, preferably Quality Matters

### **Experience**

- A minimum of 5 years of progressive leadership experience in student success, academic advising, or a closely related area in higher education.
- Certification in online instruction, preferably Quality Matters, for online instruction focused on student success support

### **Skills**

- Strong leadership, team, and project management skills
- Excellent communication, interpersonal, and collaboration skills
- Demonstrated ability to design and implement data-driven student success programs
- Proven experience in developing and managing budgets
- Ability to work effectively with diverse student populations and foster an inclusive campus environment
- Knowledge of current best practices in student retention, engagement, and completion strategies
- Familiarity with student success and student information technologies such as EAB Navigate360, Banner, and similar platforms.



# Dr. Karen Jackson

## Contact

[Karen.jackson@sus.edu](mailto:Karen.jackson@sus.edu)  
[www.linkedin.com/in/dr-karen-jackson-phd-mba-5593b613/](https://www.linkedin.com/in/dr-karen-jackson-phd-mba-5593b613/)

## Key Skills

Quality Matters  
Online Course Design  
QM Rubric  
Leadership Development  
Student Affairs and Retention  
Management  
Change Management  
Human Resource Management  
Strategic Management  
Workforce Development  
Curriculum Development  
Planning and Organizing  
Operations Management  
Coaching/Consulting  
Diversity Management

## Affiliations

International College Learning  
Center Association  
National Society of Leadership  
and Success (NSLS)  
National Association of  
Professional Women (NAPW)

## Professional Profile

Higher education practitioner with over 20 years of progressive experience in academic administration, strategic planning, leadership development, teaching, coaching and consulting. Proven track record of fostering innovation, driving student-centered initiatives, and enhancing academic quality across diverse educational settings. Skilled in building collaborative partnerships, cultivating a culture of inclusivity, and implementing effective policies to support student success and faculty development. A visionary leader with a strong commitment to advancing the mission and values of higher education institutions while navigating complex challenges and driving sustainable growth.

## Experience

*October 2024—Present*

Interim Assistant Vice Chancellor for Student Success • Southern University and A & M College • Prairieville, LA

- ◆ Develop and execute strategic plans for improving student retention, engagement, and success. Designed and launched the Pathways to Progress plan (probation warning students), Jaguar Academic Reset Intervention plan (probation students), and Bridge to Rebound: Alumni Mentoring Program (suspended students)
- ◆ Lead the implementation of university-wide student success initiatives, including first-year experience programs, academic advising, tutoring, and career services. Redesigned the College Success Skills Freshmen Seminar course to embed critical academic and personal development tools. Launched the Keys to Success Workshops. Introduced JagCoaching Wednesdays for success coaching.
- ◆ Collaborate with university leadership, faculty, and staff to ensure alignment with institutional goals and priorities related to student success. Established the Jaguar Success and Advising Council (task force for academic and faculty advisors to meet monthly). Rebranded and restructured advising roles to integrate Academic Advisors and Success Coaches, reflecting a holistic student success model.
- ◆ Analyze and interpret student data to inform policy changes and develop action plans for enhancing student outcomes. Used retention, progression and suspension data to design targeted recovery and intervention programs.
- ◆ Provide leadership and oversight to key departments involved in student success, including academic advising, tutoring centers, career services, and student support programs. Expanded the advising unit by hiring six additional academic advisors, growing the team from six to 12. Oversaw training, integration, and role alignment for advisors into success coaching functions.



National Association of Christian  
Counselors (NACC)  
Holistic Coach Training  
Institute/International Coaching  
Federation (HCTI and ICF)

- ◆ Implement best practices for student success, including early alert systems, academic interventions, and personalized support plans. Designed personalized recovery interventions tailored to students' academic standing. The Keys to Success workshops target the students' skill gaps.
- ◆ Collect, analyze, and use student data to identify at-risk students and target interventions that will support their academic success. The intervention plans created ensures the at-risk students are identified early and supported intentionally.
- ◆ Regularly assess student success programs and services, using metrics such as retention rates, graduation rates, and student satisfaction surveys. Established the Student Retention Task Force to review, assess, and recommend changes to retention and student success initiatives.
- ◆ Serve as a key liaison between students, faculty, and administration to promote effective communication and collaboration on student success issues. Created the Jaguar Success and Advising Council, providing a formal structure for collaboration between academic advisors, faculty and leadership. The workshops and JagCoaching connects students, faculty, and support staff.
- ◆ Work with external stakeholders, including alumni and community partners, to create opportunities for student engagement, mentorship, and professional development. Designed and implemented the Bridge to Rebound: Alumni Mentoring Program to connect with suspended students.
- ◆ Manage the budget for student success initiatives, ensuring resources are allocated efficiently to support program goals.
- ◆ Ensure that staff within student success services have access to ongoing professional development and training. Rebranding advisors into success coaches requires professional development and ongoing training in coaching models. Advisors/Coaches attend conferences to acquire new skills and strengthen advising and coaching practices.
- ◆ Advocate for institutional policy changes that will improve the student experience and contribute to student success. Advanced advising reform by changing the job titles signals an institutional shift toward holistic student support.
- ◆ Foster a culture of continuous improvement within the Student Success division by encouraging staff development and creative approaches to student support. The workshops designed to ensure student success is continuously evolving with best practices.

*January 2024—October 2024*

Executive Director of Stakeholder Engagement • Southern University  
and A & M College • Prairieville, LA

- ◆ Provided comprehensive support to the Vice Chancellor of Academic Affairs.
- ◆ Coordinated and facilitated engagements with academic partners, government officials, donors, and other stakeholders to enhance collaboration and support the institution's goals.
- ◆ Collaborated with faculty and staff to identify at-risk students and implemented targeted intervention strategies to improve academic performance and overall student success.
- ◆ Prepared and compiled reports, presentations, and documentation as required by the Vice Chancellor, ensuring accuracy and timeliness.
- ◆ Assisted in the planning and execution of special projects related to academic affairs and stakeholder engagement, ensuring alignment with organizational objectives.
- ◆ Prepared materials for Southern University System Board of Supervisors' meetings, programs, and activities, attend sessions, and assist in capturing key action items and follow-ups.



- ◆ Assisted with the organization and management of commencement, events, conferences, and meetings, both on and off-campus, to promote academic initiatives and strengthen relationships with stakeholders.
- ◆ Served as a primary point of contact for internal and external stakeholders, ensuring clear and efficient communication on behalf of the Vice Chancellor.
- ◆ Fostered effective communication and collaboration between the Office of Academic Affairs and academic departments, and the stakeholder engagement team to support the implementation of new and innovative academic initiatives.
- ◆ Served as one of the primary contacts for managing student grievances. Ensured that students are informed of the status of their grievances and assist with a timely resolution for completion.
- ◆ Reviewed and evaluated student complaints to determine appropriate action and facilitate the student conflict resolution process by coordinating meetings between students, faculty, and relevant parties.
- ◆ Assisted students with overloads and rescheduling classes due to unforeseen circumstances. Collaborated with academic advisors, faculty and registrar's office to seek resolutions for complex scheduling issues and academic appeal suspensions.
- ◆ Advocated for students facing immediate challenges that impact their academic progress or well-being.
- ◆ Responded to urgent student concerns and crises in a timely and supportive manner. Connected students with additional campus resources as needed, such as financial aid, academic tutoring, counseling, and advising.

*January 2021—*

Chief Executive Officer • KJackson Consulting Group • Prairieville, LA

- ◆ Develop strategic plans and conduct organizational assessments for business clientele.
- ◆ Assist entrepreneurs in business startup requirements, which includes establishing EIN registration, permits, licenses, NAICS codes, bank accounts, websites, professional email addresses, social media.
- ◆ Aid clients in identifying strategies and systems applicable to professional development and enhancing effectiveness in business, ministry, or the marketplace.
- ◆ Engage in discussions with clients regarding business models, financial projections, budgeting, financial options, and funding resources. Additionally, assist in compiling a list of industry-specific organizations offering financing and contracting opportunities.
- ◆ Teach clients practical skills and techniques to enhance their personal and professional effectiveness, such as time management, communication, stress management, and decision-making.
- ◆ Encourage clients to engage in self-reflection and introspection to gain insights into their values, strengths, weaknesses, and areas for growth.
- ◆ Provide career coaching, career mapping, job development, and training through the utilization of career assessments, exploration tools, and personality assessments. Additionally, conduct workshops on resume writing and interview preparation.
- ◆ Utilize counseling techniques to support clients in overcoming traumatic experiences related to addiction, anger, anxiety, and depression.
- ◆ Guide clients through significant life transitions using life coaching methods that foster self-awareness, exploration, and both personal and professional development.



*July 2023—December 2023*

Academic Coach/Faculty • Xavier University • New Orleans, LA

- ◆ Facilitated College Experience courses designed to equip students with essential skills and knowledge needed to be successful in their collegiate journey, which included academic success strategies and personal development.
- ◆ Developed and delivered engaging course content that covered topics such as study skills, time management, goal setting, academic planning, and career exploration.
- ◆ Created a supportive and inclusive learning environment that encouraged student participation, critical thinking and self-reflection.
- ◆ Utilized a variety of instructional methods, including lectures, discussions, group activities, and multimedia resources to enhance student learning.
- ◆ Provided individualized guidance and support to students to help them overcome academic challenges and achieve their goals.
- ◆ Assessed student performance through formative and summative methods such as assignments, exams, and projects, and provided constructive feedback to promote growth and improvement.
- ◆ Collaborated with colleagues and participated in departmental meetings and professional development activities to enhance teaching effectiveness and contribute to curriculum development.
- ◆ Completed early alerts and used pivot tables to highlight students who needed critical assistance and additional resources.
- ◆ Served as liaison between students, staff, faculty, and administrators.
- ◆ Assisted the CARE Director in developing assessment reports, including developing CARE Program goals and objectives, revising yearly outcomes, reviewing national statistics, and other data collection and assessment responsibilities.
- ◆ Supervised and worked collaboratively with CARE Colleagues to support CARE Students.
- ◆ Connected CARE Students with campus resources, provided referral services, and developed appropriate interventions.

*July 2017—May 2022*

Campus Director • Upper Iowa University • Baton Rouge, LA

- ◆ Successfully managed a prominent location and supervised three additional campus sites.
- ◆ Managed and supervised staff in accordance with university guidelines and EEOC guidelines.
- ◆ Recruited and developed staff and faculty and allocated financial and human resources appropriately to meet campus goals.
- ◆ Ensured campus staff were proficient in the military portal, scheduling classes, enrollment management database, and student records database.
- ◆ Followed enrollment management process from inquiry stage to student enrollment. Conducted student orientations and informational sessions. Established and evaluated processes to re-enroll stop out students. Additionally, created student appreciation and recognition programs to retain students.
- ◆ Met with prospective learners and advised (200-300 undergraduate and graduate learners) on academic and financial aid requirements, course selection, program requirements, the satisfactory academic progress requirements and the early alert system initiated by faculty members. Assisted with registering and scheduling of classes from admission to degree completion, updated degree plans every semester, conducted student evaluations using respective transcripts, completed graduation audits, and

- resolved student issues.
- ◆ Prepared master course schedules and assured proper sequencing for students to complete degrees and completed faculty development training annually.
- ◆ Provided oversight of all aspects of the center's marketing and communication efforts, which included hiring a marketing company to implement strategies to create brand awareness such as social media optimization, geofencing, OTT, email marketing, and search engine optimization.
- ◆ Managed the MBA Program; recruited students, employed different marketing strategies to create awareness of program, conducted presentations in classrooms, prepared promotional material to advertise on social media as well as to distribute to employers, and established community partnerships. Participated in committees to create graduate campaigns. Increased MBA enrollments by 40% within the second year.
- ◆ Prepared budget proposals in alignment with the organization's goals and strategic plans and monitored expenses to maximize direct margin contributions.
- ◆ Cultivated and maintained strong mutually beneficial relationships with constituents, community partners, colleges
- ◆ businesses, government agencies, and law enforcement agencies.
- ◆ Collaborated with student affairs departments to create career management resources and services available through HandShake. Managed all commencement activities for the campus.
- ◆ Projected enrollment, headcount and new student numbers, tuition revenue, and utilize resources to accomplish university enrollment and quality goals.
- ◆ Established a culture of excellent customer service through example, encouragement and providing direction to staff and faculty.
- ◆ Implemented team building activities and served on University Committees as appropriate.

*October 2012—May 2022*

Adjunct Professor • Upper Iowa University • Baton Rouge, LA

- ◆ Developed syllabi and assignments to align with course objectives and academic standards.
- ◆ Facilitated undergraduate courses in areas of Business Management, Strategic Management, Intl' Management, Leadership Theory, Supervision, Health Services Administration, Human Resources Management, Marketing, Global Marketing and Labor Relations.
- ◆ Planned, developed, and designed course instruction and materials that consider the learning needs of students by incorporating e-learning technologies, and evaluating taxonomies, models, tools and techniques.
- ◆ Integrated technology (simulations, PowerPoints, links, audio/video) and created innovative activities/exercises to increase learner participation, promote student engagement and motivation, and afford opportunities for students to communicate effectively and provide feedback.
- ◆ Integrated methods and/or techniques that will promote inclusion and alleviate disconnects in the classrooms.
- ◆ Employed a variety of formative and summative assessment strategies to determine student learning and performance, and provided feedback to students to support their learning and development.
- ◆ Advisory Board Chair.

*December 2005—May 2017*

Certified Advanced Professor • University of Phoenix • Baton Rouge, LA



- ◆ Developed syllabi, assignments, and formative and summative assessments to align with course objectives and academic standards.
- ◆ Facilitated Undergraduate and Graduate courses at three campus sites in Louisiana and asynchronous in the areas of Business Management, Leadership, Human Capital Management, Organizational Behavior, Health Services Administration, Diversity and Human Resources Management.
- ◆ Incorporated technology (simulations, PowerPoints, links, audio/video) and created innovative activities/exercises to increase learner participation, and afforded opportunities for students to communicate effectively and provide feedback.
- ◆ Applied Bloom Taxonomy techniques to promote critical thinking.
- ◆ Integrated methods and/or techniques that promoted inclusion and alleviated disconnects in the classrooms and in the online learning environment.
- ◆ Created value in the course work and used reinforcement techniques to ensure retention, adaptability, higher learning and reflection, and comprehension.
- ◆ Evaluated student performance consistently, provided constructive feedback to support student learning and development, monitored student attendance and posted grades in a timely manner.
- ◆ Participated in departmental meetings, committees, and curriculum development initiatives.
- ◆ Attended workshops, conferences, and training sessions related to instructional methodologies, curriculum development, and student engagement strategies.
- ◆ Co-Chair of the Education to Careers Committee.

*September 2007—December 2010*

#### President/CEO • JATI • Baton Rouge, LA

- ◆ Provided visionary leadership, direction, and guidance to employees, clients, and stakeholders, and established relationships with external partners to leverage resources and share expertise.
- ◆ Devised and implemented strategies to achieve state rehabilitation program (supported employment) goals and organizational goals and objectives.
- ◆ Managed daily operations, which included compiling daily reports, implementing and enforcing program budget, and coordinating expenditures.
- ◆ Completed competitive, market and industry analyses that helped the organization forecast and plan for future growth opportunities.
- ◆ Collected and analyzed program data and outcomes to measure program effectiveness and track client progression.
- ◆ Recruited and trained job coaches, using a variety of selection and recruiting strategies.
- ◆ Structured and designed training curricula in an effort to help clients become acclimated to the community and obtain meaningful employment.
- ◆ Provided counseling and career advising services. Completed assessments, job-analyses, development, and training, and achieved 100% job placement for all clients.
- ◆ Conducted small-group sessions on leadership and career management.
- ◆ Served as an advocate for supported employment and promoted awareness of the organization and rehabilitation initiatives at community events and speaking engagements.



## Education

*September 2024*

LifeBound Inclusive Coaching: Academic Coaching Certification

*July 2024*

Academic Impressions: Supervision Certification

*July 2024*

Quality Matters Certification: Designing Your Online Course (Virtual) (DYOC)

*June 2024*

Machine Learning Methods and Tools Badge: IBM SkillsBuild

Artificial Intelligence Fundamentals Badge: IBM SkillsBuild

Enterprise Design Thinking Practitioner Badge: IBM

*April 2024*

Quality Matters Certification: Applying the QM Rubric (APPQMR):  
Online Course Design

*December 2020*

PhD Higher Education Leadership • Capella University • Minneapolis,  
Minnesota

*May 2006*

Master of Business Administration • University of Phoenix • Phoenix,  
Arizona

*November 2003*

Master of Arts in Organizational Management • University of Phoenix •  
Phoenix, Arizona



## *Office of the Chancellor*

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December 3, 2025

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

### ***Re: Appointment of Dr. Albertha Lawson as Dean of Graduate and Professional Studies***

Dear President Shields,

Dr. Luria Young, Vice Chancellor for Academic Affairs, submitted a request to appoint Dr. Albertha Lawson as the Dean of Graduate and Professional Studies for Southern University and A&M College. As the current interim dean, Dr. Lawson has greatly improved SUBR's graduate operations, research visibility, and student success outcomes. She has updated and automated graduate school operations, boosting operational efficiency, accuracy, and responsiveness for students and faculty. She has proven extraordinary strength in resource creation, receiving grant funding for more than 65 graduate student stipends, scholarships, and assistantships, ranging from \$5,000 to \$36,000 per student per year. Recruitment, retention, and timely degree completion have all benefited directly from our approach.

Dr. Lawson has strategically positioned SUBR as a more competitive and research-active graduate institution. She established the 360 Research Mentoring Program, integrating Artificial Intelligence, Virtual Reality, Additive Manufacturing, and Computational Thinking across disciplines. This strategy has boosted graduate research engagement and contributed to SUBR's broader endeavors to expand its research profile.

Dr. Lawson's grant portfolio reveals a seasoned scholar-administrator with the unique ability to secure and manage complicated, multimillion-dollar initiatives. Her recent achievements include serving as Principal Investigator on a \$2 million Louisiana Department of Health emergency preparedness training project, utilizing AI and VR technologies to support community resilience; leading a \$1.65 million NSF-funded initiative on additive manufacturing and immersive technology; and co-lead to multiple NSF LIGO-SEC awards collectively exceeding \$4 million.

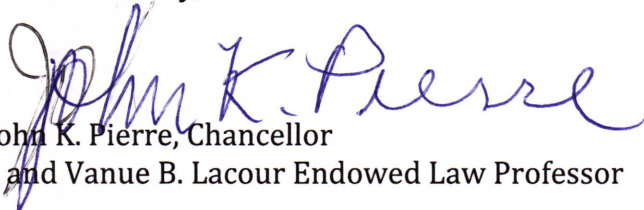
Dr. Lawson has a spirit of service, collaborative leadership, and outstanding professionalism. Her record of mentoring doctoral students, national reputation as an NSF reviewer and presenter, strong engagement with community organizations, and active role in professional associations speak to her holistic dedication to education and the public good. She is a valued colleague, a dedicated advocate for students, and a strategic thinker who leads with integrity, transparency, and compassion.



***Recommendation for the Appointment of Albertha Lawson***  
***Page 2***

I concur with the assessment of Dr. Young that Dr. Lawson has demonstrated the vision and capability to elevate SUBR's graduate enterprise. If approved by the Board of Supervisors at their December 2025 meeting, the appointment will become effective on January 1, 2026 at a salary of \$180,000. If you have any questions, please feel free to contact me.

Yours sincerely,

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

Approved

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Dennis J. Shields, President



## Office of Academic Affairs

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

December 1, 2025

Chancellor John K. Pierre  
Southern University and A&M College  
3rd Floor, JS Clark Administration Building  
Baton Rouge, LA 70813

RE: Appointment of Dr. Albertha Lawson as Dean of Graduate and Professional Studies

Dear Chancellor Pierre,

I am pleased to recommend **Dr. Albertha H. Lawson** for appointment as the permanent **Dean of Graduate and Professional Studies** at Southern University and A&M College (SUBR), at an annual salary of \$180,000 for a three-year renewal appointment. Dr. Lawson is an accomplished scholar and a proven, highly effective leader whose work as Interim Dean has significantly strengthened SUBR's graduate operations, research visibility, and student success outcomes.

Since assuming the interim role, Dr. Lawson has **modernized and automated graduate school processes**, increasing operational efficiency, accuracy, and responsiveness for students and faculty. She has demonstrated exceptional strength in resource development, **securing grant funding for more than 65 graduate student stipends, scholarships, and assistantships**, ranging from \$5,000 to \$36,000 per student each year. This work has directly supported recruitment, retention, and timely degree completion.

Dr. Lawson has strategically positioned SUBR as a more competitive and research-active graduate institution. She launched the **360 Research Mentoring Program**, integrating Artificial Intelligence, Virtual Reality, Additive Manufacturing, and Computational Thinking across disciplines. This initiative has enhanced graduate research engagement and supported SUBR's broader efforts to expand its research profile.

Dr. Lawson's grant portfolio reflects a seasoned scholar-administrator with the rare ability to secure and manage complex, multimillion-dollar projects. Her recent achievements include serving as Principal Investigator on a \$2 million Louisiana Department of Health emergency preparedness training project, utilizing AI and VR technologies to support community resilience; leading a \$1.65 million NSF-funded initiative on additive manufacturing and immersive technology; and co-lead to multiple NSF LIGO-SEC awards collectively exceeding \$4 million.



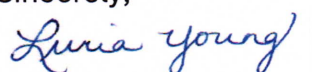
These accomplishments illustrate her capacity to bring national visibility, financial resources, and research innovation to Southern University's graduate programs.

Her academic credentials and professional history further underscore her readiness for the permanent deanship. Dr. Lawson holds a Ph.D. in Higher Education Administration, with specialization in big data, research, and policy analysis, complemented by a rich background in statistical modeling, actuarial science, institutional research, and academic leadership. She has served as Professor and Chair of the Science and Mathematics Education Doctoral (SMED) Program, demonstrating excellence in graduate-level teaching, student mentorship, and program administration. Her extensive experience in institutional research and accountability, including leadership roles at the Louisiana Community and Technical College System, the Louisiana State University System, and Baton Rouge Community College, uniquely equips her to strengthen data-informed decision-making and compliance processes within the Graduate School.

Beyond her administrative and scholarly strengths, Dr. Lawson brings exceptional professionalism, collaborative leadership, and a spirit of service. Her record of mentoring doctoral students, national recognition as an NSF reviewer and presenter, deep engagement with community organizations, and active role in professional associations speak to her holistic commitment to education and the public good. She is a respected colleague, a tireless advocate for students, and a strategic thinker who leads with integrity, transparency, and compassion.

It is my pleasure to support a leader of Dr. Lawson's caliber. Dr. Lawson has already demonstrated the vision and capability to elevate SUBR's graduate enterprise, and I am confident that her leadership will strengthen our competitiveness, expand research opportunities, and propel the university toward its broader strategic goals. I look forward to the transformative impact she will continue to make at Southern University and A&M College. Please feel free to contact me should you require any further information.

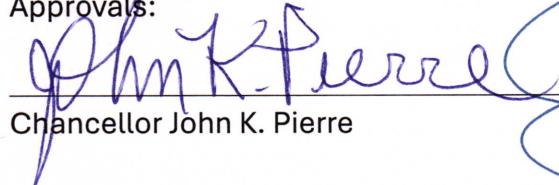
Sincerely,



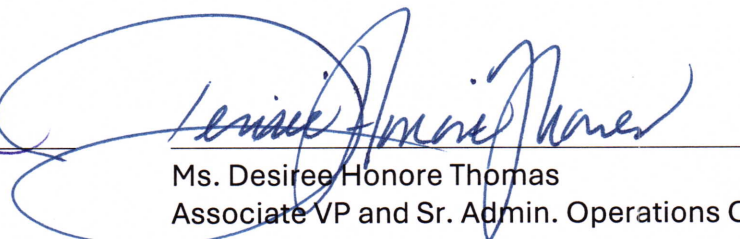
Dr. Luria Young

Vice Chancellor for Academic Affairs

Approvals:



Chancellor John K. Pierre



Ms. Desiree Honore Thomas

Associate VP and Sr. Admin. Operations Officer

c: Ms. Dawn Harris, Director of Human Resources

## JOB DESCRIPTION

**TITLE:** Dean of Graduate School  
**DEPARTMENT:** Graduate School  
**REPORTS TO:** Vice Chancellor of Academic Affairs  
**CLASSIFICATION:** Staff  
**EFFECTIVE DATE:** TBD  
**STANDARD WORK HOURS:** 40 hours per week  
**EMPLOYMENT STATUS:** Full-Time  
**SALARY RANGE:** \$140,000-\$180,000  
**POSITION NUMBER:** 2M9936

### JOB SUMMARY:

The Dean of Graduate School provides strategic leadership and oversight for all graduate programs at Southern University and A&M College. This role is responsible for enhancing graduate education, supporting student success, ensuring academic excellence, and fostering faculty collaboration across graduate programs. The Dean works closely with academic departments, faculty, and university administration to develop policies, improve program offerings, and ensure compliance with accreditation and institutional standards.

### ESSENTIAL JOB FUNCTIONS:

- Develops, implements, and evaluates strategic initiatives to enhance graduate education and student success.
- Designs and develops graduate program policies, curriculum development, and academic standards in collaboration with faculty and department chairs.
- Ensures compliance with university policies, accreditation standards, and external regulatory requirements for graduate programs.
- Works with faculty and staff to improve graduate student recruitment, retention, and degree completion rates.
- Provides mentorship and guidance for graduate students, supporting academic and professional development opportunities.
- Collaborates with faculty to promote research, interdisciplinary programs, and funding opportunities for graduate students.
- Manages the administration of graduate admissions, academic advising, and student support services.
- Works with Student Affairs and Career Services to enhance post-graduate employment and career development initiatives.
- Monitor and assess graduate program outcomes, using data-driven approaches to inform decision-making and improvements.
- Organizes workshops, orientations, and professional development activities for graduate students and faculty.



- Represents the university's graduate programs at internal and external meetings, conferences, and recruitment events.
- Exhibits scholarly productivity through peer-reviewed publications and success in securing sponsored programs or awarded grants

#### **KNOWLEDGE, SKILLS, AND ABILITIES REQUIRED:**

- Strong knowledge of graduate education policies, accreditation processes, and academic program development.
- Proven ability to work collaboratively with faculty, students, and university leadership.
- Excellent interpersonal, leadership, and team-building skills.
- Experience with student assessment, retention strategies, and program evaluation.
- Exceptional written and verbal communication skills.

#### **QUALIFICATIONS:**

- Ph.D., Ed.D., or terminal degree in a relevant field.
- Minimum of five years of experience in higher education administration, graduate program leadership, or a related academic setting.
- Demonstrated success in graduate program development, student support, and faculty engagement.
- Familiarity with learning management systems, research funding opportunities, and instructional technology.

#### **SUPERVISORY RESPONSIBILITY:**

- May supervise graduate program coordinators and administrative staff.

#### **OTHER DUTIES:**

- Performs other duties as assigned or needed to support graduate education and institutional goals.

#### **WORKING CONDITIONS:**

- General Office Environment: Primarily seated work with occasional periods of standing and walking.
- Technology Use: Frequent use of computers and university software systems.
- Communication: Regular communication via phone, email, and in-person meetings.
- Travel: Minimal travel may be required for conferences and professional development opportunities.

## UNCLASSIFIED POSITION DESCRIPTION

### POSITION INFORMATION

DATE: \* 4/9/2025

POSITION TITLE: \* Dean of Graduate School

SALARY RANGE: \* \$140,000 - \$180,000

STANDARD HRS/WK: \* 40 hours per week

SUPERVISORY ROLE: \* YES

POSITION STATUS: \* Full Time

COLLEGE/DEPT: \* Academic Affairs

IS TRAVEL REQUIRED: \* YES

#### Job Summary Overview:

\* The Dean of Graduate School provides strategic leadership and oversight for all Southern University and A&M College graduate programs. This role enhances graduate education, supports student success, ensures academic excellence, and fosters faculty collaboration across graduate programs. The Dean works closely with academic departments, faculty, and university administration to develop policies, improve program offerings, and ensure accreditation and compliance with institutional standards.

Is this position Emergency Essential? \* No

Is this position filled or vacant? \* Filled

### ORGANIZATION INFORMATION

REPORTS TO POSITION NUMBER: \* 2M8697

POSITION NUMBER(S) SUPERVISED: \* 2M9244 \* M7363 \* 2M9287

Add more? \* No

	Job Responsibilities	% of Time Spent
1.	* Develops, implements, and evaluates strategic initiatives to enhance graduate education and student success.	* 20
2.	Designs and develops graduate program policies, curriculum development, and academic standards in collaboration with faculty and department chairs.	20
3.	Ensures compliance with university policies, accreditation standards, and external regulatory requirements for graduate programs.	20
4.	Works with faculty and staff to improve graduate student recruitment, retention, and degree completion rates.	5
5.	Provides mentorship and guidance for graduate students, supporting academic and professional development opportunities.	5
6.	Collaborates with faculty to promote research, interdisciplinary programs, and funding opportunities for graduate students.	10
7.	Manages the administration of graduate admissions, academic advising, and student support services.	5
8.	Works with Student Affairs and Career Services to enhance post-graduate employment and career development initiatives.	5
9.	Works with Student Affairs and Career Services to enhance post-graduate employment and career development initiatives.	5
10.	Organizes workshops, orientations, and professional development activities for graduate students and faculty. <input type="checkbox"/> Represents the university's graduate programs at internal and external meetings, conferences, and recruitment events. <input type="checkbox"/> Exhibits scholarly productivity through peer-reviewed publications and success in securing sponsored programs or awarded grants	5
	TOTAL	100

### MINIMUM QUALIFICATIONS:



Education Level

Specific Degree Required

Years of Experience

Specific Experience

**PREFERRED QUALIFICATIONS:**

Education Level

Specific Degree Required

Years of Experience

Specific Experience

Physical Demands	Duration of lifting or carrying			
Strength Levels	Seldom	Occasionally	Frequently	Constantly
Sedentary Work	<input type="checkbox"/> Up to 10 pounds	<input type="checkbox"/> Up to 10 pounds	<input type="checkbox"/> Negligible Weight	<input type="checkbox"/> No Weight
Light Work	<input type="checkbox"/> 11 - 25 pounds	<input checked="" type="checkbox"/> 11 - 25 pounds	<input type="checkbox"/> 1 - 10 pounds	<input type="checkbox"/> Negligible Weight
Medium Work	<input type="checkbox"/> 26 - 50 pounds	<input type="checkbox"/> 26 - 50 pounds	<input type="checkbox"/> 11 - 25 pounds	<input type="checkbox"/> 1 - 10 pounds
Heavy Work	<input type="checkbox"/> 51 - 100 pounds	<input type="checkbox"/> 51 - 100 pounds	<input type="checkbox"/> 26 - 50 pounds	<input type="checkbox"/> 11 - 25 pounds
Very Heavy Work	<input type="checkbox"/> > 100 pounds	<input type="checkbox"/> > 100 pounds	<input type="checkbox"/> > 50 pounds	<input type="checkbox"/> > 25 pounds

**Specific Physical Qualifications (if applicable):**

**CERTIFICATIONS/LICENSES:**

REQUIREMENTS	DESCRIPTION
<input type="text"/>	<input type="text"/>
<input type="text"/>	<input type="text"/>
<input type="text"/>	<input type="text"/>
<input type="text"/>	<input type="text"/>

**JOB COMPETENCIES:**

	JOB COMPETENCIES	Proficiency
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1.	Written & Oral Communication	Advanced (Applied Ther
2.	Work well with others in a professional environment/Team management	Advanced (Applied Ther
3.	Interpersonal skills and the ability to handle sensitive and confidential information	Advanced (Applied Ther
4.	Working proficiency knowledge of office hardware and software (Ex: Computers & Microsoft)	Advanced (Applied Ther
5.	Organizational & Time Management	Intermediate (Practical /
6.	Safety Precautions	Intermediate (Practical /
7.	Laws, rules & regulations	Intermediate (Practical /
8.		
9.		
10.		

**Other Duties:** The intent of the job description is to provide a general summary of the potential responsibilities and/or duties that will be required of the position given to this job title description and shall not be construed as a declaration of the specific responsibilities and/or duties of any particular position. Employees may be requested to perform job-related tasks other than those specifically presented in this description.

**EEO/ADA Statement:** The Southern University System is in compliance with Title IX of the Education Amendments of 1972, Title VI and VII of the Civil Rights Act of 1964, Section 504 of the Rehabilitation Act of 1973, and other federal, state, and local laws. Southern University and A&M College forbids discriminating or harassing conduct that is based on an individual's race, color, religion, sex ethnicity, nation 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 federal and state laws. This commitment applies but is not limited to decisions made with respect to hiring and promotion, the administration educational programs and policies, scholarship and loan programs, and athletic or other College administered programs. Discriminatory acts of any kind are strictly forbidden.

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*Caronda Bean*  
 Signature Date 04/09/2025, 8:11 PM

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*Franchesca Simmons*  
 HR Approval Signature Date 04/10/2025, 10:46 AM



**Albertha H. Lawson, Ph.D.**  
**Lifelong Learner, Educator, Consultant, Mentor, Friend, and Community Servant**  
Email: albertha.lawson@sus.edu • Telephone: 225.771.5453

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**Notable Accomplishments as Interim Dean of Graduate and Professional Studies  
(September 1, 2023-Current)**

- Automated graduate school operations and processes.
- Secured grants that funded over 65 student stipends, scholarships and/or assistantships ranging from \$5,000 to \$36,000 per student per year.
- Actively engaged the SUBR Graduate Council in the review, enhancement and enforcement of graduate school policies and procedures.
- Promoted graduate research that led to a 360 Research Mentoring Program led by SUBR graduate faculty and students focused on Artificial Intelligence (AI), Virtual Reality (VR), Additive Manufacturing (AM) and increasing students Computational Thinking (CT) skill levels.
- Synergistics Activities:
  - Secured a \$2,000,000 grant as the PI to initiate graduate level workforce development education and initiatives across discipline and programs.
  - Used the results of a \$1.65 million grant to demonstrate the significance of artificial intelligence, virtual reality and additive manufacturing on student computational thinking (CT), motivate student interest in STEM and its application across discipline.
  - Promoted research and collaboration with federal, state, and local agencies in addition to community and Southern University System stakeholders to provide AI and VR emergency preparedness training.

**Education**

- University of New Orleans, New Orleans Louisiana, Doctor of Philosophy, Doctor of Philosophy, (2011)  
Dissertation Title: “A Study of the Relationship Between Revenue Sources and Undergraduate Students' Graduation Rates at Public Research Universities”  
Field of Study /Research Focus Area: Higher Education Administration / Higher Education, Big Data, Research and Policy Analysis  
*Advisor: Dr Marietta Del-Favero*
- Society of Actuaries, Actuarial Exams Credit Completed (1997)  
Seventy-five actuarial hours  
Field of Study: Actuarial Science
- The Ohio State University, Columbus, Ohio, Master of Applied Statistics, (1983),

Field of Study: Statistics (Focus area - Big Data, Statistical Simulation and Monte Carlo Techniques)

- Johnson C. Smith University, Charlotte, North Carolina, Bachelor of Science, (1981), Field of Study: Mathematics/Physics (Focus area - Mathematics)
- Quality Matters (QM) Certifications

### **Employment History**

- **Professor and Interim Dean of Graduate and Professional Studies**, Southern University and A&M College (September 1, 2023 -Present)
- **Professor and Chair**, Science and Mathematics Education (SMED) Doctoral Program, Southern University and A&M College (2017- August 31, 2024)
- **Principal**, Vision Beyond the Box, LLC (2019- Present)
- **Professor**, Southern University and A &M College Science and Mathematics Education (SMED) Doctoral Program (2017–Present)
- **Associate Professor**, Southern University and A &M College Science and Mathematics Education (SMED) Doctoral Program (2014 –2017)
- **Vice Chancellor for Institutional Research, Assessment and Accountability** Baton Rouge Community College (2012- 2014)
- **Assistant Vice President for Institutional Research**, Louisiana Community and Technical College System (2010 –2012)
- **Director of Institutional Research and Statistical Analysis**, Louisiana State University System (2006 –2010)
- **Assistant Director of Institutional Research**, Louisiana State University System (2002 –2006)
- **Integrated Postsecondary Education Data System (IPEDS) Trainer/Ambassador and Independent Consultant**, (2000 –2015)
- **Internal Evaluator /Statistician**, The Warner Research Group, Louisiana State University, Baton Rouge Louisiana National Science Foundation (NSF) Project, Howard Hugh Medical Institute (HHMI) Research Project (2002-2010)
- **Fiscal Analyst**, Louisiana State University System (1998- 2002)
- **Actuarial Analyst**, Blue Cross Blue Shield of Louisiana Corporate Headquarters (1989 - 1998)
- **Instructor**, Mathematics Department, Southern University and A&M College (1983 - 1989)

### **Grant Funding (Last 5 Years)**

- 2025-2028, NSF # 2513558 Collaborative Research: LIGO-SEC Partnership Ripple Effects - Engaging Communities for Lifelong Learning Impacts. Award Amount **\$1,528,696 Co-PI**
- 2023-2025, LDH Project: Immersive Crisis Leader Emergency Response Training (ICLERT). Award Amount **\$2,000,000 PI**

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- 2019-2026, NSF IUSE #1915520: Enhancing Additive Manufacturing Education with Virtual Reality and Cybersecurity. Award Amount **\$1,650,090 PI**
- 2020-2025, NSF # 2012087 LIGO SEC Partnership Strengthening Communities of Learners, Award Amount **\$2,500.000 Co-PI**
- 2020-2023: NSF #2011900, Targeted Infusion: Southern University -Computing and Data Education (SU-CoDE). Award Amount **\$399,899 Co-PI**.
- 2023-2027, Agreement Number 23-PA-11132414-004, USDA Forest Service: Climate Smart, Environmental Justice, and Leadership Building - A Collaborative Approach. Award Amount **\$100,000 Collaborator**
- 2018-2023, Department of Education (DoE) MSEIP: Pathways for Advancing Student Success. Award Amount **\$749,829 Co-PI**
- 2018-2020, Integrated Student Teaching, Advising, Retention and Learning Center (I-STAR-LC), Title III Project Activity, **Award Amount \$1,042,632 PI**
- 2018, Early Childhood STEM Education Through the Use of Digital Storytelling, Workforce and Innovation for a Stronger Economy (WISE) Grant, **10,000 PI**
- Census 2020 Louisiana Power Coalition Mini Grant, **\$1500 PI**

### **Community Service and Other Awards**

- National Science Foundation (NSF) Grant Review Panelist
- Gulf States Math Alliance Building a New American Community in the Mathematical and Statistical Sciences Outstanding Service Award Recipient
- 2020 Gulf States Math Alliance Conference Co-Chair
- Minority Access Incorporated “Improving Diversity in Education, Employment and Research” National Role Model, Faculty Mentor Award for exemplary achievements in motivating, counseling and guiding others Award Recipient
- National Pre-doctoral and Doctoral Students Mentor -National Alliance for Doctoral Studies in the Mathematical Sciences (<https://mathalliance.org/mentor/albertha-lawson/>)
- Southern University Woman’s Advocacy Network (WAN) Founding Organizer
- Association for Institutional Research (AIR)
- Louisiana Association for Institutional Research (AIR)
- Top Ladies of Distinction (TLOD), Nonpareil Chapter
  - Top Teen of America (TTA) Mentor
  - Past 2nd Vice President
  - Community Partnership Committee Chair
  - Status of Women Committee
  - Community Beautification Committee
  - National Council of Negro Women (NCNW) Nonpareil Chairperson
- Alpha Kappa Alpha Sorority, Inc. (Active Member)
- Past President, Louisiana Association for Institutional Research

Albertha Lawson | 3  
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- 2015 Louisiana Association for Institutional Research Outstanding Service Award Recipient
- Former Louisiana Youth Orchestra Board Member

### **Book Chapters**

- Lawson, A. (2018). Analysis of Choice, Challenges and Triumphs in WOMEN IN EDUCATION Narratives of challenge, success, and change. Wilson Publishing Group, New Orleans, Louisiana. ISBN: 9781983167485
- Lawson, A. (2011) –Using National, State and Local Data for Decision Making in Handbook on Measurement, Assessment and Evaluation in Higher Education, Section 1(6) Contributing Author. Routledge – December 2011

### **Refereed Journal Publications**

- Ojajuni, O. P., Ismail Y. and Lawson, A. 2020. "Distributed Denial- of-Service Attack Detection and Mitigation for the Internet of Things," International Journal of Technology Diffusion (IJTD), IGI Global, vol. 11(2), pages 18-32, April.
- Pablico, J., Diack, M. and Lawson, A. (2017). Differentiated Instruction in the High School Science Classroom: Qualitative and Quantitative Analyses. International Journal of Learning, Teaching and Educational Research Vol 16, No 7 (2017). e-ISSN: 1694-2116, p-ISSN: 1694-2493
- Lawson, A. (2008). Capturing an Image from a Screen Shot in Office 2007 Products- A Technical Tip from the Field. The Electronic AIR Journal Enhancing Knowledge. Expanding Networks. Vol. 28 No. 13

### **Refereed Proceedings Publications / Conference Papers and Presentations**

- Ofor, O., Mellieon-Williams, F.M.W., Young, L., Dawan, F. & Lawson, A. (2023). An Analysis Of Additive Manufacturing (AM) /3D Printing Education in Engineering Using the TPACK Framework and the Constructivism Learning Theory. In E. Langran, P. Christensen & J. Sanson (Eds.), *Proceedings of Society for Information Technology & Teacher Education International Conference* (pp. 2470-2475). New Orleans, LA, United States: Association for the Advancement of Computing in Education (AACE).
- Rapolu, D., Young, L., Mellieon Williams, F., Morton, J. & Lawson, A. (2023). An analysis of Virtual Reality utilization among STEM (agricultural sciences and engineering). In E. Langran, P. Christensen & J. Sanson (Eds.), *Proceedings of Society for Information Technology & Teacher Education International Conference* (pp. 1200-1204). New Orleans, LA, United States: Association for the Advancement of Computing in Education (AACE).
- Ojajuni, O., Ismail, Y., Whitmore, S. & Lawson, A. (2023). Cloud-based STEM Student Academic success prediction Web application. In E. Langran, P. Christensen & J. Sanson (Eds.), *Proceedings of Society for Information Technology & Teacher Education International Conference* (pp. 923-928). New Orleans, LA, United States: Association for

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- the Advancement of Computing in Education (AACE). .
- Njenga, J., Lawson, A. & Young, L. (2023). STEM Student Engagement at Historically Black Colleges and Universities (HBCUs) and Predominantly White Institutions (PWIs): An Analysis of Differences Using National Survey of Student Engagement (NSSE) Data. In E. Langran, P. Christensen & J. Sanson (Eds.), *Proceedings of Society for Information Technology & Teacher Education International Conference* (pp. 1760-1765). New Orleans, LA, United States: Association for the Advancement of Computing in Education (AACE).
- Quisido, G., Young, L., Dilworth, K. & Lawson, A. (2023). A Review of the Role of Tech Tools in Facilitating Students' Learning. In E. Langran, P. Christensen & J. Sanson (Eds.), *Proceedings of Society for Information Technology & Teacher Education International Conference* (pp. 943-949). New Orleans, LA, United States: Association for the Advancement of Computing in Education (AACE).
- Ojajuni, O., Ismail, Y., Mellieon-Williams, F. & Lawson, A. (2023). Factors contributing to Student experience in the Cave Automatic Virtual Environment (CAVE) for Computational Thinking (CT) development. In E. Langran, P. Christensen & J. Sanson (Eds.), *Proceedings of Society for Information Technology & Teacher Education International Conference* (pp. 65-74). New Orleans, LA, United States: Association for the Advancement of Computing in Education (AACE).
- Jasildo, M., Young, L., Okwan, P. & Lawson, A. (2023). A Study of Elementary Teachers' Lived Experiences of Google Classroom During COVID-19 Pandemic. In E. Langran, P. Christensen & J. Sanson (Eds.), *Proceedings of Society for Information Technology & Teacher Education International Conference* (pp. 2069-2079). New Orleans, LA, United States: Association for the Advancement of Computing in Education (AACE).
- Ojajuni, O., Ismail, Y., Mellieon-Williams, F. & Lawson, A. (2023). Investigating student and faculty attitudes and perceptions towards using Virtual Reality (VR) to improve Computational Thinking (CT) levels in Cybersecurity-Additive Manufacturing (CAM) training. In E. Langran, P. Christensen & J. Sanson (Eds.), *Proceedings of Society for Information Technology & Teacher Education International Conference* (pp. 75-84). New Orleans, LA, United States: Association for the Advancement of Computing in Education (AACE).
- Dilworth, K. & Lawson, A. (2017). Early Childhood Education Through the Lens of Parental Involvement and Technology. In P. Resta & S. Smith (Eds.), *Proceedings of Society for Information Technology & Teacher Education International Conference 2017* (pp. 1271-1276). Chesapeake, VA: Association for the Advancement of Computing in Education (AACE).
- Lawson, A. & Olokunde, T. (2016). Learning Mathematics is Fun: An Expression of "little ones." In STEM using Digital Storytelling tools. In *Proceedings of EdMedia: World Conference on Educational Media and Technology 2016* (pp. 1672-1676). Association for the Advancement of Computing in Education (AACE).
- Lawson, A. (2016). Technology and SACSCOC Standards: Building an Evidence Based Model for Higher Education Strategic Planning. Society of Information Technology Education (SITE) Annual Conference
- Olokunde, T. & Lawson, A. (2016). Enhancing Self-expression among Early Childhood Learners through the Use of Digital Story-telling. Society of Information Technology Education (SITE) Annual Conference



- Lawson, A. (2014). Understanding the Relationship Between Strategic Planning and Organizational Structure. Southern Association of Institutional Research, Destin, Florida.
- Jackson, L., Lawson, A., Diack, M., Khosravi, E. & Vincent-Finley, R. (2016). An Analysis of Pair Programming as a Pedagogical Tool for Student Success in Computer Science at a Community College. In *Proceedings of EdMedia: World Conference on Educational Media and Technology 2016* (pp. 693-697). Association for the Advancement of Computing in Education (AACE).
- Lawson, A. (2016). Technology and SACSCOC Standards: Building an Evidence Based Model for Higher Education Strategic Planning. In *Proceedings of Society for Information Technology & Teacher Education International Conference 2016* (pp. 1031-1035). Chesapeake, VA: Association for the Advancement of Computing in Education (AACE).
- Ledet, J., Hinson, J., Lawson, A. & Diack, M. (2015). The Impact of simSchool on Self-Efficacy of Pre-Service Teachers Enrolled in a Mathematics Class. In D. Slykhuis & G. Marks (Eds.), *Proceedings of Society for Information Technology & Teacher Education International Conference 2015* (pp. 798-802). Chesapeake, VA: Association for the Advancement of Computing in Education (AACE).
- Lawson, A. (2014) Understanding the Relationship Between Strategic Planning and Organizational Structure. Southern Association of Institutional Research Annual Conference Proceedings Publication and Annual Conference Presentation.
- Lawson, A. (2011) –Contributing Author. Using National, State and Local Data for Decision Making in *Handbook on Measurement, Assessment and Evaluation in Higher Education*, Section 1(6). Routledge – December 2011
- Lawson, A. (2011). A Study of the Relationship Between Revenue Sources and Undergraduate Students' Graduation Rates at Public Research Universities. Dissertation, University of New Orleans
- Lawson, A. H., Brewer, W. H. & Antolik, J. R. An Eye on the Dashboard, an Eye on the Budget: Driving Higher Education Financial Operations in the Right Direction- SACUBO Best Practices 2008
- Kwanbunbumpen, A.; Guillory, C.; and Lawson, A. (2013). Meeting the Needs of Reporting Requirements (A roundtable discussion) Southern Association of Institutional Research, Memphis Tennessee.
- Lawson, A. (2012). The Public Face of IPEDS: Why the data are important? Mississippi Community College Board, Jackson Mississippi.
- Lawson, A. (2012). *An Investigation of the Relationship Between Revenue Sources and Undergraduate Students' Graduation Rates*. Presentation Association for Institutional Research Annual Forum. New Orleans, Louisiana June 2-6, 2012
- Lawson, A. (2012). The Silent Voice of Community and Technical Colleges: What is it saying? Louisiana Community and Technical College 2012 Annual Conference. March 7-9, 2012.
- Lawson, A. (2012). A Review of Louisiana GRAD Act Performance/Elements and Measures. Louisiana Community and Technical College 2012 Annual Conference. March 7-9, 2012
- Lawson, A. & Martin, W. (2011). Overview of the Voluntary Framework of Accountability. Louisiana Community and Technical College 2011 Annual Conference. March 23-25, 2011
- Lawson, A. (2011). Understanding Your Data, Its Importance and Meaning. Louisiana

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- Community and Technical College. March 23-25, 2011
- Firnberg, J., Lawson, A. H. & Vandal, D. (2010). Development of a Statewide Funding Formula with Performance Incentives for Funding. Presentation AIR 50th Forum, May 2010. Chicago, Illinois.
- Lawson, A. (2010). A strategic Look at the Cost of Developmental Education at Public Four-Year Institutions and Public Two-Year Institutions in Response to Higher Education Budget Cuts. Poster Presentation AIR 50th Forum, May 2010. Chicago, Illinois.
- Lawson, A. (2009). Using Formula Funding in Strategic Planning –A Best Practices Model Presentation–LAIR 2009, Lake Charles, LA
- Lawson, A. (2008) IPEDS Training Workshop Presentation: Mary Ann Coughlin, D.P.E., Professor of Research and Statistics, Springfield College, and Albertha Lawson, Director of Institutional Research and Statistical Analysis, Louisiana State University System - Building High Performing Institutions: Using Data to Drive Effective Decision-Making at UNCF Member Schools, UNCF, 2008. Atlanta, GA
- Lawson, A. & Brewer, W. H. (2007). A Recipe for Successful Decision Making: Dashboard, Data Mining and Analysis. Presentation AIR 47<sup>th</sup> Annual Forum. Kansas City, Missouri
- Lawson, A. (2005). From IPEDS Roots to Executives: Painting the Real Institutional Picture through Data. LAIR Presentation, 2005
- Lawson, A. (2004). Understanding IPEDS through Examples. SACCR 2004. Lake Lanier Islands, GA
- Lawson, A. (2003). IPEDS Training Workshop. SACCR 2003. St. Petersburg, Florida  
How to make a good thing better? An NCES/IPEDS/PAS/DAS presentation by William R. Fendley, Jr., Ph.D., University of Alabama and Albertha H Lawson, Louisiana State University System. LAIR, 2003

#### **Invited Speaker /Panelist**

- Lawson, A and Lawson, H. K. (2016). Data Driven Student Choice. Louisiana Association of Student Assistance Program (LaSAP) Annual Conference, Lake Charles Louisiana
- Lawson, A. (2015). What Do I Need to know About Program Evaluation/Effectiveness? Louisiana State University Office of Strategic Initiatives Retreat. Baton Rouge, Louisiana
- Lawson, A. (2012). The Public Face of IPEDS: Why the data are important? Mississippi Community College Board, Jackson Mississippi.

#### **Student Dissertation Committee Chaired (2016 -Current)**

1. Dr. Maribeth Jasildo

**Dissertation Title:** ELEMENTARY TEACHERS' EXPEREIENCES OF GOOGLE CLASSROOM DURING COVID-19: A PHENOMENOLOGICAL STUDY

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Last Revised: December 2025

2. Dr. Jonah Njenga

**Dissertation Title:** STEM STUDENT ENGAGEMENT AT HISTORICALLY BLACK COLLEGES AND UNIVERSITIES (HBCUs) AND PREDOMINANTLY WHITE INSTITUTIONS (PWIs): AN ANALYSIS OF DIFFERENCES USING NATIONAL SURVEY OF STUDENT ENGAGEMENT(NSSE) DATA

3. Dr. Shiv Kumar

**Dissertation Title:** AN INVESTIGATION OF TEACHERS' ATTITUDES, CONCERNS AND SELF-EFFICACY TOWARD INCLUSIVE EDUCATION IN STEM CLASSROOMS

4. Dr. Ingrid Cruz

**Dissertation Title:** IMPACT OF EDUCATIONAL ROBOTICS IN PROMOTING CRITICAL THINKING SKILLS OF MIDDLE SCHOOL STUDENTS

5. Dr. Foluso Aeyeni

**Dissertation Title:** AN ANALYSIS OF BLENDED LEARNING AS A PEDAGOGICAL TOOL FOR TEACHING COMPUTER SCIENCE AT HISTORICALLY BLACK COLLEGES AND UNIVERSITIES

6. Dr. Damayanthi Jegert

**Dissertation Title:** AN ANALYSIS OF HIGH SCHOOL STUDENTS' PREPARATION FOR STEM PROGRAMS USING MYMATHLAB IN HIGH SCHOOL DUAL ENROLLMENT CALCULUS CLASSES

7. Dr. John Jenkins

**Dissertation Title:** AN ANALYSIS OF ATHLETICS, AFRICAN AMERICAN MALE STUDENTS, AND STEM ACADEMIC ACHIEVEMENT IN AT-RISK PUBLIC HIGH SCHOOLS

8. Dr. Jasti Promod

**Dissertation Title:** AN INVESTIGATION OF STUDENT AND FACULTY PERCEPTIONS OF MOBILE APPLICATION AT HISTORICALLY BLACK COLLEGES AND UNIVERSITIES

9. Dr. O'Neil Robinson



**Dissertation Title:** THE IMPACT OF SELF-ASSESSMENT ON THE  
LEARNING OUTCOMES OF AFRICAN AMERICAN STUDENTS IN  
GEOMETRY IN A RURAL SCHOOL SETTING

10. Dr. Kimyata D. Dilworth

**Dissertation Title:** AN EXPLORATORY STUDY OF PARENTAL  
INVOLVEMENT AND TECHNOLOGY: THEIR PLACE IN EARLY  
CHILDHOOD EDUCATION

11. Dr. Phyllis Okwan

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AND ACQUISITION OF MATHEMATICAL PROFICIENCY IN EARLY  
CHILDHOOD EDUCATION ON ELEMENTARY AND MIDDLE SCHOOL  
STUDENTS

12. Dr. Lynette Jackson

**Dissertation Title:** AN ANALYSIS OF PAIR PROGRAMMING AS A  
PEDAGOGICAL TOOL FOR STUDENT SUCCESS IN COMPUTER  
SCIENCE AT A COMMUNITY COLLEGE

13. Dr. Gloria LeCompte

**Dissertation Title:** AN INVESTIGATION OF TEACHER PERCEPTIONS OF  
PROFESSIONAL DEVELOPMENT AND ITS RELATIONSHIP TO  
FUNDING, ALGEBRA I AND GEOMETRY END OF COURSE TESTING

14. Dr. Jane Publico

**Dissertation Title:** AN EXPLORATORY STUDY OF DIFFERENTIAL  
INSTRUCTION IN HIGH SCHOOL SCIENCE CLASSROOM

15. Dr. Opeyemi Peter Ojajuni

**Dissertation Title:** EXPLORING THE IMPACT OF IMMERSIVE  
TECHNOLOGY ON ENGINEERING STUDENTS' COMPUTATIONAL  
THINKING (CT) SKILLS

## **EMPLOYMENT CONTRACT OF FOOTBALL'S HEAD COACH**

This agreement is made and entered into on the \_\_\_\_\_<sup>th</sup> day of December 2025 between Southern University at Baton Rouge ("SUBR"), by its Chancellor, John Pierre, and Marshall Faulk ("Head Football Coach"). This Agreement is subject to the approval of the Board of Supervisor of Southern University and A & M College System, the management board for Southern University at Baton Rouge, and therefore the terms and conditions set forth in this Agreement should not considered a valid contract until approval is provided by the Board. This agreement upon Board Approval shall be effective on January 1, 2026, and shall remain in effect through December 31, 2028, unless extended by the parties hereto.

### **I. Employment**

- a. Board does hereby employ Head Football Coach as the head football coach, and Head Football Coach does hereby accept employment and agrees to perform all of the services pertaining to football program that are required of Head Football Coach as well as other services as may be contemplated hereunder. All appointments are subject to applicable policies and regulations of the Board, and all employees are required to adhere to Board and/or administrative policies as they relate to them.
- b. Head Football Coach shall be responsible to, and shall report, directly to SUBR's Athletic Director.
- c. Head Football Coach shall supervise and manage the football team and shall perform such other duties in SUBR's athletics department as the Athletic Director and/or President-Chancellor may assign, provided such other services are consistent with the services and duties of a NCAA Division I Head Football Coach.
- d. Head Football Coach agrees to represent SUBR and the Southern University System positively in public and private forums and shall perform his duties and personally handle himself in a manner consistent with good sportsmanship and in accordance with high moral, ethical and academic standards of SUBR and the Southern University System and its athletic programs.

### **II. Term**

- a. The term of this agreement is for three (3) years commencing on January 1, 2026, and terminating on December 31, 2028. The Board shall have the option to extend this agreement for one (1) additional year (i.e., through 2029).
- b. All options to extend and/or renew this agreement must be approved by the Board based upon the recommendation of the Director of Athletics and SUBR Chancellor. Head Football Coach shall have the option to accept/reject such an extension/renewal. Such extensions/renewals shall be in writing and signed by both parties.



### III. Compensation and Employment Benefits

- a. For services and satisfactory performance of all terms of this agreement, SUBR shall pay Head Football Coach an annual base salary of four hundred thousand dollars (\$400,000.00). The salary shall be paid in equal amounts monthly or such other regular pay periods used for administrative employees.
- b. SUBR will provide Head Football Coach the opportunity to participate in the benefit plans for health insurance, dental insurance, retirement, disability, and life insurance, subject to eligibility requirements, normally provided by SUBR to its regular non-academic unclassified full-time employees.

### IV. Performance Incentives

- a. As an incentive for exemplary performance and in acknowledgement of the additional work that is required during the season, post-season games and events, SUBR agrees to pay the following performance incentives subject to the limitations contained within each subsection as noted.

i.	<b><u>SWAC West Division Champion</u></b>	
	Head Coach	\$10,000.00
	Full Time Assistant Coach	\$ 1,500.00
	Part Time Assistant Coach	\$ 750.00
ii.	<b><u>Undefeated SWAC Western Division Champions</u></b>	
	1. Head Football Coach	\$10,000.00
	2. Full-Time Assistant Coaches	\$ 1,500.00
	3. Part-Time Assistant Coaches	\$ 750.00
iii.	<b><u>SWAC Overall Champion</u></b>	
	1. Head Football Coach	\$20,000.00
	2. Full-Time Assistant Coaches	\$ 2,500.00
	3. Part-Time Assistant Coaches	\$ 1,000.00
iv.	<b><u>Undefeated SWAC Overall Champion</u></b>	
	1. Head Football Coach	\$20,000.00
	2. Full-Time Assistant Coaches	\$ 2,500.00
	3. Part-Time Assistant Coaches	\$ 1,000.00
v.	<b><u>Defeats an FBS Opponent</u></b>	
	1. Head Football Coach	\$10,000.00
	2. Full-Time Assistant Coaches	\$ 1,500.00
	3. Part-Time Assistant Coaches	\$ 750.00

vi.	<b><u>Bayou Classic Victory</u></b>	
	1. Head Football Coach	\$10,000.00
	2. Full-Time Assistant Coaches	\$ 2,500.00
	3. Part-Time Assistant Coaches	\$ 1,000.00
vii.	<b><u>National FCS Coach of the Year</u></b> <sup>1</sup>	
	1. Head Football Coach	\$12,500.00 (maximum per year)
viii.	<b><u>SWAC Coach of the Year</u></b>	
	1. Head Football Coach	\$10,000.00
ix.	<b><u>Net University Season Tickets Sales above \$750,000.00 but less than \$1,000,000.00 (ticket sales greater than \$1,000,000)</u></b> <sup>2</sup>	
	1. Head Football Coach	\$5,000.00/(\$10,000.00)
	2. Full-Time Assistant Coaches	\$ 1,500.00/(\$2,000.00)
	3. Part-Time Assistant Coaches	\$ 750.00/(\$1,000.00)
x.	<b><u>HBCU/Celebration Bowl Appearance/Victory</u></b>	
	1. Head Football Coach (Appearance)	\$25,000.00
	2. Head Football Coach (Victory)	\$50,000.00 <sup>3</sup>
	3. Full-Time Assistant Coaches	\$15,000.00 <sup>4</sup>

## V. Outside / External Income - Subject to Compliance with Board Rules

- b. Head Coach shall notify the Director of Athletics of, solely to the extent any agreement relating thereto is not already in existence as of the date hereof: (i) any contracts entered into during the Term, to which Head Coach is a party for the wearing and/ or endorsement of apparel, footwear, bats, uniforms or other items; and (ii) radio or television shows, personal appearances or speaking engagements to take place during the Term, or any endorsements or other contracts entered into during the Term in which Head Coach is identified as the Head Football Coach at the University, or wears apparel, or is pictured with items which would so identify Head Coach as the Head Football Coach at the University. For the avoidance of doubt, Head Coach shall not be required to disclose any terms or conditions of any

<sup>1</sup> As determined by the Stats Perform Poll.

<sup>2</sup> The calculation for net University ticket sales above \$750k and/or \$1.0M shall be gross season book sales plus University home game gates sales, less expenses to Ticket Master, Inc., less expenses to reduce athletic department football debt. This calculation shall not include any ticket sales from Bayou Classic, Atlanta Classic or any University game played on neutral setting. Calculation is determined once per season.

<sup>3</sup> This benefit is not cumulative and only 1 or 2 will be paid based on the outcome.

<sup>4</sup> Head Football Coach has the discretion to divide the incentive amount among Full-Time Assistants in accordance with NCAA Bylaw 11.7.5 FCS (thirteen (13) on-field coaches and up to and not exceeding eight (8) off-field coaches) and with approval from the Athletic Director.



such contracts or engagements (including, without limitation, any compensation related thereto).

- c. Head Football Coach shall be permitted to earn other revenue while employed by SUBR with the understanding that 1) SUBR-sponsored media events and/or obligations are primary and 2) such activities are independent of his SUBR employment and SUBR shall have no responsibility for any claims arising therefrom. All outside income opportunities will be subject to approval of the Athletic Director and handled in accordance with the Board's policies.
- d. Head Football Coach shall report annually in writing to the Athletic Director and President-Chancellor all income received from athletically related sources outside of SUBR including but not limited to income from sports camps, housing benefits, television and radio programs, endorsement or consultation contracts with athletic shoe, apparel or equipment manufacturers or sellers, and SUBR shall have reasonable access to records of Head Football Coach to verify this report.

## **VI. Fundraising Incentives**

If the Head Football Coach can assist the Director of Athletics in fundraising efforts which are new initiatives, and not part of current fundraising activities,, the funds raised will be distributed as follows: i. Head Football Coach will receive twenty (20%) percent of the total amount raised which can be used as additional income for himself, ii. twenty (20%) percent to the marketing company that is associated with head coach, iii. Fifty (50%) percent may be used towards recruiting, travel, equipment, salary supplements for assistant coaches, support staff, tutors, or other such personnel to assist the football program or for any other purpose within the discretion of the Head Football Coach, and iv. Ten (10%) percent to The Athletic Department. All funds will be raised in conjunction with the Southern University System Foundation and payable from the Foundation with approval of the athletic director and University procedures for requisitioning payment from the Foundation.

- a. In order for Head Football Coach to receive the above-mentioned performance incentives, Football Team shall meet all NCAA APR standards (including maintaining at least a 930 APR) and Football Team shall be eligible for post-season play.
- b. On December 15 of each year, Head Football Coach shall be provided an annual report of all performance incentives attained and private donations collected by the Foundation designated for football. All incentive payments earned and salary supplements shall be paid not later than forty-five (45) days following delivery of the annual report on December 15.

## **VII. Compliance with NCAA, Conference and University Rules**

- a. Head Football Coach shall be responsible for being knowledgeable of and in compliance with all rules and regulations of the NCAA, SWAC and SUBR. If Head Football Coach or the Football Program is found to be in violation of NCAA regulations, Head Football Coach shall be subject to disciplinary action or termination for cause as defined below. Head Football Coach may be suspended for a period of time, without pay, if Head Football Coach is found to be personally guilty of deliberate and serious violations of NCAA, SWAC or SUBR regulations.
- b. Head Football Coach shall abide by state and federal laws, including but not limited to laws regarding Power-Based Violence and Title IX, the State of Louisiana Code of Governmental Ethics, and the policies and regulations of Southern University System.

### **VIII. Coaching Staff**

Head Football Coach shall have the authority to recommend an offer of employment to Assistant Coaches subject to approval by the Athletic Director and Chancellor. Coach may have staff of “on field” coaches pursuant and in compliance with NCAA Bylaw 11.7.5 FCS and up to and not exceeding 8 “non on field” coaches or commonly known as analyst.

### **IX. Termination**

- a. **For Cause-** The Board shall have the right to terminate this agreement for cause prior to its expiration, and such right shall exist notwithstanding any rights available under Section VI hereof, and in addition to the examples listed in SUBR Personnel Handbook, the termination for cause shall include but not be limited to any one or more of the following:
  - i. Negligent or inattention by Head Football Coach of the standards, duties, or responsibilities expected by Southern University System employees, after written notice thereof has been given to Head Football Coach by Athletic Director and Head Football Coach has continued such neglect or inattention during a subsequent period for not less than thirty (30) days;
  - ii. Material, intentional, or reckless breach or violation by Head Football Coach of the agreement, including without limitation governing athletic rules and Southern University System rules;
  - iii. Conviction of Head Football Coach of any criminal violation (does not include minor traffic offenses or non-criminal offenses);
  - iv. Fraud or dishonesty of Head Football Coach in the performance of his duties or responsibilities hereunder;



- v. Actively engaging in any conduct or committing any act, including football staff, that brings SUBR, Southern University System and Head Football Coach into public disrepute, contempt, embarrassment, scandal or ridicule and that negatively impacts the reputation or the high moral or ethical standards of the Southern University System, including but not limited to failure and/or refusal to cooperate in any NCAA and/or University investigation;
- vi. Conduct of Head Football Coach, including failing to report, constituting a major (including Level I or II) violation or a pattern of conduct that may constitute or lead to a major (Level I or II) violation, of any NCAA or other governing athletic association rule or Southern University System, including Name Image and Likeness (NIL) rules as legislated by the State of Louisiana, Federal Government and/or promulgated by NCAA, interpretation thereof, that may, in the reasonable and good faith judgment of the Southern University System negatively and significantly impact and reflect adversely upon the Southern University System or its athletic programs;
- vii. Any NCAA or SWAC rules violation by the football program that results or could result in the loss of scholarships, postseason ban on competition, and/or the University being placed on probation by the NCAA or the SWAC;
- viii. Conduct by members of Head Football Coach's coaching or football staff or others under his supervision or subject to his control or authority that may constitute a major (including Level I or II) violation or a pattern of conduct that may constitute or lead to a major violation of any NCAA or other governing athletic rule or Southern University System interpretation thereof of which Head Football Coach had knowledge and failed to act reasonably to prevent, limit or mitigate, which may, in the reasonable and good faith judgment of the Southern University System negatively and significantly impact and reflect adversely upon SUBR or its athletic program;
- ix. Conduct that the Athletic Director, Chancellor and/or Board agree is not the best interest of SUBR and Southern University System and such conduct would be detrimental to the SUBR and Southern University System; or
- x. Failure of the football program to meet the academic benchmarks established by the NCAA (including Academic Progress Rate (APR) benchmarks) which results in penalties or sanctions being imposed by the NCAA or other athletic governing authority.
- xi. COACH shall promptly report to the University's Title IX Coordinator or Deputy Title IX Coordinator any known violations of the University's Sexual Misconduct Policy (including, but not limited to sexual harassment,

sexual assault, sexual exploitation, domestic violence and stalking) that involve any student, faculty, or staff or that is in connection with a University sponsored activity or event. Any emergency situation shall be immediately reported to 911 and/or law enforcement. For Purposes of this paragraph, a “known violation” shall mean a violation or an allegation of a violation of Title IX or Power Based Violence that COACH is aware of or has reasonable cause to believe is taking place or may have taken place. The University may terminate this Agreement for cause pursuant to the for-cause-termination provisions of this Agreement for any determined violation by (Coach, or Assistant Coaches, etc.) for failure to report a Known Violation of: 1. Title IX of the Education Amendments of 1972; or 2. the University’s Sexual Misconduct Policy. Coach’s unreasonable failure to utilize his best efforts in the fulfillment of his duties as may be reasonably required hereunder; or behavior that brings the employee into public disrepute, contempt, scandal, ridicule, or that reflects unfavorably on the reputation of or high moral or ethical standards of the University. The University shall have the sole authority to determine whether the conduct of Coach constitutes cause under this provision although it shall not be exercised arbitrarily, capricious or in discriminatory manner.

In the event this Agreement is terminated for cause in accordance with the provisions of Section IX hereof, then effective as of the termination date, Head Football Coach shall not be entitled to receive any further payments of base salary, and any other compensation or benefits otherwise payable under Section III hereof, except Head Football Coach will be entitled to continue such life or health insurance benefits at Head Football Coach’s expense as required by law; and subject to any deductions. Head Football Coach will be paid any earned outstanding payments owed by SUBR as of the effective termination date pursuant to the terms of the Agreement. Head Football Coach will be given notice of the cause and an opportunity to appeal the termination before the Board’s Athletic Committee. The Board’s Athletic Committee will make a recommendation to Board on whether to uphold or rescind the termination of the Head Football Coach.

- b. **Without Cause-** In the event this agreement is terminated without cause, Head Football Coach and SUBR will be required to provide thirty (30) days written notice to the other party. However, Head Football Coach may not terminate this agreement thirty (30) days prior to the first scheduled football game of the football season through the date of the last game of the football season. In the event the agreement is terminated without cause, Head Football Coach will be paid any earned outstanding payments owed by SUBR as of the effective termination date pursuant to the terms of the agreement. If SUBR terminates the agreement without cause in years 1 or 2 (i.e., January 1, 2026 through December 31, 2027), as permitted by Section IX hereof, SUBR shall pay, and Head Football Coach agrees to accept as liquidated damages, a total of \$400,000 for the remaining term of this agreement. If SUBR terminates the agreement without cause in year 3 and prior to its expiration (i.e., January 1, 2028 through December 30, 2028), as permitted by



Section IX hereof, SUBR shall pay, and Head Football Coach agrees to accept as liquidated damages, a total of seventy-five thousand dollars (\$75,000.00) for the remaining term of the agreement. If Head Football Coach terminates this agreement, the Head Football Coach will not be entitled to liquidated damages.

- c. In the event COACH terminates the contract without cause prior to the expiration of the contract, COACH shall pay to the FOUNDATION the following amount based on the date in which the notice of contract termination occurs.

Contract Year 1: \$400,000

Contract Year 2: \$400,000

Contract Year 3: \$400,000

Contract Year 4: \$400,000<sup>5</sup>

Payment shall be made to the FOUNDATION by COACH or any other party within 30 days of the date of termination.

- d. COACH may be terminated at any time due to: (1) natural disasters or other uncontrollable or unforeseen circumstances (force majeure) preventing the university and/or athletics department from continuing operations; (2) war or civil insurrection; (3) financial circumstances in which the University and/or the Board of Supervisors of Southern University A&M System has a formal declaration of financial exigency. In the event of a formally declared financial exigency, a termination can be based on consideration of budgetary restrictions, and priorities for maintenance of program and services and, COACH will receive six (6) months' notice of termination or six (6) months regular pay in lieu of such notice. In all other circumstances under this paragraph COACH will receive thirty days' notice or thirty days' compensation in lieu of such notice. All compensation, including salary, benefits, and other remuneration incidental to employment, cease upon termination.

## **IX. Miscellaneous**

- a. This agreement may be amended at any time only by a written instrument duly signed by SUBR through its designated representative and Head Football Coach. All amendments must be in writing.
- b. The agreement shall be governed by and construed in accordance with the laws of the State of Louisiana.

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<sup>5</sup> If an extension is granted hereunder and approved by the Board.

- c. Head Football Coach's rights and interests under this Agreement may not be assigned, pledged or encumbered by Head Football Coach.
- d. The agreement constitutes the full and complete understanding and agreement of the parties with respect to the employment of Head Football Coach by SUBR and supersedes all prior understandings and agreements, oral and written, regarding Head Football Coach's employment by SUBR.
- e. Head Football Coach acknowledges that he has read and understands the foregoing provisions are reasonable and enforceable, and Head Football Coach agrees to abide by this agreement and the terms and conditions set forth herein.
- f. All notices, requests, demands and other communication hereunder may be given by personal delivery, delivery via expedited delivery or mail service such as Federal Express and United States mail with first class postage prepaid. Notices shall be sent to the names below:

If to Head Football Coach

Marshall Faulk

Head Football Coach

\_\_\_\_\_.com

If to SU-Baton Rouge

Office of the Chancellor

J.S. Clark Administration Bldg.

3<sup>rd</sup> Floor

Baton Rouge, LA 70813

-and-

Roman Banks

Athletic Director

Southern University – Baton Rouge

F. G. Clark Activity Center

Harding Boulevard

Baton Rouge, LA 70813

With copies to:

Faulk's address on file with HR

With copies to:

Chairman

Board of Supervisors

J.S. Clark Administration Bldg.

4<sup>th</sup> Floor

Baton Rouge, LA 70813

-and-

General Counsel

Office of President

J. S. Clark Administration Bldg.

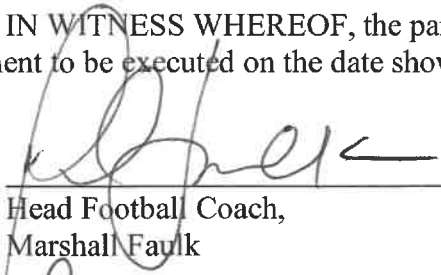
4<sup>th</sup> Floor

Baton Rouge, LA 70813

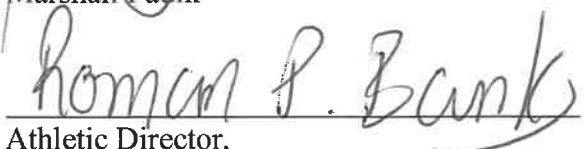


- g. The invalidity or enforceability of any provision of this agreement has no effect on the validity or enforceability of any other provisions.

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

  
\_\_\_\_\_  
Head Football Coach,  
Marshall Faulk

12/16/25  
\_\_\_\_\_  
Date

  
\_\_\_\_\_  
Athletic Director,  
Roman Banks

Dec 16, 2025  
\_\_\_\_\_  
Date

\_\_\_\_\_  
Chancellor,  
John Pierre

\_\_\_\_\_  
Date

\_\_\_\_\_  
System Board Chairman,  
Tony Clayton

\_\_\_\_\_  
Date

SU HUMAN RESOURCES  
NOV 11 '25 PM 4:58

SOUTHERN UNIVERSITY - BATON ROUGE, LA 70813

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

\*\*\*\*\*

POSITION VACANCY AUTHORIZATION

\*\*\*\*\*

REQUEST THAT THE POSITION TITLE Head Football Coach AS DESCRIBED BELOW  
BE AUTHORIZED AS A VACANCY FOR Athletics  
(Department or Unit)

<input checked="" type="checkbox"/> Replacement	<input type="checkbox"/> New Position	<input type="checkbox"/> Unclassified	<input type="checkbox"/> State
<input type="checkbox"/> Civil Service	<input type="checkbox"/> Temporary	<input type="checkbox"/> Faculty	<input 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).

Head Football Coach, Budget # 218900-21802-61002-29000

Salary/Range: \$200,000-\$400,000 Previous Incumbent (if replacement): Terrence Graves (U01330574)  
☒ Approved ☐ Disapproved Ruman Barnum (unm) 11/06/2025  
Department Head Date

☒ Approved ☐ Disapproved J. Hester 11/06/2025  
218900 Dean/Director/Supervisor of Budget Unit Date

FINANCE/BUDGET OFFICE ONLY	
Funds Available	
<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
<u>Mai Ce</u> Signature	<u>12/12/25</u> Date
Budget Number <u>218900-21802-61002-29000</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>21470</u>
<u>Michael William</u> Verified By:	<u>11/10/25</u> Date:

☒ Approved ☐ Disapproved Terrence Graves 12/10/25  
Vice Chancellor Date  
☒ Approved ☐ Disapproved John P. Pierce 12/16/25  
Chancellor/Vice President Date  
☒ Approved ☐ Disapproved Henry J. Shields 12/16/25  
President Date

An Equal Opportunity Employer

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

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

\*\*\*\*\*

**POSITION VACANCY AUTHORIZATION**

\*\*\*\*\*

REQUEST THAT THE POSITION TITLE Assistant Football Coach AS DESCRIBED BELOW  
BE AUTHORIZED AS A VACANCY FOR Athletics

*(Department or Unit)*

☒ Replacement  
☐ Civil Service  
☐ Tenured

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

☐ Unclassified  
☐ Faculty

**Source of Funds**

☐ State  
☐ Grant-In-Aid  
☐ System Revenue  
☐ Agency Fund State

**VACANCY DESCRIPTION AND JUSTIFICATION**

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

Assistant Football Coach, Budget # 218900-61002-29000

2M9314

\$95,000

Salary/Range: \$100,000-\$130,000

Previous Incumbent (if replacement): Mark Frederick (U01410022)

☒ Approved ☐ Disapproved

Roman Barry (UMM)

12/10/25

Department Head

Date

☒ Approved ☐ Disapproved

12/10/25

12/10/25

Dean/Director/Supervisor of Budget Unit

Date

**FINANCE/BUDGET OFFICE ONLY**  
Funds Available

☒ Yes ☐ No

12/12/25  
Signature: [Signature] Date: 12/12/25  
Budget Number 218900-21802-61002-29000

**HUMAN RESOURCES OFFICE ONLY**  
Existing/Approved Position

☒ Yes ☐ No

Employee Class: MU Job Class: 21470  
12/11/25  
Verified By: [Signature] Date: 12/11/25

☒ Approved ☐ Disapproved

12/16/25

12/16/25

Vice Chancellor

Date

☒ Approved ☐ Disapproved

12/16/25

12/16/25

Chancellor/Vice President

Date

☒ Approved ☐ Disapproved

12/16/25

12/16/25

President

Date

An Equal Opportunity Employer

Rev. 8/05/2013



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

REQUEST THAT THE POSITION TITLE Assistant Football Coach AS DESCRIBED BELOW  
BE AUTHORIZED AS A VACANCY FOR Athletics

☒ Replacement  
☐ Civil Service  
☐ Tenured

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

**Source of Funds**  
☐ State  
☐ Grant-In-Aid  
☐ System Revenue  
☐ Agency Fund State

(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).

Assistant Football Coach, Budget # 218900-61002-29000  
2M9650-00

**\$82,000**

**Salary/Range:** \$140,000-\$160,000

**Previous Incumbent (if replacement):** Henry Miller (U01839099)

☒ Approved ☐ Disapproved


Roman Bank (Cymru)  
Department Head

12/10/20  
Date

☒ **Approved** ☐ **Disapproved**

**Dean/Director/Supervisor of Budget Unit**

12/10/5  
Date

<b>FINANCE/BUDGET OFFICE ONLY</b> <b>Funds Available</b>	
<u>X</u> Yes	_____ No
 Signature	12/16/05 Date
Budget Number <u>218900-21802-61002-21000</u>	

<b>HUMAN RESOURCES OFFICE ONLY</b> <b>Existing/Approved Position</b>		
_____ <input checked="" type="checkbox"/> Yes		_____ No
Employee Class:	MU	Job Class: 21470
Mithal Wulian		12/11/25
Verified By:		Date:

✓ **Approved** \_\_\_\_\_ **Disapproved** \_\_\_\_\_

### Vice Chancellor

Date \_\_\_\_\_

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

Chancellor/Vice President

Date \_\_\_\_\_

✓ **Approved** **Disapproved**

President

Date \_\_\_\_\_

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Rev. 8/05/2013

# CURTIS “CJ” JOHNSON

Head Football Coach – Houston Roughnecks (UFL)  
40 Years of Coaching Experience | NCAA & NFL Veteran | Championship-Winning Coach  
New Orleans • (504) 439-0899 • tigerccjohnson@yahoo.com

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## PROFESSIONAL SUMMARY

Highly accomplished football coach with 40 years of experience across the NFL, major college programs, and professional spring leagues. Proven track record as an elite recruiter, championship-winning position coach, and program builder. Known for developing numerous NFL Pro Bowlers and Pro Football Hall of Famers, winning a National Championship at Miami, and earning a Super Bowl title with the New Orleans Saints. Experienced head coach with success at both Tulane University and in professional leagues, including the USFL and UFL.

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## COACHING EXPERIENCE

### Head Coach — Houston Roughnecks (UFL)

*2024–Present*

- Leads the Roughnecks in the premier spring football league formed by the merger of the XFL and USFL.
- Responsible for full program leadership, staff management, player development, and competitive success.

### Head Coach — Houston Gamblers (USFL)

*2023*

- Oversaw all football operations and on-field performance for the Gamblers during the 2023 season.

### Senior Offensive Assistant/Wide Receivers Coach - New Orleans Saints (NFL) *2017–2021*

- Returned to Sean Payton’s staff to contribute to offensive game planning and wide receiver development.
- Elevated to wide receivers coach in 2021.

### Wide Receivers Coach — Chicago Bears (NFL)

*2016*

- Guided the Bears' receiving unit and contributed to the overall offensive strategy.

### Head Coach — Tulane University

*2012–2015*

- Led Tulane through its transition from Conference USA into the American Athletic Conference.
- Won 11 conference games and oversaw program improvements on and off the field.

**Wide Receivers Coach — New Orleans Saints (NFL)***2006–2011*

- Key part of the coaching staff that won **Super Bowl XLIV** in 2009.
- Developed multiple productive NFL receivers across six seasons.

**Wide Receivers Coach — University of Miami***1996–2005*

- An integral member of staff who won the **2001 BCS National Championship**.
- Recruited and coached elite talent, including:
  - **Andre Johnson** – Pro Football Hall of Fame (2024)
  - **Devin Hester** – Pro Football Hall of Fame
  - **Ed Reed** – Pro Football Hall of Fame
  - Santana Moss, Reggie Wayne, and numerous NFL players
- Appeared in nine bowl games.

**Assistant Coach — Cal, SMU, San Diego State, Idaho***1987–1995*

- **San Diego State:** Recruited **Marshall Faulk**, future Pro Football Hall of Famer, and WR Darnay Scott.
- **Cal:** Coached All-American WR Bobby Shaw.
- Early career roles included key contributions in recruiting, player development, and offensive position coaching.

**Wide Receivers Coach — Lewiston High School (ID)***1984–1986*

- Began coaching career while completing undergraduate studies.

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**EDUCATION****University of Idaho**

Bachelor of Science in Physical Education

- Former student-athlete who began coaching career while attending.

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**KEY ACHIEVEMENTS**



- **Super Bowl Champion (2009)** – New Orleans Saints
  - **National Champion (2001)** – University of Miami
  - Recruited or coached **multiple Pro Football Hall of Famers**
  - 40 years of coaching experience at the NFL, college, and professional levels
  - Known nationally for exceptional recruiting, player development, and wide receiver expertise
  - Head coach experience in both NCAA Division I and professional football leagues
- 

## **CORE SKILLS**

- Program Leadership & Team Building
- Elite Recruiting & Talent Evaluation
- Player Development & Mentorship
- Offensive Strategy & Game Planning
- Staff Management & Communication
- Culture Development & Performance Management
- NFL & NCAA Compliance Knowledge

# TODD LYGHT

949-674-8644 | [tlyght1@icloud.com](mailto:tlyght1@icloud.com)

2491 N La Colina Ct., Orange, CA 92867

## **FOOTBALL COACHING EXPERIENCE**

### **Orange Lutheran High School - Defensive Coordinator**

January 2024 - Current

- Led and directed the defensive unit by installing a new defensive scheme to augment our team's strengths.
- Game planned weekly and called plays on game day.
- Collaborated with the Head Coach weekly on practice plans, structure, and drills to enhance player development.
- Assisted in the breakdown of opponent film to show and teach our student-athletes.
- Motivate our student athletes to understand the importance of being a great teammate and to give elite effort at all times, both academically and athletically.
- Helping our assistant coaches with drills focused on fundamentals and techniques that produce winning football.
- Tracked defensive metrics to analyze various statistics related to the defense's performance.
- Conducted end-of-season evaluations with players to help them with their journey to become the best version of themselves.
- Took over a defensive unit that in 2023 went 4-7 and gave up 349 points in 11 games. Conversely, in 2024, the defensive unit that I led went 8-4 while only giving up 214 points in 12 games against the "#1 Toughest High School Schedule" in the country, rated by Maxpreps. We faced 6 top 25 ranked opponents in the country.
- Reaching the CIF Southern Section Semi Finals in both 2024 and 2025 while competing in Southern California's Trinity League, which is known as the toughest league in high school football throughout the country.

### **Villa Park High School – Secondary Coach**

January 2023 – December 2023

- Assisted in coaching the secondary and special teams.
- Prepared and analyzed opponent film for team review.
- Contributed to practice and game plan development.
- **Team Achievement:** 10-2 record; 2022 CA Crestview League Champions.

### **Winners Circle Athletics – Head Football Coach & Technical Director**

February 2020 – October 2022

- Designed practice plans and led film review for self-scout and opponent analysis.
- Communicated expectations and code of conduct to players and parents.
- Conducted year-end staff and player evaluations.
- **Team Achievements:**
  - 2020 U14 Team: 10-1 record, ranked #2 in the USA.
  - 2021 U14 Team: 10-1 record, ranked #9 in the USA.

### **University of Notre Dame – Secondary Coach**

February 2015 – January 2020

- Coached secondary and special teams; led film review and drill sessions.
- Evaluated high school recruits and systematized prospect analysis.
- **Team Achievements:**
  - 2017 Citrus Bowl Champions | 2019 Camping World Bowl Champions.
  - 2018: 12-1 (Undefeated regular season, ranked #5 AP Poll).

#### **Philadelphia Eagles (NFL) – Assistant Secondary Coach**

*January 2013 – January 2015*

- Assisted with secondary and special teams; organized individual drills.
- Evaluated college prospects and free-agent DBs.
- **Team Achievement:** 2013 NFC East Champions.

#### **University of Oregon – Defensive Analyst**

*May 2011 – January 2013*

- Coached secondary and scout teams; led interception drills.
- Evaluated HS/JC recruits and mentored student-athletes.
- **Team Achievements:**
  - 2013 Fiesta Bowl Champions | 2012 Rose Bowl Champions.
  - NCAA Rankings: #1 in Interceptions, #3 in Turnover Margin.

#### **NFL Bill Walsh Minority Coaching Fellowship – San Diego Chargers**

*August – September 2012*

#### **Bishop Gorman High School (NV) – Defensive Backs Coach**

*June 2009 – March 2011*

- Transformed defense into a turnover-focused unit (21 INTs, 10 forced fumbles in 2010).
- **Team Achievements:**
  - 2010 Nevada State Champions (13-2, 8 shutouts).
  - 2009 Undefeated National HS Scoring Champions (15-0, 798 points scored).

### **PLAYING EXPERIENCE**

#### **Detroit Lions (NFL)**

*\*2001–2003\**

- 2001: Team leader in interceptions (1st) and tackles (4th).

#### **St. Louis Rams (NFL)**

*\*1995–2001\**

- Super Bowl XXXIV Champion ("Greatest Show on Turf").
- 2000: 1st Team All-Pro, Pro Bowl selection.
- Key Play: Blocked FG in Super Bowl XXXIV, leading to Rams' first TD.

#### **Los Angeles Rams (NFL)**

*\*1991–1995\**

- 1st-round draft pick (1991); 1991 Rookie of the Year.

#### **University of Notre Dame**

*\*1987–1991\**

- 1988 National Champion (undefeated season).
- Unanimous All-American (1989, 1990); Team Captain (1990).



## **COMMUNICATIONS & EDUCATION**

**Fox Sports News Radio Analyst**

**\*2005–2008\***

- Covered NFL, college football, and major sports headlines.

### **Education:**

- **University of Notre Dame** – B.A. Psychology (1991).

## **HONORS & PHILANTHROPY**

### **Honors:**

- Inducted into Missouri Sports Hall of Fame (2023) and Greater Flint African American Sports Hall of Fame (2019).
- Named to Sports Illustrated's All-Time Notre Dame Team.
- Recognized as one of the Rams' All-Time Greatest Player (2010).

### **Philanthropy:**

- Established scholarships at St. Mary's (VA), Powers HS (MI), and Notre Dame.
- Contributor to United Negro College Fund (NFL Golden Circle).

**Family:** Married 24 years to Stefanie; father to Logan (21) and Luca (16).

SOUTHERN UNIVERSITY SYSTEM

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

\*\*\*\*\*

POSITION VACANCY AUTHORIZATION

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REQUEST THAT THE POSITION TITLE: Director of the Louis Berry Institute for Civil Rights and Social Justice /Associate Professor

BE AUTHORIZED AS A VACANCY FOR: The Louis Berry Institute for Civil Rights and Social Justice

(Department or Unit Name)

POSITION TYPE

☒ Replacement ☒ Unclassified ☐ Faculty ☒ Full-Time

☐ New Position ☐ Civil Service ☐ Non-Tenured ☐ Part-Time

☐ Temporary ☒ Tenured ☐ Tenure-Track ☐ Percentage of Time

SOURCE OF FUNDS

☒ State ☐ Grant-in-Aid

☐ System Revenue ☐ Agency Fund State

VACANCY DESCRIPTION AND JUSTIFICATION

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

Offer instruction and training consistent with the mission of the Institute. Support experiential learning through clinics, externships, and practicum.

Fill voids in scholarship by producing studies, reports and scholarly publications. Host speakers, conferences and programming relative to the mission.

Integrate bar exam preparation by reinforcing doctrinal skills and procedural lessons through classes, programming and skills training opportunities.

Form strategic partnerships that align with the mission. Launch fellowships and scholarships for certificate students.

Salary/Range: \$191,681 - \$200,000 Previous Incumbent (if replacement): Ada Goodly-Lampkin

Supervisor's Position Title Chancellor Supervisor's Position No.

☒ Approved ☐ Disapproved Alvin Washington amv 8/21/25

Department Head Date

☒ Approved ☐ Disapproved Terry L. Hall 8/31/25

Dean/Director/Supervisor of Budget Unit Date

FINANCE/BUDGET OFFICE ONLY

Funds Available

☒ Yes ☐ No

Position Number

Demetria George 8/21/25

Signature Date

Budget Number 311001-32020-61002-31000

HUMAN RESOURCES OFFICE ONLY

Existing/Approved Position ☒ Yes ☐ No

FLSA Status ☒ Exempt ☐ Non-Exempt

Empl. Class: MU Pos. Class: 32840

11-0000 Mikhail Wilbur 10/13/25

SOC Code Verified By: Date:

☒ Approved ☐ Disapproved Shawn D. Vance

Vice Chancellor Date

☒ Approved ☐ Disapproved Alvin Washington amv 8/21/25

Chancellor/Vice President Date

☐ Approved ☐ Disapproved Allen J. Jacobs 10/14/2025

President Date

An Equal Opportunity Employer

# Job Description

Title: Director of the Louis A. Berry Institute for Civil Rights & Justice / Associate Professor

Reports to: Chancellor, Southern University Law Center

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## Position Summary

The Director of the Louis A. Berry Institute for Civil Rights & Justice, holding the academic rank of Associate Professor, will lead the Institute in fulfilling its mission to advance social, restorative, and transitional justice and civil and human rights, especially in Louisiana and the South. The Director will oversee academic programming, research, advocacy, community engagement, and leadership development while serving as a faculty member engaged in teaching, scholarship, and service.

## Mission of the Institute

The Louis A. Berry Institute for Civil Rights and Justice is committed to the advancement of social, restorative, and transitional justice and civil and human rights, especially in Louisiana and the South.

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## Vision of the Institute

The Institute will serve as a center of excellence dedicated to advancing social, restorative, and transitional justice and civil and human rights through instruction, education, research, advocacy, and community engagement.

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# Core Responsibilities

## 1. Academic Programs

- Teach courses that align with the mission, including those contributing to the Civil Rights, Human Rights, and Social Justice Certificate.
- Support experiential learning opportunities through clinics, externships, and practicums.
- Collaborate with faculty to integrate bar exam preparation by reinforcing doctrinal and procedural skills in classes and programming.

## 2. Research & Scholarship

- Conduct and publish original scholarship in areas of civil rights, social justice, or related fields.
- Produce policy briefs, white papers, and reports that address contemporary issues in civil and human rights.
- Organize conferences, symposia, and speaker series to advance the Institute's scholarship mission.
- Support and collaborate with scholars whose work aligns with the Institute's mission.

## 3. Advocacy, Community Engagement & Service

- Build and sustain strategic partnerships with local, regional, and national organizations.
- Develop and host community-centered programming, continuing legal education (CLE) opportunities, and thought-leadership events.
- Establish and maintain a historical archive of civil rights and social justice materials.
- Ensure all advocacy and programming remains educational, research-based, and nonpartisan in accordance with university and state policy.

## 4. Leadership Development

- Develop fellowship and scholarship opportunities for certificate students.
- Create mentorship pipelines linking students with alumni, practicing attorneys, and national leaders.
- Serve as a mentor to students, fellows, and junior faculty engaged in related areas of study.

## Qualifications

- Juris Doctor (J.D.) from an ABA-accredited law school required; advanced degree (LL.M., S.J.D., or Ph.D.) preferred.
- Licensed attorney in good standing, with expertise in civil rights, human rights, social justice, or related fields.
- Demonstrated record of scholarly achievement or potential for significant contributions in the field.
- Experience in teaching at the law school or graduate level preferred.
- Proven ability to engage with diverse communities and build strategic partnerships.
- Strong leadership, organizational, and communication skills.

## Governance & Reporting

- The Director will be appointed by and report directly to the Chancellor of Southern University Law Center.
- The Director will hold faculty responsibilities consistent with the rank of Associate Professor, including teaching, scholarship, and service.

ANGELA A. ALLEN-BELL

1905 West Thomas St., Suite D, Box 261  
Hammond, Louisiana 70404 •JusticeCenterLa@gmail.com  
225/294-2808• 225/614-7023

EDUCATION

Southern University Law Center  
Juris Doctorate, May 1998  
  
Northwestern State University  
Bachelor of Arts, Political Science, May 1992

Baton Rouge, Louisiana  
  
Natchitoches, Louisiana

EMPLOYMENT SUMMARY

TEACHING EXPERIENCE

Southern University Law Center, Baton Rouge, La.  
Subjects Taught: Civil Rights & Restorative Justice,  
Human Rights, Constitutional Law I, Constitutional  
Law II, Civil Rights Litigation, Legal Writing &  
Analysis I, Legal Writing & Oral Advocacy II,  
Legal Writing Lab, Professional Responsibility,  
Legal Research, Law & Minorities, Criminal Procedure.

2003-Present  
Professor  
Adjunct Professor  
Bar Prep Fellow

Law Scholars Pre-Law Studies, New Orleans, La.  
Subjects Taught: Criminal Law, Exam Writing, Outlining

2022-Present

Dillard University Pre-Law Studies, New Orleans, La.  
Subjects Taught: Foundations to Lead, Legal Methods.

2021-2023

Baton Rouge College, Baton Rouge, La.  
Subjects Taught: Legal Research and Writing, Sales, Criminal Law,  
Contracts, Bankruptcy and Business Law.

Adjunct Instructor, 05/99-12/02

LEGAL EXPERIENCE

First Circuit Court of Appeal, Baton Rouge, La.  
Performed extensive manual and electronic research, as well as  
editorial functions. Read records and prepared advisory civil  
writ reports for emergency, expedited and routine matters.  
Participated in writ conferences with staff and appellate  
judges. Prepared draft opinions (published and unpublished)  
and per curiams. Created and maintained an internal database of  
inmate, civil filings. Prepared persuasive recommendations to aid  
judges in deciding cases. Prepared advisory appellate opinion memos.

Staff Attorney, 11/98-08/08  
Judicial Law Clerk, 08/98-10/98

OTHER PROFESSIONAL EXPERIENCE

The Justice Center  
Hammond, La.  
Established mission. Plan programming and research initiatives.  
Draft and circulate social and transitional justice communications,  
Articles, books and materials. Create lesson plans. Write and deliver  
social and transitional justice speeches. Perform racial and gender  
equity reviews. Do peer reviews.

Founder, 2024-Present

Consulting Film Producer  
John Richie's "Iron Sharpens Iron"  
Louisiana Endowment for the Humanities

2023



<u>Louis A. Berry Institute for Civil Rights &amp; Justice</u> , Southern University Law Center, Baton Rouge, La. Established vision for Institute. Planned programs and research initiatives. Formed collaborations. Did community outreach. Made regular media and public presentations. Edited and contributed to monthly newsletter. Drafted press releases. Supervised staff.	Director, 01/19-09/20
<u>Gulf Land &amp; Seismic, Inc.</u> , Denham Springs, La. Aided in the creation of various documents for inclusion in local media publications. Provided consulting services relative to development, advertising and implementation of oil and gas exploration project.	Consultant, 11/06-06/07
<u>National Council of Negro Women</u> , New Orleans, La. Supervised program staff, client intake and evaluative reporting. Community outreach. Planned, directed and coordinated activities and projects. Established work plan and staffing for each phase of projects. Formulated procedures for systematic retention, protection, retrieval, transfer, and disposal of records. Case maintenance.	Program Director, 12/94-08/95
<u>Texas Department of Labor</u> , Arlington, Tx. Designed and coordinated employment and training program. Provided job search and retention skills and basic computer skills instruction. Notified relevant state agencies of client cooperation with program. Case maintenance.	Employment & Training Facilitator, 03/93-10/94

**PUBLICATIONS**  
**BOOKS**

ANGELA A. ALLEN-BELL, THE SUMMONS: ADVOCACY INSIGHTS FOR SYSTEMIC AND TRANSFORMATIVE CHANGE (2025).  
 ANGELA A. ALLEN-BELL, DIVERSITY IN THE JURY BOX AND BEYOND: A FORMULA FOR TRANSFORMING LOUISIANA’S LEGAL SYSTEM (2024).  
 ANGELA A. ALLEN-BELL, UNDER INDICTMENT: RACE, JURIES & JUSTICE IN LOUISIANA (2024).

**BOOK CHAPTERS**

ANGELA A. ALLEN-BELL, *Incarcerating the Speech, Expressions & Messages of Black Women: An Overlooked Obstacle in the Campaign to Dismantle the Carceral State*, Chapter in BLACK WOMEN AND THE CARCERAL STATE: TELL THEM WE ARE NOT MONSTERS (Erin S. Corbett & Katherine Wheatle eds., Routledge Press) (forthcoming 2025)

**JOURNALS**

Angela A. Allen-Bell, *Taking Exception to Criminal Justice Reforms that Fail to Transform: Using Transitional Justice to End the Carceral State*, 11 Penn. St. J.L. & Intl Aff. 1 (2023).  
 Angela A. Allen-Bell, *A Primer on the “Bell Case Synthesis Method” & A Lesson On Adult Child’s Play*, 2 Univ. of Bologna L. Rev. 1, 68 (2017).  
 Angela A. Allen-Bell, Student Author, Comment, *The Birth of The Crime: Driving While Black (DWB)*, 25 S.U.L. Rev. 195 (1997) reprinted in 44 S.U.L. Rev. 39 (2016).  
 Angela A. Allen-Bell, *The Incongruous Intersection of the Black Panther Party and the Ku Klux Klan*, 39 Seattle U. L. Rev. 1157 (2016).  
 Angela A. Allen-Bell, *How The Narrative About Louisiana’s Non-Unanimous Criminal Jury System Became A Person Of Interest In The Case Against Justice In The Deep South*, 67 Mercer L. Rev. 585 (2016) (Lead Article).  
 Angela A. Allen-Bell, *A Prescription for Healing a National Wound: Two Doses of Executive Direct Action Equals a Portion of Justice and a Serving of Redress for America & The Black Panther Party*, 5 Univ. Miami Race & Soc. Justice L.Rev. 1 (2015) (Lead Article).  
 Angela A. Allen-Bell, *Activism Unshackled & Justice Unchained: A Call to Make a Human Right Out of One of the Most Calamitous Human Wrongs to Have Taken Place on American Soil*, 7 J. of Law & Social Deviance 125 (2014).

Angela A. Allen-Bell, *Perception Profiling & Prolonged Solitary Confinement Viewed Through The Lens of The Angola 3 Case: When Prison Officials Become Judges, Judges Become Visually Challenged and Justice Becomes Legally Blind*, 39 Hastings Const. L.Q. 763 (2012) (Lead Article).

Angela A. Allen-Bell, *Bridge Over Troubled Waters and Passageway on a Journey to Justice: National Lessons Learned About Justice From Louisiana's Response to Hurricane Katrina*, 46 Cal. W. L. Rev. 2 (2010) (Lead Article).

Angela A. Allen-Bell, Student Author, Comment, *The Birth of The Crime: Driving While Black (DWB)*, 25 S.U.L. Rev. 195 (Fall 1997).

OPEN LETTERS

Angela A. Allen-Bell, et al., *Open Letter to Mayor LaToya Cantrell and the City Council of New Orleans*, Think 504 News, Feb, 23, 2025.

ENCYCLOPEDIA ENTRIES

Angela A. Allen-Bell, *Angola 3*, in 64 Parishes Encyclopedia.

Angela A. Allen-Bell, *Students United*, in 64 Parishes Encyclopedia.

Angela A. Allen-Bell, *Southern University*, in 64 Parishes Encyclopedia.

REPORTS

Co-authored ABA Criminal Justice Section Resolution and Report as to the use of non-unanimous juries in Louisiana and Oregon (along with Marjorie Esman and Heather Johnson), Feb. 2018. Resolution passed by the ABA’s Criminal Justice Council, spring 2018.

STATEMENTS

Angela A. Allen-Bell, *Reassessing Solitary Confinement II: The Human Rights, Fiscal, and Public Safety Consequences*, Hearing Before the Senate Judiciary Subcommittee on the Constitution, Civil Rights, and Human Rights, 113th Cong. (Feb. 25, 2014) (statement of Angela A. Allen-Bell).

Angela A. Allen-Bell, Louisiana Justice Commission Hearing (Nov. 2, 2013) (statement of Angela A. Allen-Bell).

Angela A. Allen-Bell, *Reassessing Solitary Confinement: The Human Rights, Fiscal, and Public Safety Consequences*, Hearing Before the Senate Judiciary Subcommittee on the Constitution, Civil Rights, and Human Rights (June 19, 2012) (statement of Angela A. Allen-Bell).

NEWS/MAGAZINES

Angela A. Allen-Bell, *Honorable John Michael Guidry*, Around the Bar, March/April 2023, at 21.

Angela A. Allen-Bell & Brittany Dunn, *The 50th Anniversary of a Student Movement and the Deaths of Denver Smith and Leonard Brown is an Opportunity, Not Just an Occasion*, Think 504 News, Nov. 11, 2022.

Angela A. Allen-Bell, *When Voter Suppression Joined Jury Selection in Holy Matrimony*, San Francisco Bay View, Aug. 19, 2021.

Angela A. Allen-Bell, *Bankrupt Justice & Subprime Juries in Louisiana*, Think 504 News, Aug. 1, 2021.

Angela A. Allen-Bell, *Making the Case for Voting Yes on Amendment 2 (Non-Unanimous Jury Law) on November 6*, Data News Weekly, Oct. 3, 2018.

Angela A. Allen-Bell, *La’s Non-Unanimous Jury System: An Assault Upon the Sixth Amendment & An Attack Upon Justice*, The Trial Lawyer, Summer 2018.

Angela A. Allen-Bell, *La’s Non-Unanimous Jury Law: An Instrument of Legal, Political, Social Oppression*, The Drum News, March 9, 2018.

Angela A. Allen-Bell, *‘Soledad Brother’ John Clutchette Granted Parole – Will California Gov. Jerry Brown Reverse the Decision?* (Written Interview), Angola 3 News & San Francisco Bay View (01/19/18).

Angela A. Allen-Bell, *Why Stop at Confederate Monuments? Remove the Codification of Supremacy and Oppression by Abandoning the Use of Non-Unanimous Juries in Criminal Cases* (ABA Section of Litigation, Diversity & Inclusion), Fall 2017.

Angela A. Allen-Bell, *Statement About Today’s SCOTUS Decision on the Dale Lambert Case*, Think504, Oct. 3, 2017.

Angela A. Allen-Bell, *Non-Unanimous Juries Are Relics of White Supremacy*, Wash. Post, Sept. 23, 2017, at A17.

Angela A. Allen-Bell, *Louisiana's Non-Unanimous Jury System: A Legal Injustice for Many Criminal Defendants*, Around the Bar, Sept. 2017, at 16.  
 Angela A. Allen-Bell, *Plantations Were Prisons: Mobilizing for the Millions for Prisoners Human Rights March* (Written Interview), Angola 3 News & Facing South (8/17/17).  
 Angela A. Allen-Bell, *Healing Our Wounds: Restorative Justice is Needed for Albert Woodfox, The Black Panther Party & The Nation* (Written Interview), Angola 3 News & The Institute for Southern Studies (6/29/15).  
 Angela A. Allen-Bell, *Terrorism, COINTELPRO, and the Black Panther Party* (Written Interview), Angola 3 News & OpEdNews (Sept. 7, 2014).  
 Angela A. Allen-Bell, *Nelson Mandela: A World-Class Sportsman and the Most Valuable Player (MVP) of the Civil and Human Rights League*, in A TRIBUTE TO NELSON MANDELA (12/13).  
 Angela A. Allen-Bell, *Solitary Confinement on Trial* (Written Interview), Angola 3 News & San Francisco Bay View Newspaper (6/18/12).

EXPERT REVIEWER *Herman's House*-Study Guide Expert for PBS Online Materials (June 2013).

#### POETRY

Angela A. Allen-Bell, *Reflections*, 59 (Poem: Election Day 2008) (Winter 2009).  
 Angela A. Allen-Bell, *EGO Magazine* 8,13 (Poems: Attempted Murder & A Judge, but not the Judge) (Fall 2007).  
 Angela A. Allen-Bell, 206 Around B. Cover, 17-8 (Poem: Oretha Castle Haley) (April 2006).

#### **PRESENTATIONS**

Presenter and Moderator, Exonerated Voices Panel and Exhibit, Baton Rouge, Louisiana ("*Exonerated Voices*" Panel), July 6, 2025.  
 Presenter, Roots Camp 2025, Baton Rouge, Louisiana ("*Learning Policy & Advocacy Through Plessy v. Ferguson*"), May 24, 2025.  
 Presenter, Plessy and Ferguson Initiative, New Orleans, Louisiana ("*The 2025 Implications of the 1896 Plessy v. Ferguson Decision*"), May 18, 2025.  
 Presenter, Westdale Middle School, Baton Rouge, Louisiana ("*The Constitutional Arguments in the 1896 Plessy v. Ferguson Decision*"), May 07, 2025.  
 Presenter, Southern University Law Center, Baton Rouge, Louisiana ("*Louisiana 2.0: Reimagining Juries and Justice & Advocating for Change*"), Feb. 22, 2025.  
 Presenter, Dillard University Center for Racial Justice and Pre-Law Program's Storytelling for Change: CRJ Author Series, N.O., Louisiana ("*Race, Juries & Justice in Louisiana*"), Feb. 17, 2025.  
 Presenter, SWBLSA's 9th Annual Regional Convention, Dallas, Texas ("*Staying Above Water: The Role of the Black Lawyer in the Fight for Freedom*"), Jan. 25, 2025.  
 Presenter, EBR Virtual Academy Career Week, ("*Becoming a Lawyer Then a Law Professor*"), Baton Rouge, Louisiana, Dec. 18, 2024.  
 Presenter, Zeta Phi Beta 2024 Louisiana State Workshop, ("*Implementing Social Justice Programs & Engaging in Advocacy*"), Hammond, Louisiana, Nov. 16, 2024.  
 Presenter, The Red Shoes, ("*From Awareness to Action*" 3 Part Series), Baton Rouge, Louisiana, Oct.-Nov., 2024.  
 Presenter, SWBLSA's Annual Academic Leadership Retreat, Baton Rouge, Louisiana ("*Exploring Legal Specializations*"), Oct. 5, 2024.  
 Panelist, APPEAL UK ("*Doubt Dismissed: Race, Juries and Wrongful Conviction*"), City Law School, London, May 8, 2024.  
 Presenter, EBR Virtual Academy Career Week, Baton Rouge, Louisiana ("*Becoming & Being a Lawyer*"), Dec. 18, 2024.  
 Presenter, Orleans Public Defenders, N.O., Louisiana ("*Race, Juries & Justice in Louisiana*"), Sept. 27, 2024.  
 Presenter, 5<sup>th</sup> National Black Catholic Women's Gathering, Louisville, Kentucky ("*Thirsting for Justice in an Unjust World*"), July 27, 2024.  
 Presenter, LSBA High School Summer Legal Institute and Intern Program, N.O., Louisiana ("*Transitional Justice & Constituinal Law*"), June 13, 2024.  
 Presenter, LSBA Annual Meeting, Destin, Florida ("*When Drama is Really Trama?*"), June 3, 2024.  
 Presenter, Black Heritage Room Lecture, Scotlandville Branch Library, Baton Rouge, Louisiana ("*Incarcerating the Speech, Expressions & Messages of Black Women: An Overlooked Obstacle in the Campaign to Dismantle the Carceral State*"), March 3, 2024.



Presenter, New Orleans Public Library, New Orleans, Louisiana (“*Dispelling the Myth of Black Pantherism*”), Oct. 28, 2023.

Presenter, The Ashe Center, New Orleans, Louisiana (“*Dispelling the Myth of Black Pantherism*” Keynote), Oct. 21, 2023.

Presenter, 3<sup>rd</sup> World Conference on Arts, Humanities, Social Sciences, and Education, Paris, France (“*Taking Exception to Criminal Justice Reforms that Fail to Transform: Using Transitional Justice to End the Carceral State*”), Oct. 17, 2023.

Presenter, 81<sup>st</sup> NAACP Louisiana State Convention & Leadership Conference, Marksville, Louisiana (“*Refuse To Be Silenced, Vote!*” Keynote), Sept. 29, 2023.

Panelist, Algiers Regional Library, New Orleans, Louisiana (“*Iron Sharpens Iron*” Film Panel), Sept. 23, 2023.

Presenter, Aging People in Prison Human Rights Campaign Black August Lunch & Learn Series (“*Taking Exception to Criminal Justice Reforms that Fail to Transform: Using Transitional Justice to End the Carceral State*”), Aug. 23, 2023.

Panelist, First Grace Methodist Church, New Orleans, Louisiana (“*Iron Sharpens Iron*” Film Panel), April 21, 2023.

Presenter, Zeta Phi Beta Sorority, Inc. Mu Omega Zeta Chapter (“*A New Dimension of Protest: Black Juror Participation*”), April 18, 2023.

Panelist, Law & Racism Class/Southern University Law Center, Baton Rouge, Louisiana (“*What About the Knee on Her Neck?*”), March 25, 2023.

Presenter, Louisiana State Penitentiary (“*Students United & the 1972 Student Movement: Lessons in Trauma, Reconciliation & Resilience*”), Feb. 24, 2023.

Presenter, IBM Consulting/Black Business Resource Group (“*The 1972 Student Movement: An Act of Resistance*”) Feb. 1, 2023.

Panelist, Culture of Health Leadership Institute for Racial Healing (“*Law As a Form of Violence*”), January 11, 2023.

Presenter, Law & Racism Class/Southern University Law Center, Baton Rouge, Louisiana (“*Cold Case Investigation: Episode 50*”), Nov. 16, 2022.

Panelist, J.P. Morgan Chase Bank’s Black Legal Forum (“*The Historical and Social Importance of the Recent Homer Plessy Pardon*”), June 15, 2022.

Panelist, The Louisiana State Penitentiary Museum Foundation’s In Pursuit of Equal Justice Seminar (“*The Legacy of Jim Crow in Louisiana: Non-Unanimous Juries*”), March 24, 2022.

Presenter, Louisiana Governor John Bel Edwards Issues a Posthumous Pardon to Homer Plessy, New Orleans, Louisiana, January 5, 2022.

Panelist, The Louisiana NAACP, Baton Rouge, Louisiana (“*A New Form of Black Protest: Making Jury Duty Jury Service*”), Nov. 12, 2021.

Panelist, Law & Racism Class /Southern University Law Center, Baton Rouge, Louisiana (“*Black Jurors: Missing In Action or Missing By Practice?*” CLE), August 20, 2021.

Host, Center for African and African American Studies at Southern University at New Orleans (“*Driving While Black: Race, Space & Mobility in America*”), July 15, 2021.

Panelist, 2021 Universities Studying Slavery Conference (*Contemporary Legacies of Slavery: The Justice System*), April 16, 2021.

Panelist, Louisiana Public Broadcasting, Baton Rouge, Louisiana (“*Philly D.A. ” Documentary Discussion*), April 12, 2021.

Facilitator, West Baton Rouge Parish Library (“*Who Get’s to Vote?*” *One Person, No Vote Discussion*), March 24, 2021.

Panelist, Louisiana Public Broadcasting, Baton Rouge, Louisiana (“*Coded Bias*” *Documentary Discussion*), March 15, 2021.

Facilitator, West Baton Rouge Parish Library (“*Who Get’s to Vote?*” *Bending Towards Justice Discussion*), March 10, 2021.

Presenter, SULC BLSA Chapter (“*The Louisiana Black Panther Party on Trial*”), Feb. 26, 2021.

Facilitator, West Baton Rouge Parish Library (“*Who Get’s to Vote?*” *Vanguard Discussion*), Feb. 24, 2021.

Presenter, Center for African and African American Studies at Southern University at New Orleans (“*I Can’t Breathe: A Discussion About Race, Racism, and Lasting Change in Louisiana*”), Oct. 23, 2020.

Presenter, Roundtable Talk Hosted by Dawn Chanet Collins, Baton Rouge, Louisiana (“*Standing Straight in a Crooked Room as a Black Female*”), Sept. 30, 2020.

Presenter, Tulane Law School, New Orleans, Louisiana (“*Race, Racism, Anti-Racism, and the Constitution: A Look at the Past, Present, and Future*”), Sept. 17, 2020.

Presenter, Roots Camp 2020, Baton Rouge, Louisiana (“*Intersection of the Black Panther Party and the Klu Klux Klan & the Continuing Call for Redress & Restorative Justice*”), March 6, 2020.

Keynote, Lifers and Alumni Association Civil Rights & Criminal Justice Reform Seminar at Elayn Hunt Correctional Center, (*"Criminal Justice Reform & Civil Rights for the Captains & Masters of EHCC"*), Feb. 28, 2020.

Keynote, Center for African and African American Studies at Southern University at New Orleans, (*"When Law & Injustice Become Bedfellows: Justice Becomes the Business of the People"*), Feb. 03, 2020.

Keynote, Distinguished Gentlemen of Toastmasters 11<sup>th</sup> Annual Youth Forum at Dixon Correctional Institute, (*"Hit the Reset Button"*), Sept. 19, 2019.

Keynote, Louis A. Martinet Legal Society Southwest Louisiana CLE & Gala, Lake Charles, Louisiana (*"Did Jim Crow Die in November 2018?"*), Aug. 2, 2019.

Keynote, 9<sup>th</sup> Annual National Civil Rights Conference, Birmingham, Alabama (*"Rise, Advocate, Educate & Cooperate: Political Participation & Silver Rights"*), June 17, 2019.

Presenter, Access to Justice Internship Program, Baton Rouge, Louisiana (*"Using Restorative Justice As a Form of Redress"*), May 14, 2019.

Presenter, SULC Diversity Week, Baton Rouge, Louisiana (*"When Bells & Berries Mix, A Unique Brand of Justice Results"*), April 1, 2019.

Presenter, Louisiana Correctional Institute for Women, Baton Rouge, Louisiana (*"The History and Achievements of African Americans"*), Feb. 20, 2019.

Presenter, The Red Shoes, Baton Rouge, Louisiana (*"The Role of the People in Justice Battles: An Overlooked Aspect of Civil Rights Litigation"*), Feb. 17, 2019.

Presenter, Southern University Law Center, Baton Rouge, Louisiana (*"Louisiana's Non-Unanimous Jury Law"* CLE), Oct. 30, 2018.

Presenter, St. Tammany Parish Indivisible Chapter Meeting, Abita Springs, Louisiana (*"Louisiana's Non-Unanimous Jury Law"*), Oct. 18, 2018.

Presenter, Southeastern University, Hammond, Louisiana (*"Louisiana's Non-Unanimous Jury Law"*), Oct. 10, 2018.

Presenter, St. Helena College & Career Academy, Greensburg, Louisiana (*"Louisiana's Non-Unanimous Jury Law"*), Sept. 18, 2018.

Panelist, Criminal Justice Research and Reform Working Group Meeting, Washington, DC (summary of forthcoming book), Aug. 28, 2018.

Presenter, St. Tammany Parish Democratic Party Precinct Organizing Committee Meeting, Mandeville, Louisiana (*"Louisiana's Non-Unanimous Jury Law"*), Aug. 25, 2018.

Presenter, Minority Law & Research Institute (*"Louisiana's Non-Unanimous Jury Law"*), June 26, 2018.

Presenter, Access to Justice Internship Program, Baton Rouge, Louisiana (*"Advocacy & Louisiana's Non-Unanimous Jury Law"*), June 4, 2018.

Presenter, Louisiana State Penitentiary, Angola, Louisiana (*"Advocacy & Louisiana's Non-Unanimous Jury Law"*), June 2, 2018.

Presenter, Louisiana Legislative Black Caucus, Baton Rouge, Louisiana (*"Louisiana's Non-Unanimous Jury Law"*), April 2018.

Presenter, SCALS Faculty Exchange—Cecil C. Humphreys School of Law, Memphis, Tennessee (*"The Louisiana Black Panther Party"*), March 30, 2018.

Panelist, Greater New Orleans Martinet Chapter CLE (*"Non-Unanimous Juries in Criminal Cases: An Examination of the Racists Roots and Shameful Fruit"*), December 2017.

Panelist, GEO Reentry Services, Baton Rouge, Louisiana (*"Embracing Freedom"*), November 2017.

Presenter, Compassion in Action, Baton Rouge, Louisiana (*"Louisiana's Non-Unanimous Jury Law"*), September 2017.

Presenter, Compassion in Action, Baton Rouge, Louisiana (*"Restorative Justice for Civil Rights Era Activists"*), August 2017.

Panelist, Tulane Law School, ACLU chapter forum (*"Louisiana's Non-Unanimous Jury Law"*), April 2017.

Panelist, National Lawyers Guild Southern Regional Convention (*"Louisiana's Non-Unanimous Jury Law"*), March 2017.

Presenter, SULC BLSA Training, Baton Rouge, Louisiana (*"Louisiana's Non-Unanimous Jury Law"*), Feb. 15, 2017.

Presenter, West Baton Rouge Parish Museum (*"Why Restorative Justice is the Tool we Must Use if We are to Fulfill M.L.K.'s Legacy & Complete His Agenda"*), Jan. 2017.

Panelist, New Orleans Bar Association's Procrastinator's CLE (*"Louisiana's Non-Unanimous Jury Law"*), Dec. 2016.

Panelist, Southern University Law Center & Louisiana ACLU (*"Louisiana's Non-Unanimous Jury Law"*), Oct. 2016.

Panelist, SEALS Annual Conference (New Scholars Workshop/Criminal Law, Criminal Procedure & Immigration), Aug. 2016.

Presenter, Freedom & Liberation Conference (*"Christians Participating in Criminal Justice Reform? That's Radical!"*),

June 2016.  
Panelist, Southern University Law Center Criminal Law Society (“*Mass Incarceration: Recycling Slavery*”), March 2016.  
Panelist, Seattle University School of Law Law Review Symposium (“*Poverty Law: Academic Activism*”), Feb. 2016.  
Panelist, Mercer Law Review Symposium (“*Justice in the Deep South: Learning from History, Charting our Future*”), Oct. 2015.  
Presenter, 2015 Fall Judges Conference (“*Post-Katrina: Justice Moving Forward?*”), Oct. 2015.  
Presenter, West Baton Rouge Museum (“*Slavery By Another Name*”), Sept. 2015.  
Presenter, Second Saturday Brunch, Hammond, La. (“*Angola 3 & Solitary Confinement*”), June 2015.  
Presenter, Minority Law & Research Institute (“*Restorative Justice*”), June 2015.  
Presenter, SULC Faculty Colloquium (“*Restorative Redress & The Black Panther Party*”), March 2015.  
Panelist, Louisiana State Bar Association 2015 Diversity Conclave (“*The Criminal Justice System*”), March 2015.  
Presenter, Unitarian Church, Hammond, La. (“*Race, Criminal Justice Reform & Solitary Confinement*”), Feb. 2015.  
Presenter, Mock Law School Class During Recruitment Visit (“*Introduction to Law*”), March 2014.  
Presenter, Council on Legal Education Opportunity (CLEO) (“*Legal Analysis*”), Feb. 2014.  
Panelist, SESW People of Color Legal Scholarship Conference (“*Pedagogy + Practical Application—Teaching and Training Students to be Social Engineers*”), Feb. 2014.  
Presenter, Louisiana Justice Commission (“*Solitary Confinement*”), Nov. 2013.  
Presenter, SULC Incoming 1L Class Academic Enrichment Workshop (“*Writing the Law School Exam*”), Aug. 2013.  
Panelist, SEALS Annual Conference (“*Vulnerability & The Criminal Justice System*”), July 2013.  
Presenter, Minority Law & Research Institute (“*Post Conviction Relief*”), June 2013.  
Presenter, SULC Discover Law Day (“*Introduction to Law*”), March 2013.  
Presenter, Belaire High School (“*Advocacy & Legislation*”), Sept. 2012.  
Presenter, Minority Law & Research Institute (“*The Federal Process & The Angola 3 Case*”), June 2012.  
Presenter, Amnesty International-Louisiana State Meeting (“*Prolonged Solitary Confinement*”), April 2012.  
Presenter, Baton Rouge Bar Association, CLE Lecturer (“*Cultural Competency*”), Feb. 2012.  
Presenter, SULC 1L Town Hall Meeting (“*Having a Sense of Purpose*”), Jan. 2012.  
Panelist, SULC Civil Rights Commemoration (“*Strategies to Obtain Civil/Equal/Human Rights*”), Nov. 2011.  
Presenter, Junior Faculty Forum, Tulane University Law School, Nov. 2011.  
Presenter, The Dufrocq School, Constitution Day Speaker, Sept. 2011.  
Presenter, Southern University, Department of Criminal Justice (“*Rights of Crime Victims*”), Sept. 2011.  
Presenter, Southern University, Department of Criminal Justice (“*Introduction to Law*”), Feb. 2011.  
Presenter, SULC Law Week (“*Living the Dash and Doing so on a Balanced Budget*”), March 2010.  
Presenter, Southern University, Department of Education (“*Rights of School Students*”), April 2009.  
Presenter, Louisiana District Attorney’s Association, CLE Lecturer (“*Professionalism*”), Sept. 2008.  
Presenter, Covington Bar Association, CLE Lecturer (“*Persuasive Appellate Briefs*”), Sept. 2007.  
Presenter, Louisiana Appellate Project, CLE Lecturer (“*Courting Appellate Judges With Your Briefs*”), June 2007.  
Panelist, Louisiana State Bar Association, professionalism speaker (SULC Orientation), 2000-3.  
Panelist, SULC (“*Challenging the Myth of Racial & Gender Equality*”), Feb. 2001.  
Presenter, Baton Rouge Bar Association, CLE Lecturer (“*Supervisory Review of the Denial of a Motion for Summary Judgment*”), Dec. 2000.

MEDIA & VIDEO APPEARANCES

01/16/25: Podcast Interview  
Race, Justice and Angela A. Allen-Bell’s 3-Book Series  
Taye Uhuru Speaks

09/21/24: Non-Unanimous Juries: The Case for a Legislative Solution  
Documentary Produced by Promise of Justice Initiative

08/22/24: SULC A Civil Rights Dream Come True Documentary Interview  
Documentary Produced by Louisiana Public Broadcasting

04/12/24: US. v. Cruikshank Lecture Filmed for Inclusion  
in The Colfax Massacre Documentary  
Documentary Produced by Riverside Films  
& Louisiana Public Broadcasting



- 10/26/23: *The Colfax Massacre* Documentary Interview  
Documentary Produced by Riverside Films  
& Louisiana Public Broadcasting
- 10/20/23: The Front Porch Talk Show/WBOK Radio  
*Dispelling the Myth of Black Pantherism*  
New Orleans, Louisiana
- 10/14/23: The Ancestral Rock  
*Dispelling the Myth of Black Pantherism*  
On Da Farms Pros
- 05/03/23: *Surviving Solitary* Documentary Interview  
Documentary Produced by Allen Media Group/The Grio
- 09/04/22: “Tribute to the Life & Legacy of Albert Woodfox”  
Activist News Network
- 01/07/22: Television Interview  
“*Descendants of Landmark Segregation Case Unite*”  
CBS Mornings
- 08/18/21: Radio Interview (Race & Criminal Justice in Louisiana)  
The Open Line Radio Show-KIEE 88.3FM  
Lafayette, Louisiana
- 08/16/21: Radio Interview (Jury Diversity)  
WBOK Radio  
New Orleans, Louisiana
- 03/09/21: SU System Founders’ Day Convocation Video  
Southern University A&M College  
Baton Rouge, Louisiana
- 02/28/20: Documentary Interview (Louisiana’s Criminal Justice System)  
*The American Audit*  
By Donney Rose
- 01/20/20: Television Interview (About the Louis A. Berry Institute for Civil Rights & Justice &  
“*Disrupting the Injustice Narrative*” Program)  
Channel WBRZ  
Baton Rouge, Louisiana
- 01/01/20: Museum Exhibit Video Interviews (*Cuttin’ Cane A’int All We Do* Exhibit)  
Featured in: “Legally Free” & “The Motivation of Law”  
West Baton Rouge Museum  
Port Allen, Louisiana
- 09/10/19: Radio Interview (The Legacy of The Louisiana Black Panther Party)  
Max 94.1 Tonja Miles and The Tailgate Show  
Baton Rouge, Louisiana
- 08/07/19: Radio Interview (The State of Solitary Confinement in Louisiana)  
Max 94.1 Tonja Miles and The Tailgate Show  
Baton Rouge, Louisiana

- 07/10/19: Radio Interview (The Legacy of Non-Unanimous Juries)  
Max 94.1 Tonja Miles and The Tailgate Show  
Baton Rouge, Louisiana
- 06/08/19: Radio Interview (About the Louis A. Berry Institute for Civil Rights & Justice)  
Guess Who’s Coming to Kansas City–KKFI  
Kansas City, Missouri
- 11/05/18: Podcast (Louisiana’s Non-Unanimous Jury Law, Part 3)  
SULC Conscious Counsel  
Baton Rouge, Louisiana
- 10/04/18: Radio Interview (Louisiana’s Non-Unanimous Jury Law & Amendment 2)  
A Pause for Thought–WHYR969  
Baton Rouge, Louisiana
- 08/18/18: Radio Interview (Louisiana’s Non-Unanimous Jury Law, Angola 3 & Criminal Justice Reform)  
Louisiana All American Sports–WHYR969  
Baton Rouge, Louisiana
- 01/30/18: Podcast (Only Ten Are Needed)  
The Blindsided Podcast, Episode 8  
By vortersmatter.org
- 01/27/18: Documentary Interview (Louisiana’s Criminal Justice System)  
*The Day After: The Alton Sterling Story*  
By Keith A. Beauchamp & Dr. Rani Whitfield
- 08/18/17: Radio Interview (Understanding Hate in 2017)  
Another View-whro 89.5 WHRV-FM  
Norfolk, Virginia
- 09/08/16: Radio Interview (Opening of SULC Lecture Series)  
Perspective Talk Radio-WTQT 106.1  
Baton Rouge, Louisiana
- 01/30/16: Radio Interview (Criminal Justice in Louisiana)  
Real Talk Radio-KJCB 770 AM  
Lafayette, Louisiana
- 06/26/15: Interviewed for Written Story About Solitary Confinement & The Angola 3 Case  
Richard Hetu, La Presse (France)
- 06/18/15: Interviewed for Written Story About Solitary Confinement  
Philippe Boulet-gercourt, Le Nouvel Observateur (France)
- 06/15/15: Interviewed for Written Series About Solitary Confinement & The Angola 3 Case  
Emily Lane, NOLA.com/The Times-Picayune
- 06/13/15: Radio Interview (Angola 3 Case Update)  
Real Talk Radio-KJCB 770 AM  
Lafayette, Louisiana
- 06/12/15: Television Interview (Angola 3 Case Update)  
News Nation with Tamron Hall  
MSNBC
- 06/12/15: Television Interview (Angola 3 Case Update)

NBC Nightly News

- 06/12/15: Radio Interview (Angola 3 Case Update)  
National Public Radio  
All Things Considered, Audie Cornish
- 06/10/15: Radio Interview (Angola 3 Case Update)  
WBOK (Chuck Perkins Show)  
New Orleans, Louisiana
- 06/09/15: Television Interview (Angola 3 Case Update)  
Sky News (London Broadcast)
- 06/09/15: Interviewed for Written Story About The Angola 3 Case  
Kevin McGill, Associated Press
- 05/05/15: Television Interview (Restorative Justice, The Black Panther Party & The Angola 3 Case)  
Channel FPTV 17, The Patricia Morris Show  
Hammond, Louisiana
- 05/01/15: Television Interview (Restorative Justice)  
WSTY TV, The Ed Ponds Show  
Hammond, Louisiana
- 10/16/14: Television Interview (Solitary Confinement & The Angola 3 Case)  
Freedom Is A Constant Struggle  
San Francisco, California
- 03/05/14: Radio Interview (The Second Congressional Hearing on Solitary Confinement)  
Wanda's Picks  
Oakland, California
- 10/08/13: Radio Interview (Solitary Confinement & The Angola 3 Case)  
Perspective Talk Radio  
Baton Rouge, Louisiana
- 10/05/13: Radio Interview (Solitary Confinement & The Angola 3 Case)  
Real Talk Radio-KJCB 770 AM  
Lafayette, Louisiana
- 03/23/13: Radio Interview (Criminal Justice Reform)  
Real Talk Radio-KJCB 770 AM  
Lafayette, Louisiana
- 03/21/13: Radio Interview (Prolonged Solitary Confinement & The Angola 3 Case)  
The Carl Nelson Show  
Washington, D.C.
- 10/15/12: Jim Engster Show (Prosecutorial Misconduct & Accountability)  
Baton Rouge, Louisiana
- 06/27/12: Radio Interview (Prolonged Solitary Confinement)  
Wanda's Picks  
Oakland, California
- 05/30/12: KBOOM Community Radio (Prolonged Solitary Confinement)  
Portland, Oregon



05/24/12: Guy Broady Show (Prolonged Solitary Confinement)  
Baton Rouge, Louisiana

05/07/12: Africa Today-KPFA Radio (Prolonged Solitary Confinement)  
Berkeley, California

04/17/12: Jim Engster Show (Prolonged Solitary Confinement)  
Baton Rouge, Louisiana

04/17/12: Amnesty International-Angola 3 Coalition Press Conference  
Baton Rouge, Louisiana

PRINT MEDIA

Featured in: *Angela A. Allen-Bell An Activist Scholar, A Legal Expert, Transitional Justice Advocate and Change Agent*, CIO Views, June 2024.

Quoted in: Charles Thomson, *Andrew Malkinson Calls for End to Majority Verdict Law*, Local London, May 9, 2024.

Quoted in: Naima Sakande & Nisha Waller, *Doubt Dismissed Rac, Juries and Wrongful Conviction*, APPEAL, May 2024.

Quoted in: Bonnie Bolden, Trinity Velazquez and Da’Shawn Johnson, *See Update on Brave Cave Tour in Lawsuit Accusing Baton Rouge Police of Misconduct, Beatings*, LOUISIANAFIRSTNEWS.COM, March 22, 2024.

Quoted in: C.C. Campbell-Rock, *The New Orleans Chapter of the Black Panthers, Their Attorney Recently Honored by BSLA of Southern University*, The Louisiana Weekly, March 7, 2024.

Quoted in: Amy Nathan, *Together: An Inspiring Response to the ‘Separare-But-Equal’ Supreme Court Decision That Divided America* 151 (2d ed. 2023).

Quoted in: Ivan Moreno, *Louisiana Has a Brady Crisis. Can The Supreme Court Fix It?*, Law 360, Jan. 3, 2023.

Quoted in: *New Laws Protecting Sexual Assault Survivors Don’t Bring Justice for All*, Capital B, Dec. 7, 2022.

Quoted in: C.C. Campbell-Rock, *The State’s Apology: 50 Years Too Late?*, The Louisiana Weekly, Nov. 21, 2022.

Quoted in: Claire Sullivan, Brittany Dunn, Shelly Kleinpeter & Allison Alsop, *Pain, Lessons Remain Decades After Southern University Shooting*, WWNO, Nov. 14, 2022.

Mentioned in: *Is Our Jury System a Vestige of White Supremacy?* Appeal, Oct. 31, 2022.

Quoted in: *District Attorney Williams and United States Congressman Troy Carter Announce \$2.3M In Federal DOJ Grants Awarded to District Attorney’s Office to Increase Safety*, OPDA Press Release, Feb. 15, 2022.

Quoted in: *A Pardon for Homer Plessy the Long Arc of “Pernicious” Jurisprudence*, Perspectives on History, Jan. 25, 2022.

Quoted in: *Homer Plessy Has Been Pardoned for Arrest That Led to ‘Separate but Equal’ Ruling*, NPR, Jan. 5, 2022.

Quoted in: *With a Pardon, Homer Plessy's Record Is Clear, but a Painful Legacy Endures*, New York Times, Jan. 5, 2022.

Mentioned in: Angela A. Allen-Bell, *Non-Unanimous Juries*, in 64 Parishes Encyclopedia.

Quoted in: C.C. Campbell-Rock, *Driving While Black: White Control Over Black Mobility Continues*, The Louisiana Weekly, Aug. 09, 2021.

Quoted in: *The 141 Years at Southern University: Celebrating the Annual Founders' Day*, Southern Digest, March 16, 2021.

Quoted in: *As Supreme Court Reconsiders Jim Crow-Era Split Juries, Past Cases Could Earn New Trials*, NBC News, Dec. 5, 2020.

Mentioned in: *Mother Pistol-Whipped Before '64 'Mississippi Burning' Church Fire*, The Neshoba Democrat, June 18, 2019.

Mentioned in: *Women of Color Attorneys Burning Down Walls of Corruption & Injustice*, Think504, May 5, 2019.

Featured in: *On the Front Lines for Restorative Justice*, The Louisiana Weekly, April 15, 2019.

Quoted in: *'Living legend' Malik Rahim Honored for Decades as Civil Rights Activist in New Orleans*, The Advocate, Jan. 21, 2019.

Quoted in: *Malik Rahim To Be Honored with Living Legend Award*, The Louisiana Weekly, Jan. 7, 2019.

Quoted in: *System of White Supremacy Blocked Anti-Lynching Law for 100 yrs*, Russia Today TV, Dec, 26, 2018.

Mentioned in: Gerard Robinson, *The First Step Act*, Medium, Dec. 14, 2018.

Quoted in: John Schuppe, *Voters Kill Remnants of Jim Crow in Florida & Louisiana*, NBC News, Nov. 7, 2018.

Mentioned in: Ashley N. Baker, *ABA Policy in Action: Louisiana Voters to Require Unanimous Juries in Felony Cases*, ABA Before the Bar Blog, Nov. 07, 2018.

Quoted in: Tisia Muzinga, *Southern University Law Center Hosts Voter Rally*, Fox 44, Oct. 30, 2018.

Quoted in: *Should Jury Convictions be Unanimous? And Other Questions Head to Louisiana Voters Nov. 6*, The Drum, Sept. 3, 2018.

Quoted in: Dan Copp, *The Jury's Out On Split Verdicts*, Houma Today, Aug. 20, 2018.

Quoted in: Robert McKnight, *Breaking the Chains: Non-Unanimous Jury Opinion*, Greater New Orleans Martinet Legal Society News, July 16, 2018.

Quoted in: Edwin Crayton, *Would Unanimous Juries Amendment Reduce Racism In Jury Systems Locally And Statewide?*, Natchitoches Parish Journal, June 13, 2018.

Featured in: *Interview with Professor Angela Bell*, Legal Narratives Blog, May 2018.

Quoted in: John Sammon, *Law Scholar Says Measure Requiring Unanimous Jury Vote for Felony Convictions in Louisiana Is Needed*, Louisiana Record, May 1, 2018.

Quoted in: Anthony Izaguirre, *Louisiana Takes Aim at Jim Crow-Era Jury Law*, Associated Press, April 15, 2018.

Quoted in: John Simerman & Gordon Russell, *In Louisiana's Split Verdict Rule, White Supremacist Roots Maintain Links to Racists Past*, The Advocate, April 7, 2018.

Featured in : William Fox, *A Soledad Brother: How a Group of Students Hundreds of Miles from California Took on the Cause of an Aging Prisoner*, Voices of Monterey Bay, March 21, 2018.

Quoted in: Larry Sharp, *10-2 Unfair Advantage*, The Angolite, Nov./Dec. 2017.

Mentioned in: Edith Roberts, *Monday Round-up*, SCOTUSblog (Sept. 25, 2017), <http://www.scotusblog.com/2017/09/monday-round-up-365/>.

Quoted in: Andrew Cohen, *A Vestige of Bigotry: The Supreme Court and Non-Unanimous Juries*, The Marshall Project, September 25, 2017.

Quoted in: Ken Daley, *Should Juries Be Unanimous? Treme Murder Case Raises Question for U.S. Supreme Court*, The Times-Picayune, September 13, 2017.

Quoted in: Katti Gray, *The Last Vestige of ‘Jim Crow’ Justice*, The Crime Report, May 22, 2017.

Quoted in: William Snowden, *Time to Toss Non-Unanimous Jury Verdicts, a Vestige of Jim Crow*, The Lens, February 9, 2017.

Quoted in: Rachel Aviv, *How Albert Woodfox Survived Solitary Confinement*, The New Yorker, January 16, 2017.

Quoted in: Karen Kidd, *Southern University Endowed Professors Share Secrets to Legal Academia Work*, Louisiana Record, July 10, 2016.

Quoted in: Julia Craven, *Surveillance of Black Lives Matter Movement Recalls COINTELPRO*, Huffington Post, Aug. 19, 2015.

Quoted in: *Albert Woodfox Spent More Than 40 Years in Solitude: What’s the Physical and Mental Impact?*, The Times-Picayune, June 22, 2015

**RESEARCH & TEACHING INTERESTS**

Social Justice, Transitional Justice, Restorative Justice, Civil Rights, Human Rights, Prison Law, Constitutional Law, Criminal Procedure, Race and Law, Mass Incarceration and the interplay between race and justice.

**AWARDS & RECOGNITIONS**

Selected as the Center for African and African American Studies (CAAAS) at Southern University at New Orleans (SUNO’s 2025 Living Legend Award Recipient).

Named one of the “Top 10 Most Influential Leaders Making an Impact in Legal Industry” by CIO Views Magazine (2024).

Selected, through a national search, as a member of the first cohort of the Culture of Health Leadership Institute for Racial Healing (May 2022).

Selected for membership in the Fellows of the American Bar Foundation, an invitation only organization for only 1% of lawyers in a region (2016-present).

Selected for membership in the National Black Lawyers-Top 100, an invitation only organization (Selected in 2015 and renewed annually).

Recognized as a Louisiana Leading Lady (Leaders Publications, 2022).

Recognized in 64 Parishes Encyclopedia entry on “Non-Unanimous Juries” as a central player in the historic effort to end the practice in Louisiana (2021).

Named by the Drum Newspaper as one of its “People for 2021.”

Profiled by Promise of Justice Initiative for Women’s History Month, 2021.

Profiled for Black History Month by the Girl Scouts Louisiana East, 2021

Urban League of Louisiana, 2019 Unanimous Jury Coalition Gala Honoree.

2019 Civil Rights & Social Justice Award, National Civil Rights Planning Committee.

HR 248 Commends Angela A. Allen-Bell for her achievements as a legal scholar, May 2019.

2019 Women of Distinction Award, Girl Scouts Louisiana East.

SULC Excellence in Research & Public Interest Service Award, October 2018.

Recognized by the Innocence Project N.O. for scholarly contribution and advocacy relative to change in Louisiana’s non-unanimous jury law, June 1, 2018.

Awarded the B. K. Agnihotri Endowed Professorship, March 2016.

Scholarship included in American Law Reports (A.L.R.) as a reference source under solitary confinement.

Scholarship included in American Jurisprudence as a reference source under cruel and unusual punishment.

**SERVICE**

Louisiana Capital Assistance Center Board of Directors (President) (2016-present)

The Plessy and Ferguson Foundation (Member) (2023-2024 and 2025-present)

The Payne Center Journal on Race and Social Justice (Editorial Board Member for *Equitas*)

**PROFESSIONAL MEMBERSHIPS**

American Bar Fellows (Invitation Only) (2016-present)

National Black Lawyers-Top 100 (Invitation Only) (2015-present)

American Bar Association (2008-present)

Baton Rouge Bar Association (2007-present)

Louisiana State Bar Association (1998-present)

**REFERENCES**

Judge John Michael Guidry  
First Circuit Court of Appeal  
1600 North Third Street  
Baton Rouge, Louisiana 70802  
JGuidry@la-fcca.org  
225/382-3080

Professor Virginia Listach  
Law Clinic Director  
Southern University Law Center  
P.O. Box 9294  
Baton Rouge, Louisiana 70813  
[VListach@sulc.edu](mailto:VListach@sulc.edu)  
225/771-3333



## SOUTHERN UNIVERSITY SYSTEM

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

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## POSITION VACANCY AUTHORIZATION

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REQUEST THAT THE POSITION TITLE: Associate Director of Library Services

BE AUTHORIZED AS A VACANCY FOR: Southern University Law Center

(Department or Unit Name)

<input checked="" type="checkbox"/> Replacement	<input checked="" type="checkbox"/> Unclassified	<input type="checkbox"/> Faculty	<input checked="" type="checkbox"/> Full-Time	<input checked="" type="checkbox"/> State
<input type="checkbox"/> New Position	<input type="checkbox"/> Civil Service	<input type="checkbox"/> Non-Tenured	<input type="checkbox"/> Part-Time	<input type="checkbox"/> Grant-In-Aid
<input type="checkbox"/> Temporary		<input type="checkbox"/> Tenure-Track	<input type="checkbox"/> Percentage of Time	<input type="checkbox"/> System Revenue
		<input type="checkbox"/> Tenured		<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).

Assist the Director with developing short (12 months) and long (5 years) range goals and objectives

Assist the Director with recruiting, screening, hiring, and placement of all library personnel

Assist the Director in establishing library policies in consultation with the Chancellor, Library Faculty Committee and with input from students, faculty members, and library staff

Represent the Law Library at workshops, conferences, and annual meetings

Assist the Director in preparing the library budget in consultation with the Chancellor and Associate Vice Chancellor for Financial Affairs.

Assist the Director with the preparation of special reports for the Chancellor, ABA, and AALL

Assist the Director in developing and maintaining a library collection development policy in accordance with the accreditation requirements of ABA and AALL.

Teach a section of Legal Research

Salary/Range: \$108,000--\$110,000 Previous Incumbent (if replacement):

Supervisor's Position Title Director of Library Services Supervisor's Position No.

☒ Approved ☐ Disapproved Philip Anderson-Pugh 8/21/25  
Department Head Date☒ Approved ☐ Disapproved Gerry L. Hall 8/21/25  
Dean/Director/Supervisor of Budget Unit Date

FINANCE/BUDGET OFFICE ONLY			
Funds Available		Position Number	
Yes	No		
<input checked="" type="checkbox"/>	<input type="checkbox"/>		
<u>Demetria George</u>		<u>8/21/25</u>	
Signature		Date	
Budget Number		<u>311001-32050-61008-34508</u>	

HUMAN RESOURCES OFFICE ONLY			
Existing/Approved Position		Yes	No
FLSA Status	<input checked="" type="checkbox"/>	<input type="checkbox"/> Exempt	<input type="checkbox"/> Non-Exempt
Empl. Class:	<u>MU</u>	Pos. Class:	<u>31810</u>
<u>25-9000</u>	<u>Michael Welton</u>	<u>10/13/25</u>	
SOC Code	Verified By:	Date:	

☒ Approved ☐ Disapproved Shawn D. Vane  
Vice Chancellor Date☒ Approved ☐ Disapproved Alvin Washington ams 8/21/25  
Chancellor/Vice President Date☐ Approved ☐ Disapproved Demetrius J. Smith 10/14/2025  
President Date

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Rev. 11/2024

<b>Position Title:</b>	<b>Associate Director of Library Services</b>
<b>Organization:</b>	<b>Southern University Law Center</b>
<b>Location:</b>	<b>Baton Rouge, Louisiana</b>
<b>Reports to:</b>	<b>Director of Library Services</b>
<b>Hours</b>	<b>Full time, salaried</b>
<b>Conditions of Employment</b>	<b>Administrative (Unclassified)</b>

### **Position Description:**

The primary responsibility of this position is to assist the Director with administrative functions within the Law Library, including the control of all financial and human resources matters, collection development, and monitor the supervision of public and technical services divisions.

### **Functional Relationships**

Works closely with the Director of the Library Services and other departments as necessary and maintains regular contact with appropriate personnel.

### **Essential Functions**

Assist the Director with developing short (12 months) and long (5 years) range goals and objectives.

Assist the Director with the development of the Law Library organizational chart.

Assist the Director with the State Employee Performance Planning & Review sessions conducted by departmental supervisors.

Conduct State Employee Performance Planning & Review sessions for departmental supervisors and other employees under your direct supervision.

Assist the Director with recruiting, screening, hiring, and placement of all library personnel.

Assist the Director with the development of job descriptions for all library personnel.

Assist the Director in establishing library policies in consultation with the Chancellor, Library Faculty Committee and with input from students, faculty members, and library staff.

Represent the Law Library at workshops, conferences, and annual meetings.

Assist the Director in preparing the library budget in consultation with the Chancellor and Associate Vice Chancellor for Financial Affairs.

Assist the Director in developing and maintaining a library collection development policy in accordance with the accreditation requirements of ABA and AALL.

Interview and hire all research assistants.

Manage daily attendance records of all library research assistants.

Teach a section of Legal Research

Perform other duties and responsibilities as assigned by the Director of Library Services.

**Qualifications:**

Must possess J.D. and MLS/MLIS. Must demonstrate academic leadership, excellent communication and interpersonal skills and good judgment. Must have ability to formulate, develop and implement policies to manage administrative unit. Must have the ability to identify, resolve, and consult on a wide range of administrative and personnel issues with a clear sense of institutional needs and priorities. Must have strong organizational and management skills.

# ANGELA P. MASON

225-235-2005  
[amason@sulc.edu](mailto:amason@sulc.edu)

## EDUCATION:

<b>Southern University A&amp;M College</b> Doctor of Philosophy, Candidate	Baton Rouge, LA	Anticipated May 2026
<b>Louisiana State University</b> Master of Library and Information Science	Baton Rouge, LA	August 2013
<b>Southern University Law Center</b> Juris Doctor Cum Laude Graduate Moot Court Board Member 2006 - 2007 Academic Tuition Scholarship Award Recipient 2004-2007	Baton Rouge, LA	May 2007
<b>Louisiana State University</b> Bachelor of Arts, History Minor - Sociology Spring 2004 Dean's List	Baton Rouge, LA	May 2004

## PROFESSIONAL EXPERIENCE:

<i>Assistant Director of Public Services &amp; Instructor of Law</i>		2022 - Present
<b>Southern University Law Center</b> <b>Oliver B. Spellman Law Library</b>	Baton Rouge, LA	
<ul style="list-style-type: none"><li>• Manage, supervise and plan for public service activities, including patron access, reference and collection maintenance.</li><li>• Provide in-depth research and reference service to assist faculty with scholarship and teaching needs.</li><li>• Provide faculty support as a liaison.</li><li>• Participate in collection development.</li><li>• Provide instruction in the use of library electronic databases.</li><li>• Prepare bibliographies and research pathfinders.</li><li>• Participate in reference desk rotation.</li><li>• Facilitate interlibrary borrowing and loaning requests.</li><li>• Coordinate federal and state government documents.</li><li>• Present and deliver course materials in line with required curriculum.</li><li>• Facilitate classroom discussion</li><li>• Prepare and grade assignments and examinations to evaluate student progress.</li><li>• Provide student feedback.</li></ul>		
<i>Assistant Director for Public Services</i>		2015 - 2022
<b>Southern University Law Center</b> <b>Oliver B. Spellman Law Library</b>	Baton Rouge, LA	
<ul style="list-style-type: none"><li>• Manage, supervise and plan for public service activities, including patron access, reference and collection maintenance.</li><li>• Provide in-depth research and reference service to assist faculty with scholarship and teaching needs.</li><li>• Provide faculty support as a liaison.</li><li>• Participate in collection development.</li><li>• Provide instruction in the use of library electronic databases.</li><li>• Prepare bibliographies and research pathfinders.</li><li>• Participate in reference desk rotation.</li></ul>		



- Facilitate interlibrary borrowing and loaning requests.
- Coordinate federal and state government documents.

*Adjunct Professor – Course Taught: Legal Writing and Analysis, Torts*

**Southern University Law Center Summer Pre Law Program** Baton Rouge, LA

- Instruct incoming first year law students in foundation elements of legal writing and analysis

*Adjunct Professor – Courses Taught: Legal Research, Advanced Legal Writing, Lawyering Fundamentals, Torts I & Torts II* 2015 - 2022

**Southern University Law Center** Baton Rouge, LA

- Present and deliver course materials in line with required curriculum.
- Facilitate classroom discussion
- Prepare and grade assignments and examinations to evaluate student progress.
- Provide student feedback.

*Academic Counselor and Instructor of Law*

2012 - 2015

**Southern University Law Center** Baton Rouge, LA

- Instructed law students in development of effective study strategies, time management skills and exam techniques.
- Conducted individual and small group student workshops, tutorials and exam writing seminars.
- Provided assessment of law student exam writing skills.
- Proctored law student special accommodations exams
- Collected, prepare and analyze data on the Office of Academic Support Programs and Academic Counseling.

*Private Practice Attorney*

2007 - 2012

**Private Practice** Baton Rouge, LA

- Conducted legal research, drafted legal pleadings and memoranda, court appearances, client meetings
- Curator ad hoc appointments.
- PAI Attorney - Capital Area Legal Services Corporation

*Legal Research/Writing Instructor*

2010 Spring Semester

**Baton Rouge Paralegal College** Baton Rouge, LA

- Instructed paralegal students in use of legal research tools including identifying and utilizing primary and secondary sources of law.
- Instructed paralegal students in the skills necessary for organization and preparation of trial notebooks.

*Teaching Assistant*

2006 - 2007

**Southern University Law Center** Baton Rouge, LA

- Assisted law students in the improvement of analytical skills, brief writing and time management.
- Assisted law students in the development of exam writing skills.
- Assisted law professors.

*Law Clerk*

2006 - 2007

**Law Office of Robert H. Marve, III** Baton Rouge, LA

- Conducted legal research
- Drafted legal pleadings and memoranda

#### **PROFESSIONAL MEMBERSHIPS:**

Louisiana State Bar Association, Admitted: October 2007

American Association of Law Libraries

American Association of Law Libraries Black Law Librarians Special Interest Section – Member at Large

Southeastern Chapter American Association of Law Libraries

Resume – A. Mason

SOUTHERN UNIVERSITY SYSTEM  
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\*\*\*\*\*  
POSITION VACANCY AUTHORIZATION  
\*\*\*\*\*

REQUEST THAT THE POSITION TITLE: Director of Career Services  
BE AUTHORIZED AS A VACANCY FOR: Career Services

			(Department or Unit Name)			
POSITION TYPE			FTE STATUS		SOURCE OF FUNDS	
<input checked="" type="checkbox"/> Replacement	<input checked="" type="checkbox"/> Unclassified	<input type="checkbox"/> Faculty	<input checked="" type="checkbox"/> Full-Time	<input checked="" type="checkbox"/> State		
<input type="checkbox"/> New Position	<input type="checkbox"/> Civil Service	<input type="checkbox"/> Non-Tenured	<input type="checkbox"/> Part-Time	<input type="checkbox"/> Grant-in-Aid		
<input type="checkbox"/> Temporary		<input type="checkbox"/> Tenure-Track	<input type="checkbox"/> Percentage of Time	<input type="checkbox"/> System Revenue		
		<input checked="" type="checkbox"/> Tenured		<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).

Counsel students and alumni regarding short-term and long-term professional development. Plan and organize on and off-campus recruiting and national job fair programming. Gather and report all required data and statistics for reporting agencies. Hold primary responsibility for the operation of office and supervision of staff.

Salary/Range: \$102,000 - \$110,000 Previous Incumbent (if replacement): Koshaneke Gilbert  
Supervisor's Position Title Vice Chancellor - Corp., Gov. Relat Supervisor's Position No.

☒ Approved ☐ Disapproved Thaeia J. Woods and 8/21/25  
Department Head Date

☒ Approved ☐ Disapproved Gerry L. Hall 8/31/25  
Dean/Director/Supervisor of Budget Unit Date

FINANCE/BUDGET OFFICE ONLY			
Funds Available		Position Number	
<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No		
<u>Demetria George</u>		<u>8/21/25</u>	
Signature		Date	
Budget Number <u>311001 - 311002 - 61002 - 86000</u>			

HUMAN RESOURCES OFFICE ONLY			
Existing/Approved Position		<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
FLSA Status	<input checked="" type="checkbox"/>	Exempt	Non-Exempt
Empl. Class:	<u>MU</u>	Pos. Class:	<u>32840</u>
<u>11-0000</u>	<u>Michael William</u>	<u>10/13/25</u>	
SOC Code	Verified By:	Date:	

☒ Approved ☐ Disapproved Sherrill J. Vane 35000  
Vice Chancellor Date

☒ Approved ☐ Disapproved Alvin Washington and 8/21/25  
Chancellor/Vice President Date

☐ Approved ☐ Disapproved Allen J. Smith 10/14/2025  
President Date

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## Position Description

<b>Position Title:</b>	Director of Career Services
<b>Organization:</b>	Southern University Law Center
<b>Location:</b>	Baton Rouge, LA
<b>Reports to:</b>	Vice Chancellor for Corporate, Government, Judicial and Law Firm Relations
<b>Hours:</b>	Full-time
<b>Conditions of Employment:</b>	Exempt
<b>Salary Range:</b>	\$95,000 – \$105,000

The Office of Career Services is committed to guiding students and alumni through all stages of their professional journey—from law school to long-term career success. The Director of Career Services provides strategic leadership and administrative oversight for the office, ensuring high-quality career planning, professional development, and employer engagement services. This role involves supervising staff, managing key programs such as On-Campus Interviews (OCI), external career fairs, and maintaining strong relationships with legal employers across various sectors. The Director is also responsible for overseeing the collection, analysis, and reporting of employment outcomes data in compliance with ABA, NALP, and SACSCOC standards. Through a student-centered and outcomes-driven approach, the Director advances the Law Center’s mission by equipping students and graduates with the tools and connections needed to succeed in an evolving legal marketplace.

**Essential Functions:**

**Data Collection and Reporting**

- Collect, verify, and analyze employment outcome data for current students and graduates in accordance with ABA, NALP, and institutional reporting standards.
- Coordinate data collection cycles, ensuring accuracy, consistency, and confidentiality of information.
- Prepare and submit timely reports to internal leadership, accreditation bodies, and other relevant stakeholders.
- Use data trends to inform office strategies, enhance programming, and guide institutional decision-making regarding career development initiatives.

**On-Campus Interview (OCI) Program Management**

- Plan, coordinate, and execute all facets of the On-Campus Interview (OCI) program, including employer outreach, marketing to students, scheduling, and management of logistics.
- Oversee the use of Symplicity to facilitate application submissions, interview scheduling, and communication.
- Work closely with employers to assess hiring needs and with students to ensure professional preparedness.
- Evaluate and refine OCI operations based on feedback and participation trends to strengthen employer-student engagement.

**Career Counseling and Advising**

- Provide one-on-one and group counseling to law students and alumni on career planning, job search strategies, resume and cover letter development, networking, and interview preparation.
- Tailor advising to diverse student interests, including traditional legal practice, public interest, government, corporate, judicial clerkships, and non-traditional legal paths.
- Encourage and support long-term professional development by introducing tools and resources that promote lifelong career management skills.

## **Employer Outreach and Relationship Management**

- Identify, engage, and cultivate relationships with legal employers including law firms, courts, government agencies, corporations, and nonprofits.
- Promote the skills and strengths of SULC students and alumni to new and existing employer partners. Coordinate employer visits, recruitment initiatives, and networking opportunities.
- Stay informed of legal market trends and hiring practices to better align student preparation with employer expectations.

## **Oversight of Career Programming**

- Lead the design and execution of a year-round calendar of career-related programming, including professional development workshops, career panels, employer spotlights, mock interviews, and networking events.
- Supervise staff, student organizations, and external partners involved in event planning. Ensure programming is inclusive, relevant, and aligned with student needs and current market demands. Evaluate programming effectiveness through feedback and participation metrics.

## **Job Postings and Career Resources Management**

- Oversee the administration of the job board system (e.g., Symplicity), ensuring all postings are current, accurate, and accessible to students and alumni.
- Collaborate with employers to post opportunities and promote them via newsletters and social media.
- Maintain and update online and print resources related to career exploration, job search strategies, and professional development.

## **Supervision and Office Oversight**

- Provide day-to-day leadership and supervision to the Career Services Office, including career counselors, administrative support, and student workers.
- Foster a collaborative and professional work environment with an emphasis on service excellence.
- Manage office workflow, staff development, performance evaluation, and resource allocation.
- Serve as the primary liaison with law school leadership regarding career services strategy and student employment outcomes.

## **Required Qualifications:**

- Demonstrated leadership experience in managing staff, overseeing departmental operations, and executing strategic initiatives.
- Proven ability to provide individualized and group career counseling, including resume and cover letter support, interview preparation, and career planning.
- Direct experience coordinating On-Campus Interview (OCI) programs, including employer recruitment, scheduling, and platform management (e.g., Symplicity).
- Strong skills in data collection, analysis, and reporting, including compliance with ABA and NALP employment outcomes standards.
- Excellent communication, interpersonal, and presentation skills.
- Experience developing and evaluating professional development programming aligned with student career readiness.
- Experience working with neurodiverse learners.
- Demonstrated ability to work effectively with diverse student populations in an inclusive and student-centered environment.
- Proficiency in technology platforms and tools used in career services and higher education (e.g., Microsoft Office Suite, Symplicity, Dynamic Forms, Banner, Canvas, etc.).



**Preferred Qualifications:**

- Experience working within a law school or legal career services setting.
- Active involvement in professional organizations such as NALP, NACE, or similar.
- Background in strategic communications or marketing, with experience promoting institutional initiatives and engaging employers.
- Prior experience supervising and mentoring professional staff and/or student employees.
- Demonstrated success in employer outreach and relationship management, including with non-traditional or geographically diverse employers.
- Consulting or entrepreneurial experience in areas related to education, career development, or communications.
- Extensive experience in assessment, accreditation, or compliance reporting (e.g., ABA, SACSCOC).
- Certification or formal training in belonging and access.

**Preferred Education/Training:**

- Terminal degree (e.g., Ph.D., J.D., or Ed.D.) from an accredited institution.
- Minimum of 5 years of progressively responsible experience in higher education, student services, or career development.

Approval: Tracie J. Woods *ams*  
Tracie J. Woods – Vice Chancellor for Corporate, Government, Judicial and Law Firm Relations  
Southern University Law Center

Approval: Alvin Washington *ams*  
Alvin Washington – Chancellor  
Southern University Law Center

# Melanie Powell Rey, Ph.D.

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Melanie.Rey@sulc.edu  
MelaniePowellRey@gmail.com  
<http://www.Linkedin.com/in/MPRey>  
Google Scholar Profile

## **EDUCATION**

### **University of South Florida, Tampa, FL**

*Microcredential Certificate, Diversity, Equity, and Inclusion in the Workplace, May 2021*

### **Liberty University, Lynchburg, VA**

*Strategic Communications, 18 Graduate Level Hours, August 2020*

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

*Doctor of Philosophy, Special Education – Mild/Moderate Disabilities, May 2012*

GPA: 4.0

*Dissertation Title: Knowledge and Perceptions of Final Year Law Students Regarding Defendants with Intellectual Disabilities at Two Historically Black Law Schools (Committee: Vera I. Daniels, Ph.D.; Regina Patterson, Ph.D.; Carlos A. Thomas, Ph.D.; Kerii L. Thomas, J.D.)*

### **Syracuse University, Syracuse, NY**

*Certificate of Completion, The Experiential Classroom, Cohort VIII, September 2007*

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

*Master of Education, Special Education, Communication Sciences/Disorders Concentration, May 1999*

GPA: 3.5

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

*Bachelor of Science, Speech Language Pathology and Audiology, December 1996*

## **RESEARCH INTERESTES**

- Pedagogical Approaches to Culturally Sensitive Teaching/Learning
- Metacognitive Strategies for Increasing Student Academic and Professional Success
- Crisis Communication in the Global Business Environment
- Generational Communication
- Cross-cultural Communication
- Organizational/Managerial Communication
- Students with Disabilities in Higher Education
- Student Engagement/Assessment in Higher Education
- Marketing and Leadership in Higher Education
- Globalization in Higher Education
- Use of AI in Career Coaching and Professional Development
- Impact of COVID-19 on Legal Recruitment
- International Career Opportunities

**TEACHING EXPERIENCE**

**Lamar University, College of Education and Human Development, Beaumont, TX**  
*Adjunct Professor (Remote)* August 2020 – Present  
*Courses Taught:*

- SPED5305 – Educational Research
- SPED5303 – Educational Psychology
- SPED5312 – Functional Behavioral Assessment
- SPED5311 – Instructional Strategies for High Incidence Disabilities
- SPED5301 – Survey of Exceptional Learners
- SPED5312 – Functional Behavior Assessment
- SPED5313 – Instructional Strategies for Low Incidence Disabilities
- SPED5302 – Tests, Measurement and Assessment

**Southern University and A&M College, College of Business, Baton Rouge, LA**  
*Adjunct Professor* August 2023 – December 2024  
*Course Taught:* BUSP210 – Business Communications and Professional Development

**Southern University and A&M College, School of Education, Baton Rouge, LA**  
*Adjunct Professor* August 2020 – July 2022  
*Courses Taught:*  
SPED299 – Survey of Students with Disabilities (Face-to-Face)  
SPED301 – Characteristics of Children with Mild/Moderate Learning Problems (Face-to-Face and Online)  
SPED306 – Measure and Evaluation of Atypical Children (Online)  
SPED406 – Diagnostic and Prescriptive Reading for Mild/Moderate Learners (Online)  
SPED408 – Behavioral Approaches to Managing Children with Learning Problems (Online)

**Southern University and A&M College, Speech-Language Pathology, Baton Rouge, LA**  
*Assistant Professor* August 2020 – May 2021  
*Courses Taught:*  
SPAU250 – Speech & Language Development (Online)  
SPAU260 – Introduction to Communication Disorders (Online)  
SPAU320 – Articulation Disorders (Online)  
SPAU310 – Voice Science (Online)  
SPAU365 – Language Disorders (Online)  
SPAU474 – Neurological Disorders (Online)

**Southern University and A&M College, School of Education, Baton Rouge, LA**  
*Assistant Professor* January 2017 – May 2020  
*Courses Taught:*  
SPED299 – Survey of Students with Disabilities (Face-to-Face)  
SPED301 – Characteristics of Children with Mild/Moderate Learning Problems (Face-to-Face and Online)  
SPED306 – Measure and Evaluation of Atypical Children (Online)  
SPED406 – Diagnostic and Prescriptive Reading for Mild/Moderate Learners (Online)  
SPED408 – Behavioral Approaches to Managing Children with Learning Problems (Online)  
SPED418 – Teaching Pre-vocational Skills to Mild/Moderate Learners (Online)

**Southern University and A&M College, College of Business, Baton Rouge, LA**

*Assistant Professor*

January 2017 – December 2019

*Courses Taught:*

BUSP210 – Business Communications and Professional Development

MBAP507 – Business Communications and Professional Development

**Southern University and A&M College, College of Business, Baton Rouge, LA**

*Adjunct Professor*

August 2015 – December 2016

*Course Taught:* MBAP507 – Business Communications and Professional Development

**Southern University and A&M College, College of Education, Baton Rouge, LA**

*Adjunct Professor*

August 2013 – December 2016

*Courses Taught:*

SPED408 – Behavioral Approaches to Managing Children with Learning Problems

SPED405 – Methods of Teaching Academic Subjects to Children with Mild/Moderate Learning Problems

SPED306 – Measures and Evaluation of Atypical Children

SPED301 – Characteristics of Children with Mild/Moderate Learning Problems

SPED410 – Methods of Teaching Students with Learning and Behavior Problems

**Southern University and A&M College, Speech/Language Pathology, Baton Rouge, LA**

*Adjunct Professor*

January 2013 – May 2015

*Courses Taught:*

SPAU260 – Introduction to Communication Disorders

SPAU270 – Anatomy and Physiology of the Ear and Vocal Mechanism

SPAU460 – Disorders in Rhythm

SPAU470 – Language and Culture

**Southern University and A&M College, College of Education, Baton Rouge, LA**

*Doctoral Teaching Assistant*

August 2011 – December 2011

*Course Taught:* SPED299 – Survey of Students with Disabilities (Hybrid)

Southern University and A&M College, College of Education, Baton Rouge, LA

*Doctoral Teaching Assistant*

June 2011 – July 2011

*Courses Taught:* SEGN599 – Special Project/Capstone Project

**Southern University and A&M College, College of Education, Baton Rouge, LA**

*Adjunct Professor*

January 2006 – May 2006

*Courses Taught:* CRIN550 – Computer Literacy and Microcomputers (Online)

**RESEARCH SUPERVISORY EXPERIENCE**

**Graduate Faculty Advisor – Spring 2016**

Student: Justin Evans, MBA Student at Southern University and A&M College

Conference: National Association of African American Studies (NAAAS)

Topic: *African American business students' perceptions of Africans: Implications for marketing global careers and experiences at minority serving business schools.*



**Undergraduate Faculty Advisor – Spring 2013**

Student: Justin Evans, Senior Undergraduate Business Management Major at Southern University  
Conference: Creating a Culture of Sustainability Undergraduate and Graduate Research Conference  
Topic: *The role of sustainability in small and minority owned business: How small and minority owned businesses leverage social media marketing to enhance sustainability efforts*  
**Student Placed 1<sup>st</sup> in the Student Poster Session Contest**

**Undergraduate Faculty Advisor – Fall 2012**

Student: Justin Evans, Senior Undergraduate Business Management Major at Southern University  
Conference: Minority Serving Institutions Research Partnership Consortium (MSIRPC)  
Topic: *Leveraging social media marketing for small and minority business development*  
**Student Placed 2<sup>nd</sup> in the Student Poster Session Contest**

**CONFERENCE PROCEEDINGS AND PRESENTATIONS**

Powell, K. K., Rey, M. P., & Alexander, A. J. (2025, March 30 – April 2). *Bridging theory and practice: Enhancing global business education through international faculty and student exchange* [Paper presentation]. Association of Marketing Theory & Practice Conference, Embassy Suites – Ocean Front, Myrtle Beach, South Carolina, United States.

Powell, K. K., Rey, M. P., & Alexander, A. (2025, March 19 – 21). *Navigating the aisle of identity: A qualitative exploration of in-store shopping preferences of Black consumers at Black-owned businesses* [Paper presentation]. Marketing Management Association Spring Conference, Online, United States.

Powell, K. K., Rey, M.P., & Hagan, M. (2024, March 21 – 24). *Navigating commerce and community: A qualitative exploration of in-store shopping preferences of Black consumers at Black-owned businesses* [Paper presentation]. Marketing Management Association Spring Conference, Online, United States.

Powell, K. K., Rey, M.P., Hagan, M., Alexander, A. (2024, March 21 – 24). *Groomed for greatness: Nurturing identity and well-being – An explorative study of personal care practices among Black men consumers* [Paper presentation]. Marketing Management Association Spring Conference, Online, United States.

Powell, K. K., Rey, M.P., & Hagan, M. (2024, March 21 – 24). *Exploring the aisles of automation: The Black consumer experience with self-checkout in retail* [Paper presentation]. Marketing Management Association Spring Conference, Online, United States.

Powell, K. K., Rey, M.P., Hagan, M., & Alexander, A. (2024, March 13 – 16). *The intersection of personal care practices and Black masculinity: A qualitative exploration among Black male consumers.* [Paper presentation]. Association of Marketing Theory and Practice 2024 Conference, Online, United States.

Powell, K.K. & Hall, B. (2023, April 20 – 23). *Branding for the Culture: How Business Students Perceive the Marketing Brand at One Historically Black College and University* [Paper Presentation]. International Academy of Business and Public Administration Disciplines, Online and Dallas, TX.

Powell, K. K., Rey, M.P., & Alexander, A. (2023, March 9 – 10). *A cross-cultural study of Black American and Ghanaian consumers' sentiments, perceptions, and behavioral intent regarding the consumption of cleaning & disinfecting products in the COVID environment* [Paper presentation]. Marketing Management Association Spring Conference, Online, United States.

- Powell, K. K., Rey, M.P., & Alexander, A. (2023, March 9 – 10). *Cleaning through COVID: Black consumers' perceptions, sentiments, and consumption of cleaning and disinfecting products* [Paper presentation]. Marketing Management Association Spring Conference, Online, United States.
- Powell, K.K., Rey, M.P., & Katikala, M.D. (2023, January 4 – 6). *The COVID effect: Business students' learning preferences when moving from an in-person, on campus learning environment to an online learning environment* [Paper presentation]. Academy of Business Research Conference, Online, United States.
- Andrews, D.R., No, S., Powell, K.K., Rey, M.P., & Ghebreyesus, G. (2022, February). *What Do The Students Want? An Examination of Students' Learning Preferences Regarding Instructional Modalities at a Historically Black College and University Business School*. Proceedings at the 29<sup>th</sup> Annual Southwestern Business Administration Teaching Conference, Online
- Powell, K. K. & Rey, M. P. (2021, March). *Mindset matters: The efficacy factor in teaching entrepreneurship to African American business students*. Proceedings of the International Academy of Business and Public Administration Disciplines, Las Vegas, NV.
- Rey, M. P. & Powell. K. K. (2017, July). *How Twitter can be leveraged to engage students in a problem-based learning context*. Proceedings of the International Academy of Business and Public Administration Disciplines, Memphis, TN.
- Powell, K. K., Rey, M. P., & Evans, J. E. (2016, February). *African American business students' perceptions of Africans: Implications for marketing global careers and experiences at minority serving business schools*. Proceedings of the National Association of African American Studies, Baton Rouge, LA.
- Powell, K. K., Rey, M. P., & Evans, J. E. (2016, February). *An examination of African American Business Students' level of cross-cultural adaptability*. Proceedings of the Annual Washington Business Research Forum, Washington DC.
- Powell, K. K., Rey, M. P., & Evans, J. E. (2014, April). *The role of sustainability in small and minority owned businesses: Leveraging social media marketing to enhance sustainability efforts*. Proceedings of the International Academy of Business and Public Administration Disciplines, Dallas, TX.
- Rey, M. P. & Powell. K. K. (2014, April). *Knowledge and perceptions of final year law students regarding defendants with intellectual disabilities: Educational management implications for law school administrators*. Proceedings of the International Academy of Business and Public Administration Disciplines, Dallas, TX.
- Powell, K. K. & Rey, M. P. (2014, April). *The perceptions of minority business majors regarding international groups: Curricular implications for minority serving business schools*. Proceedings of the International Academy of Business and Public Administration Disciplines, Dallas, TX.
- Enwefa, R. L., Enwefa, S. C., & Rey, M. P. (2014, March). *Mealtime challenges for children with Autism Spectrum Disorders and Sensory Processing Disorders*. Paper presented at the Mississippi Speech and Hearing Association Conference, Jackson, MS.

- Enwefa, R. L., Enwefa, S. C., & Rey, M. P. (2014, March). *Oral care in prevention of aspiration pneumonia in Dysphagia patients*. Paper presented at the Mississippi Speech and Hearing Association Conference, Jackson, MS.
- Rey, M. P. & Powell, K. K. (2012, October). *The role of data based decision-making in marketing public higher education: How academic departments can leverage their assessment tools to sell higher education*. Proceedings of the International Academy of Business and Public Administration Disciplines, Las Vegas, NV.
- Rey, M. P. (2011, February). *Police interrogations: What African American students with intellectual disabilities need to know*. Paper presented at the meeting of the National Association for African American Studies & Affiliates Conference, Baton Rouge, LA.
- Ledet, J., & Rey, M. P. (2011, January). *Using cross validation in linear regression to check for generalization of results*. Paper presented at the meeting of the Southwest Educational Research Association (SERA) Conference, San Antonio, TX.
- Rey, M. P. (2011, January). *Police interrogations: What students with intellectual disabilities need to know*. Paper presented at the Louisiana Council for Exceptional Children (CEC) Super Conference, Lafayette, LA.
- Andrews, D. R. & Rey, M. P. (2007, February). *Curricular innovations in B-Schools: Technology in the curriculum*. Paper presented at the HBCU Business Deans Roundtable Meeting, Houston, TX.

#### **MANUSCRIPTS ACCEPTED IN REFEREED PUBLICATIONS**

- Powell, K.K., Rey, M.P., & Alexander, A. (2024). Strength of the sweep: Exploring the cleaning culture of black women consumers. *Journal of Marketing Development and Competitiveness*, 18(2), 98-109.
- Andrews, D.R., No, S., Powell, K.K., Rey, M.P., & Gheybreyesus, G. (2022). Student and faculty preferences regarding instructional modalities at an HBCU business school as a result of COVID-19 – A change management mindset. *Southwestern Business Administration Journal*, 20(1), Article 5. Retrieved from <https://digitalscholarship.tsu.edu/sbaj/vol20/iss1/5>
- Powell, K.K. & Rey, M.P. (2021). When covid-19 meets the business school at a historically black college and university: satisfaction with remote instruction. *International Journal of Education Research*, 16(1), 19-39.
- Powell, K.K. & Rey, M.P. (2019). Bringing an Academic Entrepreneurship Mindset to Students: Exploring how it can strengthen the success of aspiring entrepreneurs. *International Journal of Business Research and Information Technology*, 6(1), 49-60.
- Powell, K.K. & Rey, M.P. (2019). Impact of a Guest Speakers Panel of Minority Entrepreneurs on the Entrepreneurial Mindset of Minority Students. *International Journal of Education Research*, 14(1), 1-14.
- Powell, K.K. & Rey, M.P. (2019). The Leadership Factor in Management Education: Examining the Impact of an Industry Speaker Series on Leadership Efficacy in a Minority Service MBA Program. *Journal of Business Diversity*, 19(4), 53-59.

- Powell, K. K., Rey, M. P., & Evans, J. E. (2016). Globalizing African American business majors: An examination of how they view Africans at one historically black business school. *Washington Business Research Journal*, 6(1), 50-71.
- Andrews, D. R., No, S., Powell K. K., Rey, M. P., & Yigletu, A. (2016). Historically black colleges and universities' institutional survival and sustainability: A view from the HBCU business deans' perspective. *Journal of Black Studies*, 47, (2), 150-168. doi:10.1177/0021934715622220.
- Powell, K. K., & Rey, M. P. (2015). Do they really know their customers? Exploring relationship marketing from the student stakeholder perspective. *Journal of Management and Marketing Research*, 19, 1-14. Retrieved from <http://www.aabri.com/manuscripts/152212.pdf>
- Powell, K. K., Rey, M. P., Andrews, D. R., & Yigletu, A. (2015). Exploring the impact of a short-term study abroad experience on minority business students: implications for marketing educators. *Journal of Management and Marketing Research*, 18, 1-16. Retrieved from <http://www.aabri.com/manuscripts/152289.pdf>
- Powell, K. K., & Rey, M. P. (2015). Minority marketing students' perceptions of international groups: Implications for international marketing efforts. *Journal of Management and Marketing Research*, 19, 1-10. Retrieved from <http://www.aabri.com/manuscripts/152213.pdf>
- Powell, K. K., & Rey, M. P. (2015). Exploring a resource dependency perspective as an organizational strategy for building resource capacity: Implications for public higher education universities. *Management in Education*, 20(3), 94-99. Doi: 10.1177/0892020615586805
- Rey, M. P., & Powell, K. K. (2013). The relationship between the assessment of student learning outcomes and the marketing process of institutions: A case study. *International Journal of Education Research*, 8 (1), 49-58.
- Rey, M. P. (2012). *Knowledge and perceptions of final year law students regarding defendants with intellectual disabilities at two historically black law schools* (Order No. 3505812). Available from ProQuest Dissertations & Theses A&I. (1013442264). Retrieved from <https://search.proquest.com/docview/1013442264?accountid=14135>
- Rey, M. P. (2011). Lights, camera, action: Looking through the lens at the lives of individuals with Down Syndrome. *Interdisciplinary Journal of Teaching and Learning*, 1(2), 104.
- Ghebreyesus, G., Kaliba, A., & Rey, M. P. (2010). The reliability and validity of the Knowledge Retention Assessment Instrument for the College of Business, SUBR, Baton Rouge, Louisiana. *Academy of Economics and Finance, Papers and Proceedings*, 34, 52-65.



## **REVIEWER FOR ACADEMIC RESEARCH JOURNALS**

**Southern University and A&M College, School of Education, Baton Rouge, LA**

*Interdisciplinary Journal for Teaching and Learning*

October 2018 – December 2020

ISSN: 2158-592X

- The Interdisciplinary Journal of Teaching and Learning (IJTL) is a scholarly, triple-blind, peer-reviewed, open-access electronic journal.
- Evaluated scholarly manuscript submissions for clarity, originality, methodological soundness, and contribution to the field of education, providing constructive feedback to authors and editorial staff.
- Collaborated with the editorial board to ensure adherence to the journal's standards for triple-blind peer review, offering recommendations for revision, acceptance, or rejection.
- Maintained timely communication and meet established deadlines for reviews, while upholding confidentiality and ethical standards in academic publishing.

## **PROFESSIONAL EXPERIENCE**

**Southern University Law Center, Office of Career Services, Baton Rouge, LA**

*Associate Director*

July 2025 – Present

- Oversee the logistical and technological implementation of the fall and spring On-Campus Interview (OCI) programs in the absence of a Director.
- Manage and expand connections with non-traditional employers of law school graduates, assuming responsibilities typically held by a Director.
- Identify and recruit non-traditional employers through geographically targeted outreach to source student and post-graduate opportunities.
- Develop creative marketing initiatives and materials to promote the Law Center to students and employers, fulfilling Director-level functions.
- Provide annual updates to the NALP Survey of Law Schools on employment and placement of law school graduates.
- Guide students in determining their legal special area of interest using a wide range of methods including formal assessments and formal and informal interviews.
- Conduct orientation sessions on the resources provided by the Office of Career Services for incoming 1L students and customized sessions for upper-level (2L and 3L) students.
- Work with students to develop short-term plans for attaining their career goals.
- Work with students to develop long-term plans for attaining their career goals.
- Connect students to additional resources for professional development and career assistance.
- Conduct individual soft skill professional development for advisees.
- Evaluate communication programs and other professional development programs for law school use.
- Develop research instruments to assess student satisfaction and interest to promote targeted program development.
- Provide departmental leadership and functional supervision of the Career Services Coordinator and Career Counselors in the absence of a Director.
- Design, implement, and evaluate the department's strategic initiatives and project and develop the operational budget.
- Participate in professional organizations, including but not limited to NALP.

**Southern University Law Center, Office of Career Services, Baton Rouge, LA**

*Interim Director*

September 2024 – June 2025

- Provided strategic leadership and oversight of the Career Services Office, including managing career counseling, professional development programming, and employer relations.
- Delivered individualized and group career counseling to law students and alumni, focusing on career planning, resume and cover letter development, interview preparation, and job search strategies.
- Managed and expanded the On-Campus Interview (OCI) Program, including employer outreach, student preparation, and coordination via Symplicity.
- Designed and executed year-round professional development events such as panels, workshops, mock interviews, and employer spotlights aligned with student career goals.
- Collected, analyzed, and reported employment outcomes data in compliance with ABA, NALP, and institutional standards to inform strategy and support accreditation.
- Cultivated relationships with a broad range of legal employers (law firms, courts, government agencies, corporations) to create recruitment pipelines and expand internship and job opportunities.
- Supervised and trained career services staff and volunteer student workers, managed workflow, and served as the liaison between the Career Services Office and institutional leadership.
- Maintained job posting platforms, professional development learning management system platforms, career development resources, and communication channels to ensure timely access to opportunities for students and alumni.
- Designed and implemented learning management platforms that delivered comprehensive career and professional development resources, including mini-course modules, recorded programming, and metacognitive tools to support continuous learning and workforce readiness.
- Applied a student-centered approach to support a diverse student population, including neurodiverse learners and those pursuing traditional and non-traditional legal career paths.

**Southern University Law Center, Office of Career Services, Baton Rouge, LA**

*Associate Director*

October 2022 – August 2024

- Worked cooperatively with the Director of Career Services to coordinate the logistical and technological implementation of the fall and spring On-Campus Interview (OCI) programs.
- Managed and increased connections with non-traditional employers of law school graduates.
- Assisted the Director in the identification and recruitment of non-traditional employers through geographically targeted outreach to source student and post-graduate opportunities.
- Assisted in the development of creative marketing initiatives and materials to promote the Law Center to students and employers.
- Provided annual updates to the NALP Survey of Law Schools on employment and placement of law school graduates.
- Guided students in determining their legal special area of interest using a wide range of methods including formal assessments and formal and informal interviews.
- Conducted orientation sessions on the resources provided by the Office of Career Services for incoming 1L students and customized sessions for upper-level (2L and 3L) students.
- Assisted students in developing short-term plans for attaining their career goals.
- Assisted students in developing long-term plans for attaining their career goals.
- Connected students to additional resources for professional development and career assistance.
- Conducted individual soft skill professional development for advisees.
- Evaluated communication programs and other professional development programs for law school use.
- Developed research instruments to assess student satisfaction and interest to promote targeted program development.

- Provided departmental supervision in the absence of the Director and functional supervision of the Career Services Coordinator and Career Counselors.
- Assisted with the design, implementation, and evaluation of the department's strategic initiatives and the projection and development of the operational budget.
- Participated in professional organizations, including but not limited to NALP.

**Southern University Law Center, Office of Career Services, Baton Rouge, LA**

*Career Counselor*

July 2021 – September 2022

- Guided students in determining their legal special area of interest using a wide range of methods including formal assessments, formal, and informal interviews.
- Conducted orientation sessions on the resources provided by the Office of Career Services for incoming 1L students and customize sessions for upper level (2L and 3L) students.
- Assisted students in developing short term plans for attaining their career goals.
- Assisted students in developing long term plans for attaining their career goals.
- Connected students to additional resources for professional development and career assistance.
- Conducted individual soft skill professional development for advisees.
- Evaluated communication programs and other professional development programs for law school use.
- Developed research instruments to assess student satisfaction and interest to promote targeted program development.

**Southern University and A&M College, College of Business, Baton Rouge, LA**

*Academic and Strategic Initiatives Administrator*

November 2013 – December 2016

- Worked collaboratively with the Dean and Associate Dean to ensure successful operation of the academic units within the College of Business.
- Developed, supervised, and coordinated academic initiatives in accordance with the mission and learning goals of the College of Business.
- Assisted undergraduate students with advisement, curriculum, and career planning.
- Served as a liaison between the College of Business and the local community, and especially local bodies of higher education.
- Developed academic, research-based reports for data-driven decision-making and performance improvement in the College of Business.
- Drafted AACSB and SACSCOC narratives for faculty sufficiency, program requirements, and assessment.
- Formulated and executed strategic planning efforts with academic units from a college administrative perspective.
- Worked with the College of Business leadership team to develop and implement a social media communications plan for college initiatives.
- Conducted research, prepared briefings, developed Q&As, and created talking points for college panel discussions, interviews, and events.
- Supported internal and community communications, provided counsel and editorial support for college platforms, developed themes and messages, measured, and evaluated effectiveness of communication using analytic data.
- Served as the communications coach for student business case competition teams at the undergraduate and graduate levels.
- Wrote and edited communications products (i.e., stories, web content, social media content, messaging documents, fact sheets, video scripts, and constituency-tailored communications) on college/educational issues and initiatives.
- Supported crisis communications efforts in response to events in the college and on campus

- Coordinated with university communications colleagues (i.e., media relations, web development team, etc.) on the execution of communication projects for the college.

*Assistant to the Dean*

December 2006 – October 2013

- Assisted the Dean and the Associate Dean with academic quality research and student development initiatives for the School of Accountancy, Economics, Finance, Management, and Marketing.
- Developed data assessment and performance reports for AACSB and SACSCOC accreditation.
- Drafted AACSB and SACSCOC narratives for faculty sufficiency, program requirements, and assessment.
- Assisted in development and management of the Title III budget for the College of Business; Title III allocation for the College of Business: \$1.8 million over a five-year period.
- Represented the Dean in meetings with university administrators, faculty, students, government representatives and community stakeholders.
- Assisted in the development and monitoring of the recruitment and retention plan for the College of Business.
- Supervised and coordinated College of Business student activities and programs.
- Supervised graduation checkout for College of Business students.
- Assisted College of Business students with program advisement and counseling.
- Assisted the Dean with academic calendar scheduling of courses, programs and student activities.
- Provided administrative supervision of developmental, technical, clerical and student personnel with the business school.
- Provided Blackboard Course Management, Xitrac, and LiveText training and support to College of Business faculty.
- Provided Communications Support for Business Plan Competition teams at the graduate and undergraduate levels.

**Southern University and A&M College, College of Education, Baton Rouge, LA**

*Interdisciplinary Journal of Teaching and Learning Corresponding Editor*

November 2010 – October 2012

- Maintained professional communication with all authors, field reviewers, and ensured timely handling of all manuscripts.
- Maintained a current and accurate database of the journal functions.

**Southern University and A&M College, Technology and Network Services, Baton Rouge, LA**

*STI Knowledge Certified Information Technology Service Desk Customer Service Specialist*

*Blackboard Course Management System Trainer*

August 2004 – November 2006

- Customized IT Service Desk software solution (Unicenter ServicePlus Service Desk – Computer Associates) for task management, tracking and workflow tasks.
- Created long-term strategies for growth and maintenance of service desk department and made budgetary recommendations to upper management.
- Trained service desk staff to answer, resolve, transfer or escalate incoming and existing requests.
- Solved and/or assisted service desk representatives in resolving non-routine or complex software, hardware, network system, and networking procedure problems for students, faculty, staff, and administrators.
- Performed Root Cause Analysis to recommend modifications in department (Training and User Support Services, Web Services, Enterprise Support Services, and Campus Network Management) procedures.
- Conferred with staff, end-users, supervisors, and managers to determine support requirements for new features, applications, or system functionality.



- Prepared activity reports and composed recommendations for management review.
- Coordinated the scheduling of lower-level service desk technicians.
- Developed Service Level Agreements (SLA's).
- Developed Standard Operating Procedures (SOP's).
- Provided advanced Blackboard Training to students, faculty, staff, and administrators utilizing the Blackboard Learning System and the Blackboard Community System.
- Expertly context-switched to communicate with various stakeholders with various levels of expertise (i.e., students, faculty, administrators, internal IT management, external IT service providers, and service desk team members).
- Employed expert listening skills to perform root cause analysis of IT problems.
- Employed expert verbal and nonverbal communication skills to translate stakeholder's requirements to the team.
- Established expectations and benchmarks utilizing a clear communications process.
- Employed persuasive communication strategies to convince management of new Service Desk tool purchases.
- Utilized motivational communication strategies to promote an environment where team members could employ a growth mindset to approaching problems.

#### *Training Support Specialist*

February 2002 – July 2004

- Developed the University Blackboard and MS Office Training Schedule.
- Created technology training goals and objectives.
- Development of departmental brochures to advertise Training and User Support Services.
- Provided hands-on training for all of the Microsoft Office Suite products (Microsoft Word, Microsoft Power Point, Microsoft Excel, Microsoft Access, Microsoft Visio, and Microsoft Front Page), Internet/Email usage, Blackboard, and NETg to faculty, staff, and administrators.
- Responsible for Administrative Management of the Blackboard Web Course Creation platform and the online software tutorial, NETg.
- Maintained the Office of Technology and Network Service's lending library.
- Trained faculty to effectively use Blackboard as a tool to support in-class instruction and how to design and develop online courses.

#### **Southern University Laboratory School, Baton Rouge, LA**

##### *Information Technology Director and Webmaster*

September 2000 – January 2002

- Provided professional development seminars/training sessions on various Microsoft applications (MS Word, MS Power Point, MS Excel, MS Access, MS Visio, and MS Front Page).
- Trained student teachers (pre-service teachers) to integrate technology into the general and special education curriculum.
- Provided advice on evaluation, selection, implementation, and maintenance of information systems, ensuring appropriate investment in strategic operational systems to school leadership.
- Developed and communicated IT plans, policies, and technology trends throughout the organization.
- Network Management (Novell Network).
- Created and designed strategic communication messages to disseminate via the school's website.
- Managed the school database system (OSIRIS); This included assigning student fees, printing fee receipts, and tracking purchase orders along with other school accounting systems.
- Coordinated all technology events/activities that occurred at the school.

- Performed comprehensive and holistic speech-language assessments using pre-assessment techniques (e.g., established rapport, performed classroom observations, conducted communication inventories, etc.) and formal/informal assessment measures (e.g., Goldman-Fristoe Test of Articulation, Assessment of Phonological Processes Revised, Arizona Articulation Proficiency Scale, Clinical Evaluation of Language Fundamentals – Third Edition, Comprehensive Receptive and Expressive Vocabulary Test, Peabody Picture Vocabulary Test, Test of Language Development – Intermediate, Test of Language Development – Primary, etc.).
- Interpreted assessment results and composed assessment reports via district approved software to indicate student eligibility for speech-language services.
- Worked with multidisciplinary teams to ensure that state and federal policies and guidelines were followed when assessing and planning intervention for students receiving special education services.
- Developed realistic goals and objectives for clients based on their communication needs.
- Worked with general education and special education teachers to ensure that communication goals and objectives were being implemented across the curriculum.
- Conducted professional development training for general education and special education teachers regarding the communication needs of culturally and linguistically diverse learners.
- Implemented federal and state regulations as they pertain to Speech/Language Pathology.
- Maintained monthly Medicaid logs.
- Served as a representative of the special education team during Annual Assessment Review and Dismissal (ARD) meetings for “communication-only” and “multi-labeled” students.
- Worked with parents to increase their awareness of various communication strategies to implement in the home environment in order to facilitate the communication goals that were being implemented at school.
- Worked with family advocacy groups to increase their awareness of state and federal guidelines as they pertain to communication services for culturally and linguistically diverse learners.

**INTERNATIONAL EXPERIENCE**

- Study Abroad Instructor (Ghana, Africa) May 2024  
Assisted in curriculum development for the Southern University College of Business Study Abroad Program and prepared students for cultural differences and expectations during the study abroad program.
- University of Connecticut / CIBER and University of Queensland January 2018  
Sustainable Business Program Participant (Sydney and Brisbane, Australia)  
Studied sustainable business practices in Australia
- Study Abroad Coordinator (Shanghai and Beijing, China) June 2014  
U. S. China 100 Thousand Strong Initiative
- Student Exchange Program Instructor (Liberia, Africa) September 2010  
Trained Liberian Entrepreneurs to integrate technological software (e.g., MS Office Suite) into their businesses.
- Makerere University Business School (MUBS) in Kampala, Uganda December 2007  
Conducted “Training-of-Trainers” (ToT) Programs for MUBS technology staff regarding the implementation of a learning management system (LMS) and overcoming institutional challenges.

Conducted “Training-of-Trainers” (ToT) Programs for MUBS full-time and part-time faculty members regarding the implementation of a learning management system (LMS) into the classroom.

- Study Abroad Instructor (Uganda, South Africa, Senegal, Africa) December 2007  
Assisted in curriculum development for the Southern University College of Business Study Abroad Program and prepared students for cultural differences and expectations during the study abroad program.

**COMMUNITY BOARD LEADERSHIP**

**Baton Rouge Bridge Academy Charter School, Baton Rouge, LA**

*Founding and Governing Board Member* November 2013 – May 2018

- Provided strategic leadership and governance to support the successful launch and sustainable operation of a high-quality charter school focused on student achievement and equity.
- Collaborated with fellow board members to develop and oversee the implementation of the school’s mission, vision, and long-term strategic plan.
- Approved and monitored annual budgets, ensuring responsible fiscal stewardship and alignment with academic and operational priorities.
- Participated in the recruitment, hiring, and evaluation of the school’s executive leadership, including the principal and/or executive director.
- Reviewed and approved academic performance metrics, student outcome data, and compliance reports to ensure accountability to state and charter authorizer standards.
- Advocated for the school within the local community and broader education landscape, building partnerships and support among stakeholders.
- Ensured adherence to legal, ethical, and regulatory standards, including policies related to board governance, student welfare, and school operations.
- Contributed to fundraising and development initiatives by identifying opportunities and cultivating donor relationships to support school growth.

**HIGHER EDUCATION SERVICE AND COMMITTEES**

- |   |                              |
|---|------------------------------|
| — SULC Strategic Planning and Inst. Effectiveness Comm., Member       | September 2024 – Present     |
| — SULC Loan Reduction Assistance Program, Ex Officio Member           | September 2024 – Present     |
| — SUBR School of Education Online Learning Comm., Chair               | January 2020 – Fall 2020     |
| — SUBR School of Education Recruitment and Retention Comm., Member    | January 2020 – Fall 2020     |
| — SUBR SACSCOC Committee Member                                       | March 2019 – January 2020    |
| Member, Section 9: Educational Program Structure and Content Team     |                              |
| — SUBR I-STAR Faculty Task Force 3A – Ed. Programs Advisor            | January 2018 – August 2018   |
| — SUBR Academic and SAP Appeals Committee, Member                     | August 2016 – December 2019  |
| — College of Business Genesis Scholarship Committee, Chairperson      | July 2014 – May 2019         |
| — College of Business Student Affairs/ Scholarship Committee, Member  | January 2007 – December 2019 |
| — College of Business Strategic Planning Process Committee, Member    | January 2007 – December 2019 |
| — College of Business IT and Resources Committee, Member              | January 2007 – December 2019 |
| — Office of International Education (Africa Forum) – Guest Speaker    | September 2010               |
| — Faculty Convocation (Student Advisement for Completion) – Presenter | January 2010                 |
| — SUBR Southern Association of Colleges and Schools (SACS)            | January 2008 – December 2008 |
| Member, Task Force 3A – Educational Programs                          |                              |

**CERTIFICATIONS AND AWARDS**

- VITA/TCE Certification – Intake/Interview and Quality Review, IRS, January 2025 – January 2026
- VITA/TCE Certification – Volunteer Standards of Conduct, IRS, January 2025 – January 2026
- Diversity, Equity and Inclusion in the Workplace (Issued by the USF Office of Corporate Training and Professional Education), October 2021
- Improving Your Online Course Certification, June 2020
- Quality Matters (QM) Award for Exemplary Course Design, Summer 2020
- Quality Matters (QM) Certification – Applying the QM Rubric for Online Instructional Design, April 2013

**PROFESSIONAL AND SERVICE ORGANIZATIONS**

- National Association for Law Placement (NALP), Member
- American Association of University Women, Member
- Golden Key Honor Society, Lifetime Member
- Phi Delta Kappa International, Member
- International Association of Business Communicators, Member
- Phi Sigma Omega Chapter, Alpha Kappa Alpha Sorority, Inc., Member, Chapter Secretary (2025-2026)

**LEADERSHIP FELLOW**

- Faculty Leadership Development Institute Fellow, SUBR (January 2009)



POSITION VACANCY AUTHORIZATION  
\*\*\*\*\*

REQUEST THAT THE POSITION TITLE: Director of Faculty Affairs  
BE AUTHORIZED AS A VACANCY FOR: Office of Academic Affairs, Southern University Law Center  
(Department or Unit Name)

POSITION TYPE		FTE STATUS		SOURCE OF FUNDS
<input type="checkbox"/> Replacement	<input checked="" type="checkbox"/> Unclassified	<input type="checkbox"/> Full-Time	<input type="checkbox"/> State	
<input checked="" 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"/> Percentage of Time	<input type="checkbox"/> System Revenue	
	<input type="checkbox"/> Faculty		<input type="checkbox"/> Agency Fund State	
	<input type="checkbox"/> Non-Tenured			
	<input type="checkbox"/> Tenure-Track			
	<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).  
Responsible for the onboarding and orientation of new faculty with respect to their academic responsibilities and adherence to SULC policies (New Employee Orientation), organization of faculty functions for final exams, interact with faculty to resolve incomplete grades and missing grades, maintenance of certain Academic Affairs systems dealing with attendance, grade capture, and final exams, and play a support role for curriculum alignment and faculty development.

Salary/Range: \$165,000 - \$175,000 Previous Incumbent (if replacement): N/A  
Supervisor's Position Title Vice Chancellor Supervisor's Position No. \_\_\_\_\_

☒ Approved \_\_\_\_\_ Disapproved \_\_\_\_\_ Shawn D. Vance 8/21/25  
Department Head Date  
☒ Approved \_\_\_\_\_ Disapproved \_\_\_\_\_ Gerry L. Hall 8/22/25  
Dean/Director/Supervisor of Budget Unit Date

FINANCE/BUDGET OFFICE ONLY			
Funds Available		Position Number	
<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No		
<u>Demetria George</u>		<u>8/21/25</u>	
Signature		Date	
Budget Number <u>311001 - 32030 - 61002</u>			

HUMAN RESOURCES OFFICE ONLY			
Existing/Approved Position		<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
FLSA Status	<input checked="" type="checkbox"/>	Exempt	Non-Exempt
Empl. Class:	<u>MU</u>	Pos. Class:	<u>32840</u>
<u>11-0000</u>	<u>Michelle Wulfin</u>	<u>10/13/25</u>	
SOC Code	Verified By:	Date:	

☒ Approved \_\_\_\_\_ Disapproved \_\_\_\_\_ Shawn D. Vance 8/21/25  
Vice Chancellor Date  
\_\_\_\_ Approved \_\_\_\_\_ Disapproved \_\_\_\_\_ Alvin Washington 8/21/25  
Chancellor/Vice President Date  
\_\_\_\_ Approved \_\_\_\_\_ Disapproved \_\_\_\_\_ Shawn J. Jacobs 10/14/2025  
President Date  
An Equal Opportunity Employer

POSITION/JOB DESCRIPTION

Position Title:	Director of Faculty Affairs
Organization:	Southern University Law Center
Location:	Baton Rouge, Louisiana
Reports to:	Vice Chancellor for Academic Affairs
Hours:	Full-Time, salaried
Conditions of Employment:	Administrative (Unclassified)

Areas of Responsibility:

Responsible for onboarding and orientation of new faculty (to include adjuncts) with respect to their academic responsibilities and adherence to SULC policies (New Employee Orientation), organization of faculty functions for final exams (room assignments of students and faculty proctoring assignments), interact with faculty to resolve Incomplete Grades and missing grades, maintenance of certain Academic Affairs systems dealing with attendance, grade capture, and final exams, and play a support role for curriculum alignment and faculty development (teaching effectiveness and scholarship).

Directly Supervises: N/A.

Functional Relationships:

Works collaboratively and closely with the Office of Academic Support, to include the Academic Counselors/Instructors, staff of the Office of Records and Registration, full-time and adjunct faculty members, and other departments as necessary, as well as maintaining regular contact with appropriate System Office personnel. Also works collaboratively with the Vice Chancellor for Academic Affairs and the Director of Institutional Accountability and Professional Development to provide recommendations for faculty members to attend relevant professional development conferences aimed at enhancing teaching effectiveness within the Law Center.

Position Statement:

The Director of Faculty Affairs is responsible for supporting the Vice Chancellor for Academic Affairs with respect to the academic curriculum of the institution and systems used for its implementation. The Director for Faculty Affairs will measure faculty adherence to course coverage within the curriculum, as well as teaching effectiveness and scholarship of faculty. The Director of Faculty Affairs will also support the duties of the Vice Chancellor for Academic Affairs by performing duties as assigned by the Vice Chancellor for Academic Affairs.

Major Duties (Essential Functions):

- Oversee the onboarding and orientation of new faculty members.
- Implement and manage systems that fall under the supervision of the Office of Academic Affairs, to include attendance tracking, grade capture, as well as final exams.

- Oversee the process for satisfying Incomplete and/or missing grades.
- Evaluate faculty adherence to mandatory course coverage within the Law Center's curriculum.
- Provide strategic recommendations for faculty members to attend relevant professional development conferences aimed at enhancing teaching effectiveness within the Law Center.
- Perform other duties as assigned by the Vice Chancellor for Academic Affairs.

**Knowledge, Skills & Abilities:**

Demonstrated academic leadership, excellent communication skills, and good judgment. Ability to formulate and articulate sound policies and demonstrated ability to identify, resolve, and consult on a wide range of administrative and personnel issues with a clear sense of institutional needs and priorities. Strong organizational and management skills.

**Qualifications:**

Juris Doctor degree and ten or more years of faculty and/or higher education administrative, governmental administrative, or corporate administrative experience.

## **Gail S. Stephenson**

Director of Legal Analysis & Writing and  
Louisiana Outside Counsel A.A. Lenoir Endowed Professor of Law,  
Southern University Law Center  
P. O. Box 9294, Baton Rouge, LA 70813  
(225) 926-1399  
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### **EDUCATION**

- Paul M. Hebert Law Center, Louisiana State University,
  - J.D., May 1984, Order of the Coif.
  
  - Northwestern State University of Louisiana
  - B.A. in political science, May 1976, with honors
- 

### **PROFESSIONAL EXPERIENCE**

Director of Legal Analysis & Writing and Louisiana Outside Counsel  
A.A. Lenoir Endowed Professor of Law, Southern University Law  
Center, Baton Rouge, La., March 16, 2004 to present.

Consultant, Louisiana State University, for Louisiana Statewide Notary  
Exam, 2008-present.

Administrative General Counsel, First Circuit Court of Appeal, Baton  
Rouge, La., 2000-March 15, 2004.

Southern University Law Center, Adjunct Professor, Legal Writing,  
2002-2004.

Paul M. Hebert Law Center, Louisiana State University, Adjunct  
Instructor of Appellate Advocacy, 1997-2001.



Research Attorney for Judge Melvin A. Shortess, First Circuit Court of Appeal, Baton Rouge, La., 1991-2000 and 1986-1988.

Associate with Matchett, Attorneys at Law, 1988-1991.

Law Clerk for United States District Judge Frank J. Polozola, Middle District of Louisiana, Baton Rouge, La., 1984-1986.

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**HONORS AND AWARDS**

Northwestern State University of Louisiana’s Long Purple Line, 2023.

Louisiana Bar Foundation’s Distinguished Professor, 2014

President’s Award from Baton Rouge Bar Association, 2001.

Paul M. Hebert Law Center Hall of Fame, 1987.

Louisiana Law Review, 1982-84.

Phi Kappa Phi, 1976.

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**PUBLICATIONS: LAW REVIEWS & BOOK CHAPTERS**

John K. Pierre & Gail S. Stephenson, *Remedies for Decades of HBCU Underfunding: Can Coalition v. Maryland Serve as a Model, or Is Government Persuasion Needed?*, 22 U. CAL. L. J. RACE & ECON. JUST. 81 (2025).

Gail S. Stephenson & Michael D.O. Rusco, *Incorporating Federal Indian and Tribal Law into Litigation-Drafting Curricula*, in INTEGRATING DOCTRINE & DIVERSITY: INCLUSION AND EQUITY BEYOND THE FIRST YEAR 463 (Nicole P. Dyszlewski et al. eds., 2023).

*The Unsung Heroes of the Desegregation of American Law Schools*, 51 J.L. & EDUC. 118 (2022).

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**Cited in:** Rene Nicole Allen, *Get Out: Structural Racism and Academic Terror*, 29 WM. & MARY J. RACE, GENDER & SOC. JUST. 599, 609 n.55 (2023).

Katherine Macfarlane, *Section 1983 Dealmaking*, 97 TULANE L. REV. 1, 11 nn. 63, 64 (2022).

Briana Lynn Rosenbaum, *Deflect, Delay, Deny: A Case Study of Segregation by Law School Faculty Before Brown v. Board of Education*, 90 TENN. L. REV. 1, 53 n. 253; 56 n.267 (2022).

***The Desegregation of Louisiana's Law Schools: A Slow and Tortuous 23-Year Journey***, 69 LA. B.J. 219 (2021).

**Cited in:** William F. Tate IV & Keena N. Arbuthnot, *A Comparative Financial Analysis of Louisiana's Land Grant Universities: The Morrill Act and Brown Revisited*, 66 WM. & MARY L. REV. 1061, 1073-74 nn 63, 68, 78.

James E. Wright, III, *J. Skelly Wright and the Desegregation of Louisiana 1949-1962*, 70 LOYOLA L. REV. 1, 15 nn.80, 86, 88; 16 n.112; 18, n.114 (2023).

Mark S. Davis, *On the Horns of a Dilemma: Climate Adaptation and Legal Profession*, 25 RICHMOND PUB. INT. L. REV. 197, 198 (2022).

John K. Pierre, *An Anti-Racist Law School Leader's Perspective on Why Historically Black Law Schools Are Needed in the 21st Century*, 53 U. TOLEDO L. REV. 287, 296 n.38 (2021).

***Were It Not for Tulsa***, 57 TULSA L. REV. 111 (2021).

***Custom as a Source of Law in Louisiana***, 79 LA. L. REV. 1045 (2019).

**Cited in:** JULIE ROCHETON, THE GENESIS OF NINETEENTH CENTURY CIVIL CODES IN THE UNITED STATES 173, 207 (2024).

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Nikolaos A. Davrados et al., *Louisiana Civil Code Commentary*, 16 J. Civ. L. Studies 1, 12, 14 n.50, 16 n.62 (2024).

Megan E. Koch, Note, *Do You Know What It Means to Love New Orleans? The Louisiana Supreme Court Revives Custom in Council of New Orleans v. Edward Wisner Donation to Grant the City Council Capacity to Protect Public Assets*, 98 TUL. L. REV. 755, 758 n. 31, 760-62 (2024).

Olivier Moréteau & Luis Muñoz Argüelles, *Multicultural Populations and Mixed Legal Systems in the United States: Louisiana and Puerto Rico*, 70 AM. J. COMP. L. i1, i14 n.69 (2022).

***Louisiana Civil Law Notaries***, 43 S.U. L. REV. 93 (2016).

**Cited in:** Milton J. Hernandez, IV, *Louisiana's Notarial Will: A Case for Simplification of the Signature and Attestation Clause Requirements*, 99 TUL. L. REV. 713, 769 n. 375; 770 nn. 386-388 (2025).

Hamanaka Shintaro & Jusoh Sufian, *Domestic Socio-legal Structure and International Cooperation: The Case of Professional Service Integration*, 739 INST. DEVELOPING ECONS. (2019).

***Sanctions for Frivolous Civil Appeals in Louisiana***, 75 LA. L. REV. 1125 (2015).

**Cited by:** Louisiana Second Circuit Court of Appeal during oral argument: *see* Hal Odom Jr., *Second Circuit Highlights*, 22 BAR REVIEW 21 (Sept. 2015).

**Cited in:** *Armstrong Airport Concessions v. K-Squared Restaurant, LLC*, 15-0375 (La. App. 4th Cir. 10/28/15), 178 So. 3d 1094, 1106.

*Kirby v. Poydras Ctr., LLC*, 15-0027 (La. App. 4th Cir. 9/23/15), 176 So. 3d 601, 608.

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***Reaching the Top of the Docket: Louisiana's Preference System***, 56 LOYOLA L. REV. 155 (2010).

**Cited in:** Josh Hanson, *A Preference for Justice: Protecting the Rights of the Elderly Through Federal Application of State Trial-Preference Statutes*, 30 ELDER L.J. 413, 428 n. 114 (2023).

***After Katrina: A Critical Look at FEMA's Failure to Provide Housing for Victims of Natural Disasters***, 68 LA. L. REV. 443 (2008) (with John K. Pierre).

**Cited in:** Abigail E. André, *Modern Disaster Fragmentation*, 93 FORDHAM L. REV. 557, 609 n.435-437 (2024).

Andrew Hammond, *On Fires, Floods, and Federalism*, 111 CAL. L. REV. 1067, 1072 nn.17-18, 1107 n.243 (2023).

Latisha Nixon-Jones, *Beyond Response: Reimagining the Legal Academy's Role in Disaster Recovery and Preparedness*, 71 CLEV. ST. L. REV. 571, 606 nn.277-78, 280, 609 n.290, 612 n.316 (2023).

Roderick J. Lawrence, *Being Human: Rethinking Adaptation and Resilience*, SP-3 TRANSDISCIPLINARY J. ENGR. & SCI. 147, 155 (2022).

Zachary R.M. Outzen, Note, *Gimme Shelter: Amending FEMA's Enabling Legislation to Permit Citizen Suits for Failures in Disaster Recovery Efforts*, 46 WM. & MARY ENV'T L. & POL'Y REV. 875, 875-76 nn.6-11, 876 nn.13-14, 880 nn.34-37, 891 nn. 95-96, 896 n.118, 897 nn.124-28, 132 (2022).

Ivan Allegranti, *Public Housing in Lands Affected by Natural Hazards: A Comparative Analysis Between Italy, Japan and the US*, 6 BRATISLAVA L. REV. 53 (2022).

Cade Jones, *Preserving the Relationship: Addressing the COVID Eviction Crisis Through Equitable Mediation*, J. DISPUTE RESOLUTION 97 (2022).



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KATY WRIGHT, *COMMUNITY RESILIENCE: A CRITICAL APPROACH* (2021).

Paul G. Rando, *Mitigating the Discretion Disaster: How Changes in the Law Can Help FEMA Effectuate Its Critical Mission*, 90 CINCINNATI L. REV. 1265 (2021).

Lucinda Hendrix, *Lessons from Disaster: Improving Emergency Response Through Greater Coordination of Federal, State, and Local Response Efforts*, 51 PUB. CONT. L.J. 69 (2021-2021).

DAVIA C. DOWNEY, *DISASTERS AND ECONOMIC RECOVERY* (2021).

Alexa S. Deitrich, *On Seeing and Listening: How to Better Support Affected Communities Before the Disaster Starts*, 38 INT'L J. MASS EMERGENCIES & DISASTERS 13 (2020).

Kimberly Jenkins Robinson, *Designing the Legal Architecture to Protect Education as a Civil Right*, 96 IND. L.J. 51, 54 n.9 (2021).

Daniel Perrucci & Hiba Baroud, *A Review of Temporary Housing Management Modeling: Trends in Design Strategies, Optimization Models, and Decision-Making Methods*, 12 SUSTAINABILITY 10388 (2020).

Susan M. Sterett & Laura K. Mateczun, *Displacement, Legal Mobilization, and Disasters: Trial Courts and Legal Practice*, 11 RISK, HAZARDS & CRISIS IN PUBLIC POLICY 348 (2020).

Kelly Heber Dunning, *Building Resilience to Natural Hazards Through Coastal Governance: A Case Study of Hurricane Harvey Recovery in Gulf of Mexico Communities*, 176 ECOLOGICAL. ECONS. (2020).

Katelyn K. Dodd, *The Realities of Modern Federal Disaster Response*, 51 CUMB. L. REV. 225, 233 n.59 (2020).

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Hui Xu et al., *Critical Chinese Government Behavior for Swift Housing Reconstruction Programme - The Case of Dujiangyan Following Wenchuan Earthquake*, 41 INT'L J. DISASTER RISK REDUCTION (2019).

Yxta Maya Murray, *What FEMA Should Do After Puerto Rico: Toward Critical Administrative Constitutionalism*, 72 ARK. L. REV. 165, 183 n.125 (2019).

Keith W. Rizzardi, *Money, Mandates, and Water Management: Foreshadowing a Florida Disaster*, 21 VT. J. ENVTL. L. 1, 14 n.67 (2019).

Yxta Maya Murray, *FEMA Has Been a Nightmare: Epistemic Injustice in Puerto Rico*, 55 WILLAMETTE L. REV. 321, 339 n.117, 348 n.173 (2019).

Myles Maltz, *Caught in the Eye of the Storm: The Disproportionate Impact of Natural Disasters on the Elderly Population in the United States*, 27 ELDER L.J. 157, 171-72 nn. 109-111; 173 nn. 114, 116-120; 174 n. 128; 175-76 nn. 141-143 (2019).

Clifford A. Villa, *Is the "Act of God" Dead?*, 7 WASH. J. ENVTL. L. & POL'Y 320, 333 n. 56 (2017).

Fatima M. Alfa, *The Social Implications of Disaster Waste Management on Displaced Residents*, in PLANNING FOR COMMUNITY BASED RESILIENCE WORLDWIDE 143 (Adenrele Awotona, ed., 2017).

MICHAEL HEAD, *EMERGENCY POWERS IN THEORY AND PRACTICE: THE LONG SHADOW OF CARL SCHMITT* 188 (Ashgate Publishing 2016).

Alex Greer & Sherri Brokopp Binder, *A Historical Assessment of Home Buyout Policy: Are We Learning or Just Failing*, 27 HOUSING POLICY DEBATE, 372 n. 68 (2016).

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Ann Sikes Hornsby, *Roadblock to Recovery: How FEMA's Liability Insurance Mandate Denies Low-Income Disaster Survivors Essential Transportation Benefits*, 96 MARQUETTE L. REV. 735, 742 n.29 (2013).

Stanwood R. Duval, *Sovereign Immunity, Anachronistic or Inherent: A Sword or a Shield?* 84 TUL. L. REV. 1471, 1483, 1486 (2010).

Padraic Kenna, *International Instruments on Housing Rights*, J. LEG. AFFAIRS & DISPUTE RES. IN ENGR. & CONSTR. 11 note 4 (Feb. 2010).

Charles W. Gould, *The Right to Housing Recovery After Natural Disasters*, 22 HARV. HUM. RTS. J. 169, 189 (2009).

Olympia Duhart, *Improving the Odds of Government Accountability in the Disaster-Prone Era: Using the 9/11 Fund Factors to Remedy the Problem of Toxic Katrina Trailers*, 24 J. LAND USE & ENVTL. L. 253, 260 n.41 (2009).

Felice Batlan, *Weathering the Storm Together (Torn Apart by Race, Gender, and Class)*, 20 NWSA J. 163, 170 n. 13, 173 n. 21 (2008).

***Student Body Diversity: A View from the Trenches***, 38 CUMBERLAND L. REV. 71 (2008).

**Cited in:** Samantha A. Moppett, *Acknowledging America's First Sovereign: Incorporating Tribal Justice Systems into the Legal Research and Writing Curriculum*, 5 OKLA. CITY U. L. REV. 267, 285 (2010).

Camille Gear Rich, *Decline to State: Diversity Talk and the American Law Student*, S. CAL. REV. L. & SOC. JUS. 539, 554 (2009).

***Keeping It Real: Developing a Culturally and Personally Relevant Legal Writing Curriculum***, 10 J. GENDER RACE & JUST. 67 (2006) (with Linda C. Fowler).

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**Cited in:** Alyssa Thurston, *Teaching Diversity, Inclusion, and Social Justice in Legal Writing: A Selected Annotated Bibliography* 255, 263, in *INTEGRATING DOCTRINE AND DIVERSITY: INCLUSION AND EQUITY IN THE LAW SCHOOL CLASSROOM* (Nicole Dyszlewski et al., eds., 2021).

Sha-Shana Crichton, *Incorporating Social Justice into the 1L Legal Writing Curriculum: A Tool for Empowering Students of Color and of Historically Marginalized Groups and Improving Learning*, 24 MICH. J. RACE & L. 251, 288 nn. 242, 245 (2019).

Starla J. Williams, *A Values-Based Pedagogy for the Legal Academy in a Post-Racial Era*, 16 J. GENDER, RACE & JUSTICE 235, 259 n.149 (2013).

Kent McIntosh et al., *Perceived Cultural Responsiveness and Effectiveness of a Speech and Language Program for Indigenous Preschool Students*, 8 MULTICULTURAL LEARNING AND TEACHING (2013):

Aida M. Alaka, *Learning Styles: What Differences Do the Differences Make?* 5 CHARLESTON L. REV. 133, 172 n. 184 (2011).

Samantha A. Moppett, *Acknowledging America's First Sovereign: Incorporating Tribal Justice Systems into the Legal Research and Writing Curriculum*, 35 OKLA. CITY U. L. REV. 267, 279-81 (2010).

Christie A. Linskens Christie, *Law School: A Multicultural Curriculum Design for Living in the 21st Century*, MULTICULTURAL EDUCATION 15, 16, 19-20 (Fall 2009).

***Damages for Frivolous Appeal***, 45 LA. L. REV. 137 (1984).

**Cited in:** *Zeringue v. Zeringue*, 94-1411 (La. App. 1st Cir. 4/7/95), 654 So. 2d 721, 723 (Shortess, J., dissenting)  
*Hampton v. Greenfield*, 618 So. 2d 859, 865 n.4 (La. 1993) (Ortique, J., dissenting).

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*Thibodeau v. Mayor & Councilmen of Morgan City*, 619 So. 2d 595, 608 (La. App. 1st Cir. 1993).  
*Rogers v. D'Aubin*, 498 So. 2d 253, 256 (La. App. 1st Cir. 1986).

***Police Expert Witnesses and the Ultimate Issue Rule***, 44 La. L. Rev. 211 (1983).

**Cited in:** Anna Lvovsky, *The Judicial Presumption of Police Expertise*, 130 HARV. L. REV. 1995, 2017 n. 131 (2017).

Paul C. Giannelli, *Ake v. Oklahoma: The Right to Expert Assistance in a Post-Daubert, Post-DNA World*, 89 CORNELL L. REV. 1305, 1324 n. 110 (2004).

Dana R. Hassin, *How Much Is Too Much? Rule 704(B) Opinions on Personal Use Vs. Intent to Distribute*, 55 U. MIAMI L. REV. 667, 673 (2001).

David L. Faigman et al., *Legal Standards for the Admissibility of Scientific Evidence (Draft Chapter of Forthcoming Second Edition of Modern Scientific Evidence: The Law and Science of Expert Testimony)*, SF78 ALI-ABA 33 (2001).

Deon J. Nossel, *The Admissibility of Ultimate Issue Expert Testimony by Law Enforcement Officers in Criminal Trials*, 93 COLUM. L. REV. 231, 247 n. 81 (1993).

**OTHER LEGAL PUBLICATIONS:**

***Legal Communication and Netiquette***, BATON ROUGE LAW. 16 (Nov./Dec. 2024).

***An Adjunct Professor’s Guide to FERPA***, BATON ROUGE LAW. 16 (July/Aug. 2024).

***Tesla, Louisiana and Economic Change***, BATON ROUGE LAW. 16 (May/June 2024) (with John W. Myles).

***Back to Basics: Computation of Time***, BATON ROUGE LAW. 7 (July/Aug. 2023)

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***Louisiana's New Appellate E-filing Rules***, BATON ROUGE LAW. 14 (May/June 2023).

***Back to Basics: Louisiana Notarial Practice***, BATON ROUGE LAW. 22 (Nov./Dec. 2020).

***Desegregation of Louisiana's Public Law Schools***, BATON ROUGE LAW. 18 (Sept./Oct. 2020).

***Giving Old Glory Its Due***, BATON ROUGE LAW. 18 (May/June 2019).

***Good Fences Make Good Neighbors (But Only if the HOA Approves)***, BATON ROUGE LAW. 8 (Jan./Feb. 2019).

**Cited in:** Marc L. Roark, *When Disability Law Meets Private Land Use Regulations: Understanding Emerging Constraints on Private Land Use Controls*, 67 LA. B.J. 180, 181 n.7 (Oct./Nov. 2019).

***Book Review: Louisiana Legal Research***, 66 LA. B.J. 18 (2018).

***Legal Analysis in a Mixed Jurisdiction: Louisiana's Treatment of Jurisprudence***, 321 AROUND THE BAR 16 (Nov./Dec. 2017).

***Louisiana Notaries Public***, AROUND THE BAR 12 (Nov. 2015).

***Sanctions for Frivolous Civil Appeals: Sincerely...After 50 Years, Should the Standard Change?***, 62 LA. B.J. 14 (2015).

**Cited in:** *Blanchet v. Boudreaux*, 15-0060 (La. App. 3d Cir. 8/19/15), 175 So.3d 460, 468-69 n.2.

***Book Review: Typography for Lawyers***, 60 LA. B.J. 124 (2012).

**Cited in:** *Is the Medium the Message? Unleashing the Power of E-Communication in the 21st Century*, 12 LEGAL COMM. & RHETORIC: JALWD 1, 3 (2015)

***Tridialectalism***, 25 SECOND DRAFT 17 (Fall 2011).

***Appellate Reversal of Workers' Comp Cases: Two out of Three Won't Do***, AROUND THE BAR 9 (Mar. 2011).

---

***Drafting Lucid, Unmistakable (and Valid) Judgments***, 56 La. B.J. 181 (2008).

**Cited in:** La. Prac. La. Civ. App. Proc. Chap. 3 (2017).

La. Prac. Civ. Trial § 13:1 (2016).

La. Prac. Civ. Trial § 13:140 (2016).

La. Prac. Civil Trial § 13:141 (2017).

*Freeman v. Zara's Food Store, Inc.*, 16-0445 (La. App. 4th Cir. 11/2/16), 204 So. 3d 691, 700.

*Washington v. LeBlanc*, 11-1609 (La. App. 1st Cir. 9/21/12), p. 3 n.3, 2012 WL 4329306.

***Book Review: My Wars: Nazis, Mobsters, Gambling & Corruption by Colonel Francis C. Grevemberg***, 55 LA. B.J. 332 (2008).

***Can Unpublished Cases Decided Before Aug. 15, 2006, Be Cited?*** AROUND THE BAR 17 (2008)

**Cited in:** LA. PRAC. LA. CIV. APP. PROC., Chap. 8 (2017).

***Six Generations of Legal Eagles: The Cunninghams of Natchitoches***, 54 LA. B.J. 416 (2007).

***Deep Roots: The Bethard Family of Coushatta***, 54 LA. B.J. 429 (2007).

***Book Review: Laws, Custom and Rights: Charles Hatfield and His Family, A Louisiana History*** by Evelyn L. Wilson, 53 LA. B.J. 132 (2005).

***Keeping It Real***, 20 SECOND DRAFT 21 (Aug. 2005).

***Louisiana Preference Docket Statutes***, AROUND THE BAR 8 (Feb. 2009).

***Post-Katrina FEMA Litigation***, AROUND THE BAR 22 (Sept. 2007).

***Moving Toward Diversity***, AROUND THE BAR 12 (Sept. 2004).

***A Cure for Black Robe Envy***, 49 LA. B.J. 441 (2002).

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**Cited in:** Mallery A. Lerner, *A Temporary Fix with Too Many Shortcomings*, 44 COLO. LAW. 63, 65 (Mar. 2015).

***A Proper Proffer Primer***, AROUND THE BAR 16 (Oct. 2003).

***Sailors' and Soldiers' Civil Relief Act of 1940***, AROUND THE BAR 14 (May 2003).

***Frequently Asked Questions About Burial Law in Louisiana***, AROUND THE BAR 21 (Oct. 2001).

***Termite Liability—What You Don't Know Can Hurt You***," AROUND THE BAR 14 (Mar. 2001).

***Appealing Partial Summary Judgments—Avoiding the Article 1915 Trap***, AROUND THE BAR 16 (Sept. 2000).

***Jury Duty: Attorneys Who Have Lived to Tell***, AROUND THE BAR 18 (Oct. 1997).

***First Circuit Bans Superfluous Attachments***, AROUND THE BAR 17 (Sept. 1995).

***The Law of Crawfish***, AROUND THE BAR 12 (Apr. 1995).

***Trap for the Verbose Unwary***, AROUND THE BAR 11 (Mar. 1993).

***Selective Publication—A Plot? Not!*** 70 AROUND THE BAR 10 (Sept. 1992).

***Appeal and Error***, AROUND THE BAR 10 (Jan. 1992).

***Loitering, Lolligagging, and Lawyering***, AROUND THE BAR 14 (Nov. 1990).

***Sex, Services and Society***, AROUND THE BAR (Mar. 1990).

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## PROFESSIONAL MEMBERSHIPS AND ACTIVITIES

Louisiana State Bar Association, admitted to practice 1984; Editorial Board, *Louisiana Bar Journal*, Recent Developments Editor, 1999-present; Task Force on Notarial Legislation, 2015.

Baton Rouge Bar Association: member 1984 to present; President, 2012; President-elect, 2011; Treasurer, 2010; Secretary, 2009; Director at Large, 2004-2008; author of regular feature, “Gail’s Grammar,” in *The Baton Rouge Lawyer*, 1994 to present; served on Publications, Holiday Star, Volunteer, Law Day, Memorial Ceremony, Luncheon, Court Liaison, and 75<sup>th</sup> Anniversary Committees.

Louisiana Legislative Notary Education Study Committee, HCR 45, member, 2011.

Legal Writing Institute, member, 2003-present, served on Adjunct Program Committee (2022-2023), Scholarship Grants Committee (2020-2021), ABA Standards Committee, Bar Outreach Committee (chair)(2012); LWI Welcome Committees; poster mentor.

Association of Legal Writing Directors, 2004-present, Teaching Workshop Committee (2017-2019); By-Laws Committee (2010-2011).

Baton Rouge Association of Women Attorneys, member 1984-present; President, 1995; Scholarship Committee, 1994-present.

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**EDITORIAL SERVICE**

Associate Editor, *Fundamentals of Louisiana Notarial Law and Practice*, 2015-2025.

Managing Editor, 2021-2022, Assistant Editor, 2019-2020, *Second Draft* (national publication by Legal Writing Institute).

Editor, *Recommendations to the Nineteenth Judicial District Court by the Nineteenth Judicial District Court Advisory Committee on Notary Examination* (2004).

Recent Developments Editor, *Louisiana Bar Journal*, 1999-present.



Managing Editor, *The Baton Rouge Lawyer*, bi-monthly publication of the Baton Rouge Bar Association, 2023-present; Senior Assistant Editor, 2021-2022, editorial board member, 1991-2020.

Assistant Editor, *SULC Reflections*, 2012-2017.

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#### PROFESSIONAL PRESENTATIONS

*A New Lens: Diversity, Standard 303(c), and Problem Development*, ALWD Biennial Conference, Irvine, CA, July 14, 2023.

*Rubric Workshop: Grading: Choices, Challenges, and Relationships* and *LWI and ALWD Publications* (two presentations), Legal Writing Institute Biennial Conference, Washington, D.C., July 21-24, 2022.

*Gender Bias and Discrimination Against Women, 1970s Through Today* (panel discussion for CLE credit), Women's History Month presentation for joint meeting of Baton Rouge Bar Association, Baton Rouge Association of Women Attorneys, Federal Bar Association, and Louis A. Martinet Society, March 23, 2022.

Moderator, *Do's and Don'ts in the Appellate Court* (panel discussion for CLE credit), Baton Rouge Bar Association Bench Bar Conference, Gulf Shores, AL, April 22, 2022.

Moderator, *Works in Progress Panel*, Southeastern Association of Law Schools Annual Meeting, Amelia Island, FL, July 29, 2021.

*Were It Not for Tulsa: How the Tulsa Race Massacre's Influence on Ada Lois Sipuel Fisher Affected the Desegregation of Higher Education*, Symposium Commemorating the 100th Anniversary of the Tulsa Race Massacre, Tulsa, OK, May 21, 2021.

*Louisiana Lawyers as Notaries: A Primer*, Continuing Legal Education presentation via Zoom for the Baton Rouge Bar Association, Oct. 6, 2020.

*Advising Law Reviews and Journals* (panel discussion), SEALS Annual Meeting, Ft. Lauderdale, FL (via Zoom), August 3, 2020.

*The Multi-Generational Teaching of Legal Writing* (panel discussion), AALS Annual Meeting: Pillars of Democracy: Law, Representation, & Knowledge, Washington, D.C., Jan. 6, 2020.

*Lessons from No Child Left Behind: Should We Be Teaching to the Test?*, LWI One-Day Workshop, Charleston, SC, December 6, 2019.

*From Gleam to Maturity: The Developmental Stages of the Legal Writing Program* (panel discussion), ALWD Biennial Conference: A Time of Transformative Leadership Teaching & Learning, Boston, MA, May 2019.

ALWD Innovative Teaching Workshop, facilitator, Boston, MA, May 2019.

*Speed Mentoring, Service and Leadership* (panelist), Legal Writing Institute Biennial Conference, Milwaukee, WI, July 2018.

*Professionalism: Diversity, Discrimination, and Divisiveness* (panel discussion for CLE credit), Baton Rouge, LA, May 2018.

*Custom as a Source of Law in Louisiana*, Louisiana Scholarly Workshop, Loyola Law School, New Orleans, LA, Feb. 2018.

*Doing More with Less* (panel discussion), Association of Legal Writing Directors Conference, Minneapolis, MN, July 2017.

*Fill-in-the Blank Analysis*, ALWD Innovative Teaching Workshop, Minneapolis, MN, July 2017.

*Legal Analysis in a Mixed Jurisdiction: Louisiana's Treatment of Jurisprudence Constante*, SULC faculty workshop, Baton Rouge, LA, November 2016.

*Work-Life Balance* (panel discussion for CLE credit), Baton Rouge Bar Association, Baton Rouge, LA, April 2017.

*Programs Under Pressure: Weathering the Storm*, Legal Writing Institute Biennial Conference, Portland, OR., July 2016.

*Ten Years After Katrina: Disaster Relief and the Effects of McWaters v. FEMA* (panel discussion), SULC Journal of Race, Gender and Poverty Symposium, Baton Rouge, LA, Oct. 2015.

*How Scholarship Has Contributed to Respect for Diversity* (panel discussion), The Louisiana Diversity Forum, Southern University, Baton Rouge, LA, Oct. 2014.

*Hillbillies, Cajuns and Valley Girls: Teaching Students Who Are Native Speakers of Stigmatized Dialects*, Legal Writing Institute Biennial Conference, Philadelphia, PA, July 2014.

*Reading/Writing Workshop*, 2014 CLEO Presents: Road to Law School, Baton Rouge, LA, Feb. 2014.

*Bringing Students to the Bar*, Legal Writing Institute One-Day Workshop, Charleston, SC, Dec. 2013.

*Effective Judicial Writing*, Louisiana Workers' Compensation Judges Quarterly Meeting, Baton Rouge, LA, June 2013.

*The Evolving, More Diverse Legal Writing Classroom*, Legal Writing Institute One-Day Workshop, Host and Organizer, Baton Rouge, LA, Dec. 2012.

*Superwomen: Female Attorneys Mastering the Game and the Strategies that Rule*, Emcee, Baton Rouge, LA, Nov. 2012.

*The Legal Writing Professor's Role in Regional Accreditation* (with Victoria Van Zandt), Legal Writing Institute Biennial Conference, Palm Desert, CA, May 2012.

*Membership Has Its Rewards* (panel discussion), Southern University Law Center Law Week, Baton Rouge, LA, Mar. 2012.

*Bar Association Involvement* (panel discussion), ABA 13th Circuit Spring Meeting, Loyola Law School, New Orleans, LA, Mar. 2012.

*Scholarship for Legal Writing Professors*, Legal Writing Institute's One-Day Workshop, Atlanta, GA, Dec. 2011.

*The Art of Written Persuasion*, Baton Rouge Bar Association Sizzlin' Summer CLE, Baton Rouge, LA, July 2011.

*Writing Recent Developments Articles*, LSBA Mid-Winter Meeting, Section Heads and Committee Chairs, New Orleans, LA, Jan. 2011.

*25 Years of Around the Bar* (panel discussion), Baton Rouge Bar Association luncheon, Baton Rouge, LA, June 2010.

*Coming of Age: The Role of the Legal Writing Program in the ABA Accreditation Process* (panel discussion), Association of Legal Writing Directors Biennial Conference, Kansas City, MO, July 2009.

*Why Use ALWD for Your Law Review* (panel discussion), National Conference of Law Reviews, Baton Rouge, LA, March 2009.

*Student Body Diversity: A View from the Trenches* (poster presentation), Association of American Law Schools Annual Meeting, San Diego, Calif., January 2009, and Legal Writing Institute Biennial Conference, Indianapolis, IN, July 2008.

*A Critical Look at Disaster Preparedness Three Years Later: Lessons Learned from Katrina* (with John Pierre), Faculty Colloquium, Southern University Law Center, Baton Rouge, LA, August 2008.

*Emerging and Persistent Issues in Legal Research and Writing Education and Scholarship* (panel discussion), Southeastern Association of Law Schools annual meeting, Palm Beach, FL, July 2008.

*Student Body Diversity: A View from the Trenches*, Faculty Colloquium, Southern University Law Center, Baton Rouge, LA, April 2008.

*Kool-Aid, IRAC & Afropuffs*, Southeast Legal Writing Conference, Fort Lauderdale, FL, September 2007.

*Focusing & Condensing Judicial Opinions*, National Association of Appellate Court Attorneys national conference, New Orleans, LA, August 2007.

*Legal Writing: A Refresher Course*, Sizzlin' Summer CLE, Baton Rouge, LA, July 2007.

*Keeping It Real: Developing a Culturally and Personally Relevant Legal Writing Curriculum* (with Linda C. Fowler), Legal Writing Institute Biennial Conference, Atlanta, GA, June 2006; Rocky Mountain Regional Legal Writing Conference, Las Vegas, NV March 2007; and Lone Star Legal Writing Conference, Fort Worth, TX, June 2007.

*Equity Pedagogy in the Legal Writing Classroom and Beyond* (panel discussion), Association of Legal Writing Directors Biennial Conference, Denver, CO, June 2007.

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#### **LINKS TO PROFESSIONAL WEBSITES**

<https://www.sulc.edu/page/gail-s-stephenson> (Southern University Law Center faculty profile)

<https://scholar.google.com/citations?user=NYFZWucAAAAJ&hl=en> (Google Scholar)

<https://www.youtube.com/watch?v=XmsrVdv3y-I> (Louisiana Bar Foundation Oral History Project)



POSITION VACANCY AUTHORIZATION

\*\*\*\*\*

REQUEST THAT THE POSITION TITLE DEAN (WITH FACULTY RANK) AS DESCRIBED BELOW

BE AUTHORIZED AS A VACANCY FOR SCHOOL OF SOCIAL WORK

(Department or Unit)

☒ Replacement

☐ Civil Service

☐ Tenured

☐ New Position

☐ Temporary

☐ Probationary (For Faculty this is same as tenure track)

☒ Unclassified

☐ Faculty

Source of Funds

☒ State

☐ Grant-in-Aid

☐ System Revenue


☐ Agency Fund State

VACANCY DESCRIPTION AND JUSTIFICATION

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

SEE ATTACHED JOB DESCRIPTION.

POSITION IS BUDGETED AT \$105,000. POSITION NUMBER 4M9980



Salary/Range: \$100,000-\$115,000 Previous Incumbent (if replacement): REBECCA CHAISSON

☐ Approved

☐ Disapproved

Department Head

Date

☒ Approved

☐ Disapproved

DocuSigned by:  
Brie Cook  
0DE7995C9B91F497

Dean/Director/Budget Unit

11/4/2025

Date

FINANCE/BUDGET OFFICE ONLY

Funds Available

☒ Yes

☐ No

Signed by:  
Janet Green  
D4F6476B009F4FB...

11/6/2025

SignatureDate

Budget Number

411001

42610

61002

46000

HUMAN RESOURCES OFFICE ONLY

Existing/Approved Position

☒ Yes

☐ No

Employee Class

4U

Job Class

42640

DocuSigned by:  
J. Bernette Taylor  
8FFA6F464D5C41B...

11/6/2025

Verified ByDate

☒ Approved

☐ Disapproved

DocuSigned by:  
Brie Cook  
0DE7995C9B91F497

Division Vice Chancellor

11/6/2025

Date

☐ Approved

☐ Disapproved

Signed by:  
Julian Kenthorpe  
C11BC59A78D174B9

Vice Chancellor for Administration & Finance

11/6/2025

Date

☐ Approved

☐ Disapproved

Signed by:  
Dr. Joseph Bowie, Jr.  
BA84961D24084EE...

Chancellor

11/6/2025

Date

☐ Approved

☐ Disapproved

424 President

Date

Rev. 1/26/2023



**Southern University at New Orleans**  
**Office of Human Resources**  
**Job Description**

## **Dean, Social Work**

### **FLSA Classification**

Exempt

### **Salary Grade/Level/Family/Range**

Salary Range: \$100,000 - \$115,000

Faculty Rank: Professor or Associate Professor

Grade: To be determined.

### **Reports to**

Vice Chancellor of Academic Affairs

### **Date**

March 11, 2024

## **Job Description**

### **Summary/objective**

The Division of Academic Affairs at Southern University at New Orleans, a public, historically black university, is committed to empowering and promoting the upward mobility of diverse populations of traditional and nontraditional students through quality academic programs, teaching, research, and service to achieve excellence in higher education using various teaching and learning modalities. Students and faculty are encouraged to help create a thriving academic environment at SUNO.

The Dean of the School of Social Work serves as the College's chief administrative and executive officer and reports directly to the Vice Chancellor of Academic Affairs. The Dean will oversee academic programs and maintain external accreditations; provide academic and administrative planning; interpret, administer, and support collective bargaining agreements; implement college and university policies; recruit, develop and evaluate faculty and staff; and maintain positive student relations. Additionally, the Dean will provide

innovative, equity-minded, and creative leadership to fulfill the vision of the College to provide students with transformative experiences to improve the human condition through critical thinking and inquiry, collaboration, imagination, empathy, and service.

In accordance with University By-laws, Administrators shall not earn tenure, except in their capacity as members of the faculty.

### Essential functions

*Reasonable accommodations may be made to enable individuals with disabilities to perform these essential functions.*

1. Work with the Vice Chancellor to continue to develop the School's infrastructure to include:
  - Assuming leadership in seeing that the programs of the schools and colleges are advanced to the highest levels of excellence.
  - Ensuring the participation of Program Directors, faculty, and students in decisions that affect the University.
  - Encouraging participation of faculty and students in scholarly, professional, and community activities.
  - Representing the School in the formation of University policy and giving leadership to the implementation of University policy that affects the School.
  - Interpreting rules, regulations, policies, and procedures to members of the School; reviewing beforehand with the Vice Chancellor for Academic Affairs problems involving clarification and/or differences of opinions.
  - Providing orientation programs for Faculty for the interpretation and execution of university policies and procedures.
  - Providing leadership for curriculum and instruction by ensuring a continuous program of curriculum evaluation and improvement; ensuring that the program directors requisition books, materials, and equipment needed to implement the instructional program; and scheduling classes and teaching assignments to cover student and degree needs, including day, evening, online, and weekend classes.
  - Providing leadership in faculty affairs by advising in faculty members' selection, evaluation, retention, and dismissal; promoting the professional growth of department chairs; evaluating each Program Director in the School's administrative and teaching effectiveness; and providing orientation to faculty on completion of RTP dossiers.

- Ensuring each Program Director submits and administers a budget; supervising and evaluating the School's clerical personnel and controlling the college supplies and equipment; presiding at monthly school or college meetings; and, meeting monthly with Program Directors, individually or collectively.
  - Coordinating, collecting and submitting to the Vice Chancellor for Academic Affairs data and information on teaching load and office hours; summer faculty teaching recommendations; monthly faculty meeting minutes; and, all other reports requested by the Vice Chancellor for Academic Affairs.
  - Providing leadership in student development by ensuring academic advising for all students, and giving advice or assistance to individual students on grievances and other matters whenever requested or deemed essential to the administration of the sound educational practice.
  - Providing leadership in research and planning by encouraging and participating in developing long-range goals and objectives for the School planning programs to achieve these goals and objectives, and making available routine statistical and research data to the Office of Institutional Research.
2. Spearheads advancement opportunities for the School through grant-writing and research.
  3. Spearheads student recruitment into the School's programs.
  4. May teach part-time in undergraduate courses which may include evening, weekend and/or on-line courses. The candidate should have teaching experience at the college level.
    - Teaches assigned courses and associated labs; informs students in writing of instructional standards; posts and maintains office hours; participates in the assessment of student learning outcomes.
    - Develops new courses, curriculum, instructional materials, and evaluation tools; assists with the preparation of course proposals, curriculum updates and the construction of degree/certificate programs.
    - Applies and maintains standards of quality operating methods, processes, systems, and procedures; integrates knowledge of industry trends and professional training to continuously improve program and course quality.
  5. Other duties as assigned.

## **Part II, Article VIII of Bylaws – Rights, Duties & Responsibilities of the Faculty**

### **Section 1. Academic Freedom.**

The Board of Supervisors is committed to the principle of academic freedom. Academic freedom is perceived as the right of members of the academic community freely to study, discuss, investigate, teach, conduct research, and publish as appropriate to their respective roles and responsibilities. Because the common good depends upon the free search for and exposition of truth and understanding, full freedom in research and publication is essential, as is the freedom to discuss scholarly subjects in the classroom. A member of the faculty of the University System, as a citizen, has the right to exercise himself in writing, speaking, or participating in activities outside the University, but should always be mindful that these involvements do not lessen the faculty member's responsibility to the University. The faculty member, when not officially designated to represent the University, must make it known that he is speaking as an individual citizen.

Academic freedom does not give faculty members the right to insist upon or demand the adoption by students, colleagues, or others, of a particular point of view.

**Section 2.** The positions of the academic staff, including the instructional and research faculty, librarians, and academic counselors, shall be unclassified.

### **Section 3. Duties of Faculty.**

Each member of the faculty is expected to be committed and to contribute to the attainment of the mission of the institution where employed. It is a basic responsibility of the faculty to participate in the development of educational policy through active and constructive involvement in the academic affairs of their respective departments, divisions and colleges. The faculty's involvement in other matters affecting student, academic, or faculty welfare is expected.

The faculty should be so organized that its business may be properly conducted. This may be accomplished through committees, senates, councils or other appropriate structures. The faculty should be concerned primarily with academic policies.

### **Section 4. Appointment of Faculty.**

The President shall establish and maintain a procedure for the appointment of members of the faculty.



The procedure shall provide for the establishment of qualifications for the position and allow for the evaluation of the applicants' credentials and recommendation of candidates to fill the position by the faculty of the academic unit concerned. All appointments shall be made on the basis of merit, and shall meet all criteria set forth by appropriate accrediting bodies.

All initial appointments to the faculty normally shall be either temporary or probationary. The President shall issue a contract or contractual letter to the appointee setting forth the terms of the appointment. All appointments shall be made upon the authority of the President, pursuant to recommendations of the Chancellor, subject to the approval of the Board. These provisions shall not prevent the Board of Supervisors from making an initial appointment with tenure which would, in its judgment, be distinctly in the interest of the University, normal recommendations and approvals having been made.

#### **Section 5. Promotion of Faculty.**

The President, with the advice of the faculty and appropriate administrative officers, shall establish and maintain a procedure for the promotion of faculty based on merit. The procedure established for promotion shall be employed by all campuses in the System. All applicants for promotion leading to tenure must also meet the qualifications for tenure, except the required probationary period may be for a shorter duration (two to four years), and standards mandated by the applicable accrediting agency. All promotions shall be made upon the authority of the President, pursuant to recommendations of the Chancellor and subject to the approval of the Board.

#### **Section 6. Tenure of Faculty.**

All appointees to the academic staff normally shall serve a probationary period before they can be evaluated for and granted tenure. Tenure is not employment for a specified term; rather, it is the right to continued employment, subject to dismissal for cause. The President, with the advice of faculty representatives and administrative officers, shall cause to be developed and maintained procedures and criteria whereby tenure is acquired by members of the academic staff, consistent with the tenure policy adopted by the Louisiana State Board of Regents. Tenure may be awarded to academic staff members with the rank of Assistant Professor or above who have earned at least the minimum academic credentials

set forth by the appropriate accrediting agency in the discipline in which they instruct or meet other established criteria for tenure, and have served the required probationary term.

No administrative position is tenured. The provisions of tenure apply to full-time faculty members who hold administrative positions with respect to their academic rank and not their administrative capacities.

Any appointment, whether temporary, probationary, or tenured, may be terminated for cause. However, dismissal for cause carries with it the right to a hearing in accordance with principles of due process and accepted academic practice.

### **Section 7. Responsibilities of Faculty.**

For academic freedom to endure, academic responsibility must be exercised. A proper academic climate can be maintained only when members of the faculty meet their fundamental duties and responsibilities. Tenure shall not serve as a basis for the retention of a faculty member in a position when evidence acquired as a result of a thorough investigation, according to procedures of due process, clearly demonstrates that the faculty member has not met and does not give promise of meeting the responsibilities of the position.

### **Competencies**

- Demonstrate sensitivity to and understanding of college students that come from diverse academic, socioeconomic, ethnic and racial backgrounds.
- Develop positive rapport with colleagues and other members of the campus community to develop a sense of teamwork.
- Strong analytical, observational, and problem-solving skills.
- A good record of attending conferences and academic events.
- A track record of excellence in research, writing, and interpersonal skills.
- A demonstrated sense of passion for teaching and engaging with students.
- The ability to practice patience, understanding, and willingness to help.

### **Work environment**

Office and classroom setting.

### **Physical demands**

Ability to sit/stand/walk at will; Ability to climb stairs; Ability to communicate verbally and in writing; Ability to use a keyboard; and Ability to lift or carry up to 10 pounds.

### **Travel required**

Up to 25%.

### **Required education and experience**

- Earned doctoral degree or another terminal degree in a discipline appropriate to the University, meeting accreditation standards.
- Combination of higher education administration experience (with increasing levels of responsibility, at the level of the department chair or higher), and faculty experience (commensurate with tenure and promotion to the rank of associate professor or professor in any discipline).
- Previous publication and research, and track record of successful experience and accomplishments.
- Experience with academic curriculum design, evaluation, and program effectiveness.
- Previous work with students from diverse populations and cross-functional teams.
- Experience utilizing database software, technology and various learning management systems is essential.

### **Preferred education and experience**

- Previous fundraising, friend-raising, and grant writing experience preferred.
- Demonstrated experience in growing programs and increasing student enrollment are desired.

### **Additional eligibility requirements**

Unexpired, valid driver's license.

### **Affirmative Action/EEO statement**

Southern University at New Orleans is an Equal Opportunity Employer.

### **Other duties**

Please note this job description is not designed to cover or contain a comprehensive listing of activities, duties or responsibilities that are required of the employee for this job. Duties, responsibilities and activities may change at any time with or without notice.

Signatures

This job description has been approved by:

Area Vice Chancellor\_\_\_\_\_ Date \_\_\_\_\_

HR Director\_\_\_\_\_ Date \_\_\_\_\_

Employee signature below indicates the employee's understanding of the requirements, essential functions and duties of the position.

Employee\_\_\_\_\_ Date\_\_\_\_\_

Southern University of New Orleans (SUNO) is an Equal Opportunity Employer.

Non-Discrimination Statement

In compliance with Title IX of the Education Amendments of 1972, Title VI and VII of the Civil Rights Act of 1964, Section 504 of the Rehabilitation Act of 1973, and other federal, state, and local laws, Southern University at New Orleans (SUNO) 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 with respect to 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.

American with Disabilities Act (ADA) Statement

Southern University of New Orleans (SUNO) complies with federal and state disability laws and makes reasonable accommodations for applicants and employees with disabilities. If reasonable accommodation is needed to participate in the job application or interview process, to perform essential job functions, and/or to receive other benefits and privileges of employment, please contact the Office of Human Resources.

**Office of the Chancellor**  
**Southern University at New Orleans**

**Joseph Bouie, Jr., Ph.D.**  
Chancellor



**6400 SUNO Knights Drive**  
New Orleans, LA 70126  
(504) 286-5000

December 3, 2025

President Dennis J. Shields  
Southern University System

***RE: Dean, Millie M. Charles School of Social Work***

Dear President Shields:

After a search was conducted, and I am writing to offer my unequivocal recommendation that Dr. Patrice Sentino, EdD, DSW, LCSW-BACS, ACSW be appointed as Dean of the Millie M. Charles School of Social Work at Southern University at New Orleans, effective January 1, 2026 at a stated salary of \$100,000. Dr. Sentino is a nationally respected social work educator and an accomplished SUNO alumna whose track record in academic leadership, clinical practice, and community engagement positions her to move the School decisively into its next phase of growth.

Dr. Sentino's academic preparation and professional credentials are exemplary. She holds a B.S. in Substance Abuse (1996), an MSW (1998), a Doctor of Social Work in Clinical Practice and Leadership (2016), and a Doctor of Education in Educational Psychology and Technology (2021), and is a licensed clinical social worker and Board-Approved Clinical Supervisor. Over nearly three decades, she has combined rigorous scholarship with grounded practice, publishing in peer-reviewed venues on trauma, adolescent behavior, telesupervision, and integrated behavioral health while teaching across the BSW and MSW curricula and leading critical areas such as Direct Practice, research, and ethics.

Within SUNO, Dr. Sentino has already been functioning as a key institutional leader. She has served as Associate Professor, Title IX Coordinator/Disability Director, Chair of the Direct Service Committee, member of Retention, Promotion and Tenure committees, and an active contributor to the Strategic Plan, Calendar & Curriculum, Budget, and QEP committees. She oversees the Center for Advocacy & Prevention/Sexual Assault Center funded through the Office on Violence Against Women Campus Program grant, ensuring trauma-informed, justice-centered services and prevention education for our students. She successfully hosted the National Title IV-E Conference at SUNO and led high-profile visits from the U.S. Department of Energy, showcasing our campus as a serious partner in research, workforce development, and policy innovation.

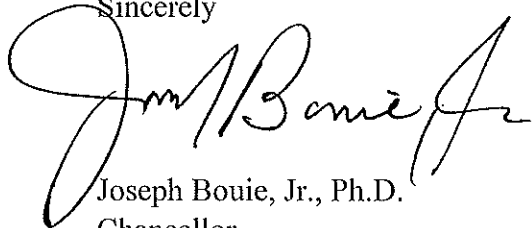


Dr. Sentino brings a strong record of external funding and partnership development that is essential for a modern School of Social Work. She has served as Principal Investigator for the “On Your Path” child support and delayed parenthood initiative, the OVW Campus Program grant, and multiple training and research grants with state agencies and national partners. Her community-facing work—with the City of New Orleans Ethics Review Board, the Regional Black Chamber of Commerce, civic and women’s leadership organizations, and repeated legislative and civic forums hosted at the Millie M. Charles School—has significantly elevated SUNO’s visibility and impact in the region.

In short, Dr. Sentino understands accreditation, compliance, grants, and community-engaged practice; she knows SUNO’s students and mission from the inside; and she has already demonstrated that she can convene stakeholders, secure resources, and deliver results. I am confident that, as Dean, she will stabilize and strengthen the School’s operations, grow enrollment, expand our Title IV-E and behavioral health pipelines, and further align the School of Social Work with the System’s priorities around student success, research capacity, and community impact.

I respectfully request your approval of Dr. Patrice Sentino’s appointment as Dean of the Millie M. Charles School of Social Work effective January 1, 2026, and your support in advancing this recommendation to the Southern University Board of Supervisors. Please let me know if I can provide any additional information as you consider this action.

Sincerely

A handwritten signature in black ink, appearing to read "Joe Bouie Jr.", written in a cursive style.

Joseph Bouie, Jr., Ph.D.

Chancellor

Southern University at New Orleans

**CURRICULUM VITAE**  
**Patrice Sentino, EdD, DSW, LCSW-BACS, ACSW**

**Objective:** Administrator, Educator/Professor, Social Scientist, Social Worker/Clinician

**Education**

The Chicago School of Professional Psychology  
Doctor of Education (EdD), Educational Psychology and Technology, 2021

University of Tennessee, Knoxville  
Doctor of Social Work (DSW) in Clinical Practice and Leadership 2016

Southern University at New Orleans  
Master of Social Work (MSW) 1998  
Thesis: A study of the effect of HIV/Aids on the African American Community

Southern University at New Orleans  
B.S. in Substance Abuse 1996  
Minor: Sociology

University of New Orleans 1992

**Related Experience**

Southern University at New Orleans, New Orleans, LA.  
Associate Professor 2017-Present

Southern University at New Orleans, New Orleans, LA.  
Title IX Coordinator/Disability Director 2021-2023

Simmons University, Boston, MA.  
Adjunct Professor 2021-2023

Columbia University, New York, NY.  
Adjunct Assistant Professor 2017-2019

University of Southern California, Los Angeles, CA.  
Adjunct Lecturer-Virtual Academic Center 2013-2019

Center for Hope Children & Family Services, New Orleans, LA.  
Chief Executive Officer/Licensed Clinical Social Worker (LCSW) 2008 – Present

Orleans Parish Juvenile Court Families in Need of Services (FINS), New Orleans, LA.  
Clinical Program Director 2006 – 2009

Great Expectations Foundation, Inc., New Orleans, LA.  
Site Administrator 2004-2005

Louisiana State University Health and Sciences Center, OB/GYN, New Orleans, LA.  
Program Director/Coordinator-MIRIAD PLUS, Infant & Maternal Mental Health 2000 - 2004

Louisiana State University Health and Sciences, Clinical Evaluation Program, New Orleans, LA.  
Clinical Evaluation Program (CEP) Network Provider 2002- 2005

Dolby Providers, Office of Mental Health (OMH), Mental Health Rehabilitation Agency  
New Orleans, LA. Clinical Manager 2000-2005

Children’s Hospital’s FACES Program, New Orleans, LA.  
Clinical Social Worker/Case Manager-Pediatric AIDS Clinical Trials Unit (PACTU) 1998-2000

Trinity Home Health Care, Hammond, LA. 1998-1999  
Medical Social Worker

Dr. Oscar E. Carter Memorial Rehabilitation Center, New Orleans, LA  
Case Manager/Substance Abuse 1994-1996

Methodist Psychiatric Pavilion, New Orleans, LA.  
Clinical Associate/Aftercare Coordinator 1994-1999

**Research Skills:** Extensive knowledge of NVivo, SPSS, and SAS statistical programs, Qualitative and Quantitative Methods, Data Collection, and Analysis.

#### **Peer-Reviewed Publications:**

Freeman, D., **Sentino, P.**, and Logan, P. (2023). Diversity, Equity, and Inclusion: Understanding the Importance in Substance Use Treatment Services. *National Association of Social Work Alcohol, Tobacco & Other Drugs (ATOD) Specialty Practice Section*.

**Sentino, P.** (2023). The Role of Telesupervision in Higher Education and Ethical Considerations for Supervisors in Response to the COVID-19 Crisis. *National Association of Social Work Administration/Supervision Specialty Practice*.

**Sentino, P.** Freeman, D. (2021). Collective trauma and supervision. *National Association of Social Work Administration/Supervision Specialty Practice*.

Freeman, D., Henry, M. E., **Sentino, P.**, Singleton, D.M. (2021). Addiction Treatment, Integrated Behavioral Health Care. *National Association of Social Work Tobacco, Alcohol and Drugs Specialty Practice*.

**Sentino, P.** Statti, A., Torres, K., & Marino, S. (2021). Adult Learners in Higher Education: How Academic Motivation Influence Online Learners in a Technology-Based Learning Environment. [Manuscript submitted for publication]. Educational Psychology & Technology, The Chicago School of Professional Psychology and Technology.

**Sentino, P.** (2020). Faculty Development in Online Education: Tips for Technology Integration. [Manuscript submitted for publication]. School of Social Work, Southern University at New Orleans.

**Sentino, P.** (2020). Approaches to Child and Family Protection: Core Opportunities and Challenges in Child-and Family-Serving Systems Chapter 6: Trauma-Informed Practice. [Manuscript submitted for publication]. The Ohio State University College of Social Work.

**Sentino, P.,** Thompson, P. L., Nugent, W. R., & Freeman, D. (2018). Adolescent daughters' perceptions of their fathers' levels of communication and care: How these variables influence female adolescent sexual behaviors. *Journal of Human Behavior in the Social Environment*, 28, 5, 632-646.

**Sentino, P.,** Thompson, P. L., Patterson, D., & Freeman, D. (2018). A review of literature: An examination of the correlation between attachment styles and adolescent girls' sexual behaviors. *Journal of Human Behavior in the Social Environment*, 28, 6, 677-694.

#### **Presentations:**

**Sentino, P.** (2025). "What the Health" Training Educators on the Importance of Mental Health, Career Training Group.

**Sentino, P.** (2025). Trauma-Informed Interpersonal Violence, Southern University at New Orleans, OVW Program.

**Sentino, P.** (2025). Bystander Intervention Training, Southern University at New Orleans, OVW Program Southern University at New Orleans, OVW Program.

**Sentino, P.,** Cooper, S., Freeman, D. (2024). Shattering the Stigma, Addressing Domestic Violence Against Men. Southern University at New Orleans, OVW Program Southern University at New Orleans, OVW Program.

**Sentino, P.,** Social Work Students 2022-Present. On Your Path Curriculum: Delayed Parenthood, delivered to High School Students in New Orleans Public Schools. The Department of Children & Family Services-Division of Child Support Enforcement Services, Southern University at New Orleans, On Your Path Program.

Freeman, D., Liechty, J., Retrum, J. H., **Sentino, P.,** Wharton, T. (2021). Best Practices for Training Health Social Work Leaders. NASW 2021 Virtual Forum Reimagining Social Work in Health.

**Sentino, P.** (2021). Mental Health Matters. The virtual webinar was sponsored by the Louisiana Center for Health Equity (LCHE), the National Congress of Black Women-Greater Baton Rouge Chapter (NCBW-GBR), and the Southern University Law Center Vulnerable Communities and Peoples Initiative.

**Sentino, P. & Snyder, E.** (2020). Education as a Catalyst for Change. Presented at Southern University to Mayor Latoya Cantrell's Women4Climate Partnership program participants.

**Sentino, P., & Freeman, D. (2019).** Professional Development Opportunities (Integrating New Educational Technologies). A presentation was delivered to the organization/service provider of the National Association of African American Studies.

**Sentino, P., & Freeman, D. (2017).** *Adolescent Daughters' Perception of Their Fathers' Level of Communication and Care: How These Variables Influence Female Adolescent Sexual Behaviors.* A presentation was delivered to the organization/service provider at the National Association of African American Studies.

**Sentino, P. (2016).** Uniting the Voices for Recovery- Our Families, Our Friends, Our Recovery. Presented at a Conference sponsored by Southern University at New Orleans, Addictive Behaviors Counseling & Prevention Program.

Freeman, D., & **Sentino, P. (2013).** *The behavior of learning disabled and mental illness adolescents in the classrooms.* A presentation delivered to service providers at Family Service of Greater Baton Rouge.

**Sentino, P. (2013).** *Mental Health/Behavioral Health and Mounting a Stigma Reduction.* A presentation was delivered to service providers and was sponsored by the Center for Hope Children and Family Services, LLC.

### Teaching Experience

Adjunct Professor, Simmons University	2021-2023
Assistant Professor, Southern University at New Orleans	2017-Present
Adjunct Professor, Columbia University	2017-2019
Adjunct Lecturer, Southern University of California	2013-2019
Adjunct Lecturer, Southern University at New Orleans	1999-2001

### Courses Taught

SOWK 341 Human Behavior and the Social Environment I (HBSE)	SOWK 501 Social Welfare Policy and Services (SWPS) I
SOWK 350 Direct Service I	SOWK 603 APO I: Social Work Practice with Communities
SOWK 351 Direct Service II	SOWK 604 Direct Service I
SOWK 311 Social Welfare Policy and Services (SWPS) II	SOWK 610 Direct Service II
SOWK 601 Human Behavior and the Social Environment I (HBSE)	SOWK 710 Direct Service III
SOWK 602 Human Behavior and the Social Environment II (HBSE)	SWO 7085 Seminar Ethics and Social Justice
	SOWK 605 Research I



SOWK 700 Research II SOWK 701 Research III  
 SOWK 751 Chemical Dependency  
 VAC SWOK 534 Policy & Practice in Social Service Organizations/Community Immersion  
 VAC SWOK 536 Policy & Advocacy in Professional Social Work  
 SW T7100 Foundations of Social Work Practice: Decolonizing Social Work  
 SWO 703 Power, Passion, & Social Change  
 SWO 701 Transformation, Inspiration, and Inclusion: Social Work Leadership for the Future

### **University Committees:**

Faculty Senate, Faculty Senator at-Large, Executive Board, 2023-Present  
 Office on Violence Against Women (OVW), Coordinated Community Response Team, 2022-Present  
 Artificial Intelligence Committee, 2024-Present  
 Health and Wellness Fair, 2024-Present  
 Strategic Plan Committee, 2023-Present  
 Evening Weekend Advisory Committee, Present  
 Calendar & Curriculum, Present  
 Budget Committee, Present  
 Search Committee Positions, School of Nursing, Dean of Students/Director of Student Leadership and Engagement-Chair, Counseling Director, Director of Student Development  
 CSWE: Council on Social Work Education, Reaffirmation, 2018, 2025  
 Grievance Committee, University & Social Work Department  
 Retention, Promotion, Tenure Appeals Committee - University 2022-Present  
 Retention, Promotion, Tenure Committee (SSW) Present  
 Discipline and Student Conduct 2022- Present  
 Quality Enhancement Plan (QEP) sub-committee (2018-2021)  
 Direct Service Committee, Chair, 2017-Present

### **Campus-Wide Activities:**

I had the privilege of hosting the Orleans Parish Democratic Executive Committee (OPDEC) Candidate Forum, a two-day civic engagement event designed to inform voters and elevate community dialogue ahead of the upcoming election. Held at the Millie M. Charles School of Social Work Auditorium at Southern University at New Orleans, the forum provided residents with an opportunity to hear directly from candidates seeking key municipal offices and to learn where they stand on critical issues affecting our city. Candidates for New Orleans Mayor, Orleans Parish Sheriff, and Clerk of Criminal District Court, Orleans Parish Assessor, Councilmember-at-Large Divisions 1 & 2, and Councilmember Districts A, C, D, and E, presented their platforms and engaged with the community. As host, I facilitated the sessions, welcomed candidates and attendees, ensured a respectful and informative environment, and helped provide a platform where civic participation, transparency, and community voice were prioritized. This event reflected our broader commitment to strengthening local democracy and empowering residents through access to trustworthy, nonpartisan information. (2025)

I had the privilege of hosting the “Unveiling Project 2025” community forum, presented by the Orleans Parish Democratic Executive Committee (OPDEC) and the OPDEC Community Advisory Committee. Held at the Millie M. Charles School of Social Work Auditorium at Southern University at New Orleans, this event brought together civic leaders, community advocates, scholars, and residents for an urgent conversation about the national implications of Project 2025 and its potential impact on Louisiana communities. The program featured an exceptional lineup of keynote speakers, including Congressman

Troy A. Carter, Sr. (LA-02); Senator Joe Bouie (LA District 3); Michelle Erenberg, OPDEC District A & Reproductive Rights Advocate; and Richard Perque, OPDEC District B. Their insights helped illuminate the policy, social, and political consequences tied to this national agenda, emphasizing the need for informed civic engagement and collective action. As host, I guided the discussions, welcomed participants, and helped create a space for dialogue that encouraged learning, reflection, and mobilization. The event was co-hosted in partnership with ACORN, IWO, and SUNO, demonstrating the power of cross-organizational collaboration in protecting democracy and uplifting community voices.

Hosted the Echoing Green Social Entrepreneurship Program, a global leader in investing in emerging social impact innovators, *IGNITE* introduced participants to the power of Black innovation and social entrepreneurship. This dynamic and thought-provoking workshop engaged students in an interactive learning experience and highlighted the inspiring journey of an Echoing Green Fellow. Students from seven HBCUs participated in a series of master classes designed to strengthen their entrepreneurial mindset and leadership skills. During the final session, students pitched their ideas for the chance to win seed funding and a monetary prize, an invaluable opportunity to launch their social impact visions into reality. I am proud to share that one of my Social Work students earned 2nd place, demonstrating exceptional creativity, leadership, and commitment to social impact. (2022-2024).

In my leadership role, I had the privilege of hosting a distinguished visit from the U.S. Department of Energy (DOE), welcoming senior federal officials deeply engaged in national science, innovation, and research initiatives. The delegation included Derek Passarelli, Principal Deputy Under Secretary for Science & Innovation, and Ariel Marshall, Chief of Staff in the Office of the Under Secretary for Science & Innovation. This visit brought together DOE leadership with SUNO's administration, faculty, staff, and students for a meaningful exchange focused on energy innovation, research capacity, and academic advancement. SUNO delegates, led by Dr. Sentino, were joined by faculty leaders, program directors, and student representatives, highlighting the university's commitment to expanding federally supported research and strengthening institutional partnerships. (2024).

I oversee the Center for Advocacy & Prevention / Sexual Assault Center on SUNO's campus, which was established through the Office on Violence Against Women (OVW) Campus Program grant. This center provides trauma-informed services, crisis response, survivor advocacy, prevention education, and coordinated community outreach. Under my leadership, it strengthens campus safety, expands support resources, and ensures our students have access to comprehensive, justice-centered advocacy rooted in dignity, empowerment, and prevention. (2022-Present)

In 2023, I had the honor of hosting the National Title IV-E Conference, a premier gathering of child welfare scholars, practitioners, policymakers, and educators from across the country. This national convening brought together leaders committed to strengthening the Title IV-E workforce pipeline, advancing evidence-informed practice, and improving outcomes for children and families served by the child welfare system. Participants from around the country facilitated discussions that highlighted innovative research, culturally responsive practice models, and cross-system collaboration. The conference created a dynamic space for sharing best practices, elevating emerging voices, and reinforcing our collective responsibility to support the well-being and permanency of vulnerable youth.

I had the opportunity to co-host a yearly, distinguished Legislative Breakfast forum at the Millie M. Charles School of Social Work, in partnership with the National Coalition of 100 Black Women, Greater New Orleans Chapter, Inc., and multiple chapters of The Links, Incorporated. Bringing together New Orleans City Council Members, State Legislators, and community stakeholders for a robust public discussion on pressing issues, including crime, health, housing, economic development, and other critical matters impacting our city. As co-host of the 440th annual meeting of the Southern University at New Orleans School of Social Work, I helped facilitate the event's planning, coordination, and welcoming of guests,

ensuring that SUNO remained a central venue for community-centered conversations and public policy engagement.

This collaboration, co-sponsored by SUNO and the New Orleans Regional Black Chamber of Commerce, demonstrated the School of Social Work's commitment to advancing civic involvement, strengthening community partnerships, and supporting informed dialogue that uplifts and empowers the residents of New Orleans. (2018- Present)

### **Grants and Fellowships:**

- Millie M. Charles School of Social Work, Louisiana Department of Children and Family Services, Child Support Enforcement Department. (On Your Path Grant, 2022-Present), Principal Investigator \$94,000.
- Department of Justice – Office on Violence Against Women (OVW) Grant, Southern University at New Orleans, 2023-Present. Principal Investigator \$296,000.
- All of Us Research Program (10,000) (2024)
- American-Made Program, HBCU Energy Education Prize Partnerships Track Proposal (2023) (not funded)
- University of South Alabama, John Templeton Foundation, Fostering the Integration of Spiritual Competency Training into Graduate Mental Health Education. Proposal 40,000-not funded. (2022)
- Millie M. Charles School of Social Work, Southern University at New Orleans - NORC of the University of Chicago, Conrad N. Hilton Foundation (Track C: Adolescent SBIRT Instructor's Toolkit Implementation Program. (2019-2022)
- Department of Health-Office of Behavioral Health, Office of Citizens with Developmental Disabilities (Training Initiative Grant, 2017), \$13,000.00.
- Magellan Behavioral Health Seed Grant (Center for Hope Children and Family Services, 2013), \$7,000.00.
- Multi-Health Systems, Inc. (Research MHS Data Collection/Research, 2011), up to \$10,000.00.
- Annie E. Casey Foundation (Expansion Grant, 2009), \$75,000.00.
- Louisiana Supreme Court (The Families in Need of Services/ Assistance Program, 2009), \$90,000.00.
- Center for Hope Children and Family Services, LLC. up to \$2,000,000.
- Congressional Black Caucus Institute (2021)
- Leaders of Color, Fellowship Program, New Orleans, Louisiana (2020)
- Democrats for Education Reform (DFER), Fellowship Program, New Orleans, Louisiana, 2020.
- Emerge Louisiana Fellowship, Training Democratic women to run for political office (2020).
- Brian Bell Metropolitan Leadership Forum, New Orleans, Louisiana, 2019.

### **Professional Memberships/Accreditation**

Association of Title IX Administrators (ATIXA) 2021-Present

Alpha Kappa Alpha Sorority, Inc.

Louisiana State Board of Social Workers Examiners (LABSWE)

National Association of Social Workers (NASW)

Louisiana Association for Professional Mental Health

Continental Who's Who Pinnacle Professional 441 ber

National Association of Professional Women W)

Network for Social Work Management (NSWM)  
 Academy of Certified Social Workers (ACSW)  
 National Education Association (NEA)  
 Committee for a Better New Orleans (CBNO)  
 Kappa Delta Phi International Honor Society in Education (KDP)  
 National Alliance of Mental Illness (NAMI)  
 Council on Social Work Education (CSWE)  
 Commission on Accreditation of Rehabilitation Facilities (CARF), 2008-Present

### **Boards Membership/Community Involvement**

Mayor-elect Helena Moreno's transition on the Youth and Families Committee, 2025  
 Alpha Kappa Alpha Legislative Day, Co-Chair 2024  
 City of New Orleans Ethics Review Board, Vice Chair, 2023-Present  
 Black Regional Chamber of Commerce, Board Member, 2023-2025  
 National Association of 100 Black Women, Executive Board Member, 2017-Present  
 Orleans Parish Democratic Executive Committee, Facilitated Political Forums/Debates, Present  
 Host Legislative Breakfast with City Council Members and State Legislators in collaboration with the National Coalition of 100 Black Women, 2017-Present  
 Take Bake the Night-Domestic Violence & Sexual Assault, in partnership with Loyola, Dillard, Xavier, & Tulane. 2023-Present

### **Civic Groups Membership:**

Legislative Agenda for Women (LAW)-Present  
 League of Women Voters (LWVNO/ LA), Health Chair, 2021-Present  
 Independent Women's Organization (IWO)-Present  
 New Orleans Coalition (NOC)-Present

### **Civic Engagement**

- Candidate, Orleans Parish School Board - District 1, 2020 & 2022
- Louisiana Department of Insurance, Louisiana Healthcare Commission, 2021-Present

### **Elected Positions**

- Orleans Parish Democratic Executive Committee (OPDEC), 2023-Present, Political Events Chair
- Louisiana Democrats, Democratic State Central Committee (DSCC), appointed 2025

### **Awards and Honors:**

- CityBusiness Healthcare Heroes, 2022
- WGNO Remarkable Women Finalists, 2022
- CityBusiness Women of the Year honoree, 2021
- National Association of 100 Black Women Pandemic Unsung Heroes, 2021
- Mayor Latoya Cantrell Woman4Climate Mentorship Program – Mentor, 2019
- A Friend of the School of Social Work <sup>442</sup> - Southern University at New Orleans
- Southern University at New Orleans, <sup>442</sup> - ive Behavior Counseling & Prevention Program,

- Outstanding Service to the SPESA club, 2016
- National Association of Professional Women VIP Award, 2014
- Center for Hope Children and Family Services Leadership Excellence Award, 2011
- Center for Hope Children and Family Services Administrator of the Year Award, 2010

### Skills and Qualifications:

- Microsoft Office, Internet, Research, Online Learning Management Platforms
- IBM SkillsBuild Bootcamp Badge Earned: IBM Artificial Intelligence Practitioner, AI Applications, Data Analytics for Machine Learning, Machine Learning Methods and Tools, Artificial Intelligence Fundamentals,
- The Association of College and University Educators (ACUE) Certification for Educators: Teaching practices help college educators develop the essential, research-based teaching skills. Badges Earned: Ensuring Learner-Centered Course Outcomes, Designing Aligned Assessments and Assignments, Aligning Learning Experiences with Course Outcomes, Developing and Using Rubrics and Checklists, Developing Fair, Consistent, and Transparent Grading Practices, and Preparing an Effective Syllabus.
- Learning Management Systems (LMS): Proficient in multiple LMS platforms including Canvas, Blackboard Ultra, Moodle, and D2L Brightspace, with demonstrated success in designing interactive, student-centered online courses. Experienced in managing asynchronous, synchronous, and hybrid course delivery formats, embedding multimedia content, assessment tools, and tracking student learning outcomes.
- Instructional & Assessment Technologies: Skilled in Turnitin, ExamSoft, Respondus LockDown Browser, Camtasia, and Panopto for digital assessment, proctoring, academic integrity, and lecture capture. Utilized Simucase to deliver simulation-based training in clinical decision-making, and **Oculus/AR tools** to explore immersive, trauma-informed educational experiences.
- Data Collection & Analysis Tools: Advanced knowledge of SPSS, NVivo, and Qualtrics for quantitative and qualitative research. Used across program evaluation, grant reporting, and faculty-led research on trauma, maternal health, and justice-impacted youth.
- Digital Communication & Collaboration Platforms: Experienced in Zoom, Microsoft Teams, Google Meet, Webex, and Slack to facilitate virtual classrooms, team collaboration, grant meetings, and telehealth simulation workshops. Skilled in real-time engagement strategies and virtual supervision for student interns and faculty.
- Telehealth & Clinical Simulation Platforms: Expertise with HIPAA-compliant telehealth platforms and practice-management systems including TheraNest and SimplePractice for student training in clinical documentation, intake procedures, and case management. Integrated Otter.ai for real-time captioning and session documentation in virtual field education.
- Productivity & Content Creation Suites: Highly proficient with Microsoft 365 (Word, Excel, PowerPoint, OneDrive) and Google Workspace (Docs, Sheets, Slides, Drive) for curriculum development, accreditation reports, and team collaboration. Developed digital portfolios, logic models, and outcome tracking tools using cloud-based platforms.
- Accessibility & Assistive Technologies: Experienced with assistive tools such as JAWS (Job Access With Speech) and Kurzweil 3000, ensuring digital materials and courses are accessible for students with visual, reading, and processing differences. Advocated for and implemented universal design practices in online education.





## *Office of the Chancellor*

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

December 3, 2025

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

***Re: Request for Sabbatical – Dr. Radian Belu***

Dear President Shields,

Dr. Luria Young, Vice Chancellor for Academic Affairs, submitted a request supporting the application for a sabbatical for Dr. Radian Belu during the Fall 2026. This sabbatical presents an opportunity to advance his research and contribute to the academic mission of the College of Sciences and Engineering and Southern University and A&M College.

Dr. Belu desires to focus his sabbatical on carrying out research on grid integration of energy from renewable sources at the National Renewable Energy Laboratory in Golden, Colorado. He will engage with 1) NREL employees in the Power Systems Engineering Center as part of his research, and 2) conduct independent research to create teaching materials on power systems and renewable integration. This effort fits with the shift of power networks to handle significant amounts of renewable sources such as wind and solar systems and will increase SUBR's competitiveness in extramural grants.

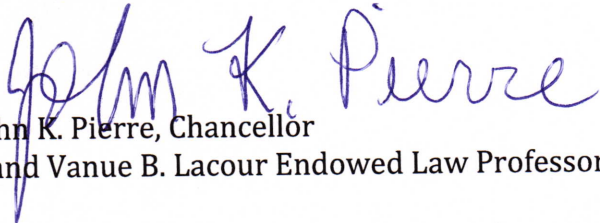
Deliverables from the proposal, such as producing sustainable research, peer-reviewed publications, and fresh grant applications, are feasible and provable in a single semester. Furthermore, predicted improvements in research could offer resources to boost enrollment by drawing students to the Master of Engineering program and giving STEM undergraduates in the College of Sciences and Engineering research opportunities.

I concur with Dr. Young that the activities indicated in the sabbatical proposal connect well with the University's strategic aims and will increase both departmental capability and student learning upon Dr. Belu's return. I have no doubt that this sabbatical will have a major positive impact on academia and the institution.

***Request for Sabbatical – Dr. Radian Belu***  
***Page 2***

If approved by the Board of Supervisors at their December 2025 meeting, the sabbatical will become effective Fall 2026. The salary support being requested for a semester sabbatical is \$51,115.50. This amount is based on Dr. Belu's nine-month salary of \$102,231. If you have any questions, please feel free to contact me.

Yours sincerely,

A handwritten signature in blue ink that reads "John K. Pierre". The signature is fluid and cursive, with the first name "John" and last name "Pierre" clearly legible.

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

Approved

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Dennis J. Shields, President



## Office of Academic Affairs

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

December 1, 2025

Chancellor John K. Pierre  
Southern University and A&M College  
3rd Floor, JS Clark Administration Building  
Baton Rouge, LA 70813

RE: Dr. Radian Belu's Fall 2026 Application for a Sabbatical

Dear Chancellor Pierre,

I am writing to express my support for Dr. Radian Belu's application for a sabbatical during Fall 2026. Dr. Belu has consistently demonstrated exemplary commitment to scholarship, teaching, and service, and this proposed sabbatical presents a timely opportunity to advance his research agenda and contribute meaningfully to the academic mission of the College of Sciences and Engineering and Southern University and A&M College. The salary support being requested for a semester sabbatical is \$51,115.50. This amount is based on Dr. Belu's nine-month academic salary of \$102,231.

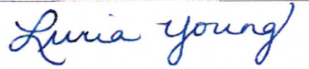
Dr. Belu proposes to focus his sabbatical on conducting research on grid integration of renewable energy systems at the National Renewable Energy Laboratory in Golden, Colorado. As part of his research, he will be interacting with 1) NREL staff members in the Power Systems Engineering Center and 2) working on independent research developing educational material in power systems and renewable integration. This work aligns with the transition of power grids to accommodate significant amounts of renewable sources such as wind and solar systems and will strengthen SUBR's competitiveness in extramural grants. The proposal's deliverables, including creating sustainable research, peer-reviewed publications and new grant submissions, are realistic and verifiable within a single semester. In addition, anticipated enhancement in research has the potential to provide resources to increase enrollment by attracting students into the Master of Engineering program and providing research experiences for STEM undergraduates in the College of Sciences and Engineering.



The activities outlined in the sabbatical proposal align well with the University's strategic priorities and will strengthen both departmental capacity and student learning upon Dr. Belu's return. I am confident that this sabbatical will yield significant scholarly and institutional benefits.

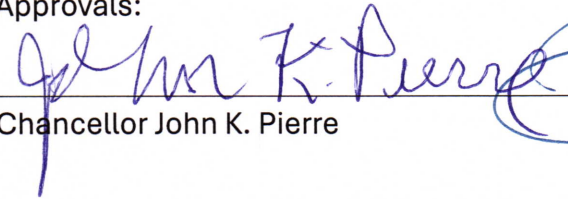
Thank you for your consideration.

Sincerely,

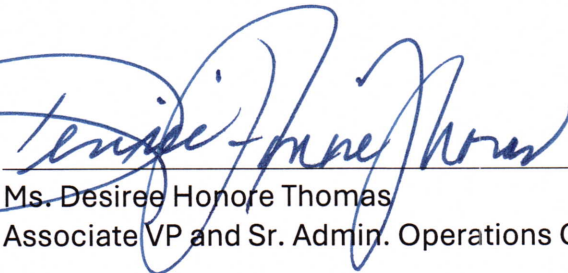


Dr. Luria Young  
Vice Chancellor for Academic Affairs

Approvals:



Chancellor John K. Pierre



Ms. Desiree Honore Thomas  
Associate VP and Sr. Admin. Operations Officer

c: Ms. Dawn Harris, Director of Human Resources



## *Office of the Chancellor*

---

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Office: 225 771-2360

December 3, 2025

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

***Re: Request for Sabbatical – Dr. Nastassia Jones***

Dear President Shields,

Dr. Luria Young, Vice Chancellor for Academic Affairs, submitted a request supporting the application for a sabbatical for Dr. Nastassia Jones during the Fall 2026. This proposed sabbatical offers Dr. Jones a timely opportunity to further her research agenda and make a significant contribution to the academic mission of the College of Sciences and Engineering, Southern University, and A&M College. Dr. Jones has continuously shown an exemplary commitment to scholarship, teaching, and service.

In order to lay the groundwork for the SU Center for STEM Education Research and Innovation (SU-CSERI) and the JAGSTEM Initiative, Dr. Jones plans to dedicate her sabbatical to four quantifiable goals: (1) designing the SU-CESRI; (2) creating an interdisciplinary research infrastructure; (3) formalizing a cross-institutional network; and (4) starting a Summer Institute in Emerging Tools for Education Research. The proposed SU-CSERI structure will boost SUBR's competitiveness in extramural awards, expand external financing potential, and line with national best practices in center development.

The deliverables will establish a long-term research and training center that formalizes interdisciplinary cooperation between the College of Sciences and Engineering's STEM and STEM-education faculty. Furthermore, anticipated center financing may offer resources to boost enrollment by drawing students to the Science and Mathematics Education PhD program.

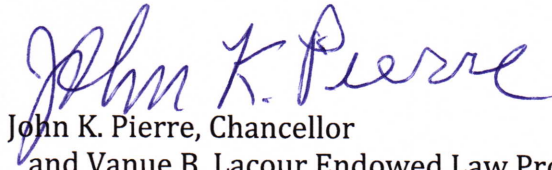
I concur with Dr. Young that the activities indicated in the sabbatical proposal connect well with the University's strategic aims and will increase both departmental capability and student learning upon Dr. Nastassia Jones' return. I am certain that this sabbatical will provide considerable scholarly and institutional benefits.



***Request for Sabbatical – Dr. Nastassia Jones***  
***Page 2***

If approved by the Board of Supervisors at their December 2025 meeting, the sabbatical will become effective Fall 2026. The salary support being requested for a semester sabbatical is \$45,978. This amount is based on Dr. Jones' nine-month salary of \$91,956. If you have any questions, please feel free to contact me.

Yours sincerely,



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

Approved

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Dennis J. Shields, President



## Office of Academic Affairs

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

December 1, 2025

Chancellor John K. Pierre  
Southern University and A&M College  
3rd Floor, JS Clark Administration Building  
Baton Rouge, LA 70813

RE: Dr. Nastassia Jones' Fall 2026 Application for a Sabbatical

Dear Chancellor Pierre,

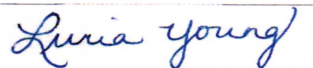
I am writing to express my support for Dr. Nastassia Jones' application for a sabbatical during Fall 2026. Dr. Jones has consistently demonstrated exemplary commitment to scholarship, teaching, and service, and this proposed sabbatical presents a timely opportunity to advance her research agenda and contribute meaningfully to the academic mission of the College of Sciences and Engineering and Southern University and A&M College. The salary support being requested for a semester sabbatical is \$45,978. This amount is based on Dr. Jones' nine months academic salary of \$91,956.

Dr. Jones proposes to focus her sabbatical on building the foundation to establish the SU Center for STEM Education Research and Innovation (SU-CSERI) and the JAGSTEM Initiative, structured around four measurable objectives: (1) designing the SU-CESRI, (2) establishing interdisciplinary research infrastructure, (3) formalizing a cross-institutional network, and (4) launching a Summer Institute in Emerging Tools for Education Research. The proposed SU-CSERI structure aligns with national best practices in center development, increases external funding potential, and will strengthen SUBR's competitiveness in extramural grants. The deliverables will create a sustainable research and training hub that institutionalizes interdisciplinary collaboration between STEM and STEM-education faculty in the College of Sciences and Engineering. In addition, anticipated center funding has the potential to provide resources to increase enrollment by attracting students into the PhD program in Science and Mathematics Education.

The activities outlined in the sabbatical proposal align well with the University's strategic priorities and will strengthen both departmental capacity and student learning upon Dr. Nastassia Jones' return. I am confident that this sabbatical will yield significant scholarly and institutional benefits.

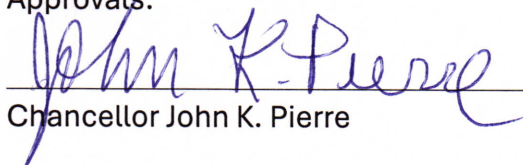
Thank you for your consideration.

Sincerely,

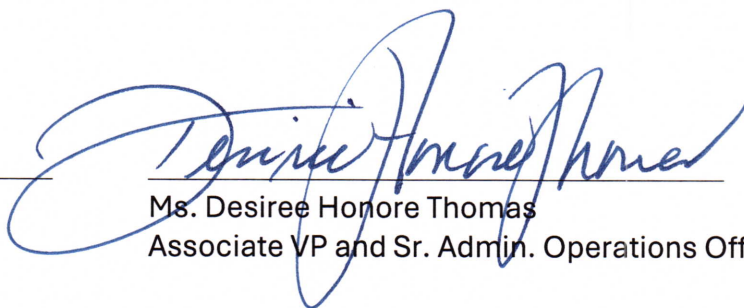


Dr. Luria Young  
Vice Chancellor for Academic Affairs

Approvals:



Chancellor John K. Pierre



Ms. Desiree Honore Thomas  
Associate VP and Sr. Admin. Operations Officer

c: Ms. Dawn Harris, Director of Human Resources





## *Office of the Chancellor*

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J.S. Clark Administration Building  
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December 3, 2025

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

***Re: Request for Sabbatical, Spring 2027 – Dr. Guang-Lin Zhao***

Dear President Shields,

Dr. Luria Young, Vice Chancellor for Academic Affairs, submitted a request supporting the application for a sabbatical for Dr. Guang-Lin Zhao during the Spring 2027. This sabbatical presents an opportunity to advance his research and contribute to the academic mission of the College of Sciences and Engineering and Southern University and A&M College.

Dr. Zhao desires to focus his sabbatical on “Enhancement of Research, Scholarship, and Learning on Catalysts-Energy Science Frontier.” Based on his current externally supported research with the NSF, ONR, ARO, and DoD, the proposal presents a clear and workable plan. Technically sound and in line with SUBR's R2 research designation and objectives for increasing high-impact faculty research productivity is the work's design to intensify catalytic materials research and establish cooperative extensions with the University of Rochester, University at Buffalo, and Argonne National Laboratory.

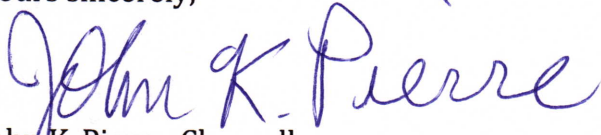
The project's feasibility is bolstered by Dr. Zhao's existing collaborations and robust record of continuous grant support exceeding \$8 million. The proposal's deliverables, including peer-reviewed articles and fresh funding bids, are achievable and verifiable within a single semester. Furthermore, predicted improvements in research could offer resources to boost enrollment by drawing students to the MS Physics program and giving STEM undergraduates in the College of Sciences and Engineering research opportunities.

I concur with Dr. Young that the plan will improve departmental capability and student learning upon Dr. Zhao's return and is in line with the University's strategic aims. I am certain that this sabbatical will provide considerable scholarly and institutional benefits.

***Request for Sabbatical – Dr. Guang-Lin Zhao***  
***Page 2***

If approved by the Board of Supervisors at their December 2025 meeting, the sabbatical will become effective Spring 2027. The salary support being requested for a semester sabbatical is \$43,736.65. This amount is based on Dr. Zhao's nine-month salary of \$87,473.30. If you have any questions, please feel free to contact me.

Yours sincerely,



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

Approved

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Dennis J. Shields, President





## Office of Academic Affairs

---

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

December 1, 2025

Chancellor John K. Pierre  
Southern University and A&M College  
3rd Floor, JS Clark Administration Building  
Baton Rouge, LA 70813

RE: Dr. Guang-Lin Zhao's Spring 2027 Application for a Sabbatical

Dear Chancellor Pierre,

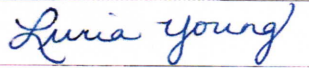
I am writing to express my support for Dr. Guang-Lin Zhao's application for a sabbatical during Spring 2027. Dr. Zhao has consistently demonstrated exemplary commitment to scholarship, teaching, and service, and this proposed sabbatical presents a timely opportunity to advance their research agenda and contribute meaningfully to the academic mission of the College of Sciences and Engineering and Southern University and A&M College. The salary support being requested for a semester sabbatical is \$43,736.65. This amount is based on Dr. Zhao's nine months academic salary of \$87,473.30.

Dr. Zhao proposes to focus his sabbatical on "Enhancement of Research, Scholarship, and Learning on Catalysts-Energy Science Frontier." The proposal outlines a clear and feasible plan grounded in his ongoing externally funded projects with the NSF, ONR, ARO, and DoD. The work's design to intensify catalytic materials research and forge collaborative extensions with the University of Rochester, University at Buffalo, and Argonne National Laboratory, is technically sound and well-aligned with SUBR's R2 research designation and goals for expanding high-impact faculty research productivity. The project's feasibility is strengthened by Dr. Zhao's established collaborations and robust record of continuous grant funding exceeding \$8 million. The proposal's deliverables, including peer-reviewed publications and new grant submissions, are realistic and verifiable within a single semester. In addition, anticipated enhancement in research has the potential to provide resources to increase enrollment by attracting students into the MS Physics program and providing research experiences for STEM undergraduates in the College of Sciences and Engineering.

The activities outlined in the sabbatical proposal align well with the University's strategic priorities and will strengthen both departmental capacity and student learning upon Dr. Zhao's return. I am confident that this sabbatical will yield significant scholarly and institutional benefits.

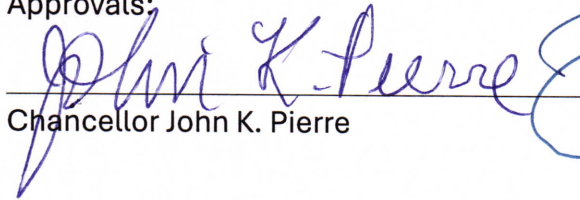
Thank you for your consideration.

Sincerely,

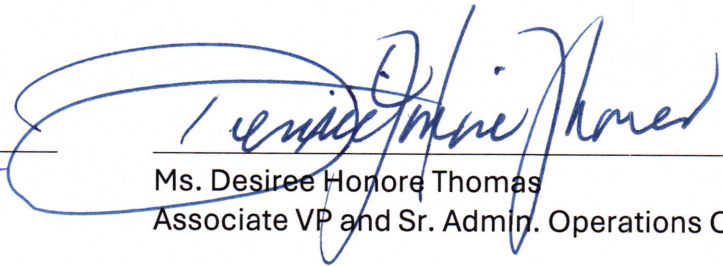


Dr. Luria Young  
Vice Chancellor for Academic Affairs

Approvals:



Chancellor John K. Pierre



Ms. Desiree Honore Thomas  
Associate VP and Sr. Admin. Operations Officer

c: Ms. Dawn Harris, Director of Human Resources