



# SOUTHERN UNIVERSITY SYSTEM BOARD OF SUPERVISORS

## MEETINGS

9 a.m.

Friday, October 18, 2019

2<sup>nd</sup> Floor- J S Clark Administration Building  
Board of Supervisors Meeting Room  
Baton Rouge, Louisiana 70813

ACADEMIC  
AFFAIRS  
COMMITTEE

# **ACADEMIC AFFAIRS COMMITTEE**

**2nd Floor J.S. Clark Administration Building**

**Board of Supervisors Meeting Room**

**Baton Rouge, Louisiana**

**Friday, October 18, 2019**

**9:00 AM**

## **AGENDA**

1. Call to Order / Pledge of Allegiance
2. Invocation
3. Roll Call
4. Adoption of the Agenda
5. Public Comments
6. Action Item(s):
  - A. Request Approval of Professor Emeritus and Director Emeritus Designation for Dr. Diola Bagayoko- Department of Science and Engineering (SUBR)
7. Other Business
8. Adjournment

## **MEMBERS**

Dr. Curman L. Gaines – Chair, Dr. Leroy Davis – Vice Chair  
Dr. Leon R. Tarver, Mr. Sam Gilliam, Mr. John Barthelemy, Rev. Samuel C. Tolbert, Jr.  
Atty. Domoine D. Rutledge- Ex Officio



## SOUTHERN UNIVERSITY AND A&M COLLEGE SYSTEM

Office of the Executive Vice President/Executive Vice Chancellor

J. S. Clark Administration Building, Third Floor  
Baton Rouge, LA 70813  
Phone: (225) 771-4095

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October 7, 2019

Ray L. Belton, Ph.D.  
President-Chancellor  
Southern University System  
4<sup>th</sup> Floor, J.S. Clark Administration Bldg.  
Baton Rouge, Louisiana 70813

**Re: Appointment of Dr. Diola Bagayoko as Professor Emeritus and Director Emeritus**

Dear Dr. Belton:

The Office of the Executive Vice President/Executive Vice Chancellor recommends the appointment of Dr. Diola Bagayoko as Professor Emeritus and Director Emeritus at Southern University because of his long and outstanding record and service to the university. Dr. Bagayoko is a distinguished scholar, professor, scientist and researcher. The work that he has done for the Southern University System and academia makes him the ideal candidate to receive this high honor.

The recommendation to appoint Dr. Bagayoko as Professor Emeritus and Director Emeritus was unanimously approved by the Academic Council on Thursday, October 3, 2019. He also comes highly recommended for this appointment with nominations from Dr. Patrick Carriere, dean of the College of Sciences and Engineering; Dr. Laurence L. Henry, chairman of the Department of Mathematics, Physics and SMED; and Dr. Terrence Reese, project director for the Timbuktu Academy.

Dr. Bagayoko earned his bachelor's degree in physics and chemistry from Ecole Normale Supérieure de Bamako in Mali in 1973. He attended Lehigh University in Bethlehem, Pennsylvania where he earned his master's degree in physics in 1978. He earned his Ph.D. in physics in theoretical solid state from Louisiana State University in 1981. He started his career at Southern University as director of the Office of Grants, Sponsored Research and Faculty Development. He has served as an assistant professor before becoming director of the Timbuktu Academy. He established the nationally recognized Timbuktu Academy with financial support from the National Science Foundation and the Louisiana Board of Regents. He has served as a Chancellor's fellow and as the Southern University System Distinguished Professor of Physics. In 2009, he was appointed chairman of the Department of Physics and in 2015, dean of the Dolores Margaret Richard Spikes Honors College.

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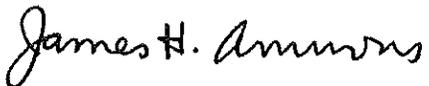
Dr. Bagayoko

During his career, he directed 17 master theses and personally supervised the research of an average of six physics majors per year. He has had 88 sponsored projects totaling more than \$61 million and 212 publications in theoretical physics, teaching, mentoring and learning. In addition, he has made more than 242 international, national, state and local presentations.

Dr. Bagayoko is the recipient of the 2002 U.S. Presidential Award for Excellence in Science, Mathematics and Engineering, the 2009 Lifetime Mentor Award of the American Association for the Advancement of Science and the 2007 National Benjamin Banneker Legacy. In addition, he was elected fellow of the American Physical Society in 2018.

Dr. Bagayoko has provided an excellent example of how a university professor can successfully blend his research with a commitment to teaching and learning. I respectfully seek your favorable consideration of this request.

Sincerely,



James H. Ammons, Ph.D.  
Executive Vice President/Executive Vice Chancellor

Approved: \_\_\_\_\_

Dr. Ray L. Belton  
President-Chancellor



COLLEGE OF SCIENCES & ENGINEERING  
OFFICE OF THE DEAN

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September 12, 2019

Dr. James H. Ammons  
Executive Vice President/Executive Vice-Chancellor  
3<sup>rd</sup> Floor, J.s. Clark, Administration Building, Rm. 301  
Southern University and A&M College  
Baton Rouge, LA 70813

Re: Professor Emeritus Nomination for Dr. Diola Bagayoko

Dear Dr. Ammons:

I am pleased to recommend the nomination for **Professor Emeritus** and **Director Emeritus** status to Dr. Diola Bagayoko. He has a long and outstanding record and resume of service to both Southern University and the state of Louisiana. He has significant and sustained achievements, contributions, and scholarly pursuits appropriate for an individual to be nominated for this award. Dr. Bagayoko has made significant contributions to the improvement, visibility, and advancement of Southern University and A&M College, particularly the Baton Rouge campus.

Dr. Bagayoko offered his talents, experiences, expertise, and dedication to SUBR and to the Southern University System for thirty-four (34) years. He has served as a mentor to both students and faculty. He has also held several positions of leadership, including department chair for the Department of Physics (now the Department of Mathematics and Physics), and dean of the Delores Margaret Richard Spikes Honors College.

Dr. Bagayoko has a great love for teaching and research, and has received national acclaim for his work with Timbuktu Academy. He has quite an extensive and impressive list of accomplishments:

- He has authored or co-authored over 200 papers, and spoken at over 600 conferences and professional presentations.
- He has served as Principal Investigator and Project Director of the Louisiana Education Quality Support Fund grant that built the first leg of the SUBR network and arranged for the SUBR campus's underground conduits.

- He has received the U.S. Presidential Award for Excellence in Science, Mathematics, and Engineering mentoring (2002).
- He has received the Benjamin Banneker Legacy Award (2007).
- He has been inducted into the SU Grantsmanship Millionaire Club (2019).
- He has received numerous grants and contracts for the advancement of our institution totaling more than \$61,000,000.

The Southern University System and the Baton Rouge campus have benefited greatly from the achievements of Dr. Diola Bagayoko. The attached letters of recommendation and curriculum vita demonstrate that Dr. Bagayoko is more than deserving of being bestowed the title of **Professor Emeritus** of this University and **Director Emeritus** of the Timbuktu Academy. I therefore offer his name for your approval of this recognition and entreat you to bring this request to the Council of Deans for their consideration and approval.

Sincerely,



Dr. Patrick Carriere, Dean  
College of Sciences and Engineering



**Laurence L. Henry, PhD**

Chairman, Department of Mathematics and Physics  
and Physics Program Leader  
College of Sciences and Engineering  
Southern University and A&M College  
Baton Rouge, LA 70813  
Phone: (225) 771-4130      Email: Laurence\_Henry@subr.edu

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August 27, 2019.

Dr. Patrick E. Carriere, Dean  
College of Sciences and Engineering  
P. B. S. Pinchback Engineering Building  
Southern University and A&M College  
Baton Rouge, LA 70813

Dear Dean Carriere,

It is my distinct honor to recommend that Diola Bagayoko, PhD, be appointed *Professor Emeritus of Physics* status in the Department of Mathematics and Physics at Southern University and A&M College, effective on approval by the University's governing Board of Supervisors.

As you are aware, Professor Diola Bagayoko recently retired from the university after more than 34 years of service as a faculty member in, what was previously the Department of Physics, but was later combined with the Department of Mathematics to become the Department of Mathematics and Physics. Diola has spent many years as a mentor and guide of students, and he is a "world class" researcher, a theoretical solid state physicist. At SUBR he held several leadership positions: Chairman of the Department of Physics, Chairman of the Department of Mathematics and Physics, Dean of the Delores Margaret Richard Spikes Honors College. He also is one of the persons responsible for the founding of the nationally known and respected student mentoring program, the Timbuktu Academy. He has been responsible for bringing several millions of research and student support dollars to the university. Clearly, Dr. Bagayoko has been a very valuable asset to the university.

At the present time Dr. Bagayoko is continuing to serve our department and program in a faculty position, albeit on a voluntary basis (i.e., without pay). This involves directing graduate student research and MS thesis development. He has also provided valuable leadership for several other funded endeavors (state and national/federally sponsored agencies) on our campus.

Attached please find a descriptive letter submitted by one of our faculty members, Terrence Reese, PhD, presenting a more complete introduction to Dr. Bagayoko and his accomplishments, in support of his nomination. In addition, there is his Curriculum Vitae. I should point out that at a recent faculty meeting of the Physics Program, the faculty in attendance unanimously voted that Dr. Bagayoko was deserving of the honor that is being requested for him.



Based upon the strength of his demonstrated contributions to the academic and professional development of our students, extraordinary research record and exceptional service on behalf of Southern University and A&M College, and benefits to be gained by his continued relationship to the university, I give my strongest endorsement of Professor Diola Bagayoko's appointment to Emeritus status. Please convey this request to the appropriate office for consideration.

Yours truly,

A handwritten signature in cursive script that reads 'Laurence L. Henry'. The signature is written in black ink and is positioned above the printed name.

Laurence L. Henry, PhD

**DEPARTMENT OF  
MATHEMATICS AND PHYSICS**

**Southern University and A&M College**

Baton Rouge, Louisiana 70813

(225) 771-4130 (Office)

(225) 771-2452 (Office)



**MEMORANDUM**

**TO:** **Laurence Henry, Ph.D.**  
Chairman, Department of Mathematics and Physics  
Southern University and A&M College in Baton Rouge (SUBR), Louisiana

**FROM:** **Terrence Reese, Ph.D.** *Terrence Reese*  
Project Director, the Timbuktu Academy  
Professor of Physics, Department of Mathematics and Physics  
Southern University and A&M College in Baton Rouge (SUBR), Louisiana

**DATE:** **August 14, 2019**

**SUBJECT:** **Support for the Nomination of Dr. Diola Bagayoko for the Positions of Chancellor's Fellow and Southern University System (SUS) Distinguished Professor of Physics Emeritus and Director Emeritus of the Timbuktu Academy**

This communication comes to very strongly and very enthusiastically nominate *Dr. Diola Bagayoko for the positions specified above.* It has been both a distinct honor and a pleasure to have known and worked with Dr. Diola Bagayoko for more than 20 years. When I joined the faculty in the Department of Physics at Southern University and A&M College in Baton Rouge (SUBR), Louisiana, Dr. Bagayoko took me under his wing, as a senior faculty member, and as my mentor. His keen sense of service and insight aided me to climb the academic ladder up to becoming full Professor and Department Chairman, for three (3) years. These positions will facilitate further and significant contributions Dr. Bagayoko intends to make to the Physics Program and the Timbuktu Academy. *Without exaggeration, I submit to you below the exceptional qualifications of Dr. Diola Bagayoko, which are befitting of this prestigious appointment.*

*Dr. Diola Bagayoko is a highly competent and dedicated academician who takes pride in his work and related results.* From 1999 to present, Dr. Bagayoko has been the only faculty member, known to me, to hold the dual distinctions of SUBR Distinguished Professor (Chancellor's Fellow) and Southern University System Distinguished Professor of Physics. He also served as Director of the Timbuktu Academy (1990-2019) and Principal Investigator and Statewide Project Director of the Louis Stokes Louisiana Alliance for Minority Participation (LS-LAMP, 2003-2019). In 2015, he was appointed Dean of the Dolores Margaret Richard Spikes Honors College after the untimely passing of the College's Dean and Dr. Bagayoko's dear wife, Dr. Ella L. Kelley. His contributions to our Department include, but are not limited to, providing full scholarships to tens of physics majors, and building of the instructional and research infrastructure *(including the acquisition of educational laboratory equipment and software, a high-performance computing laboratory (HPCL) for research, an instructional computer laboratory, the departmental computer network, and the provision of computers to all faculty members.* Additionally, Dr. Bagayoko conducts frontier research in electronic structure calculations. Let me note that he was the Principal Investigator and Project Direct of the Louisiana Education Quality Support Fund (LEQSF) grant

that built the first leg of the backbone network of SUBR, in addition to arranging for underground conduits throughout the campus.

*In his more than 30 years at SUBR, Dr. Bagayoko has mentored over 370 scholars of the Timbuktu Academy and LS-LAMP. For details on these mentoring programs, please visit [www.subr.edu/TimbuktuAcademy](http://www.subr.edu/TimbuktuAcademy) and [www.subr.edu/lslamp](http://www.subr.edu/lslamp) for the Timbuktu Academy and LS-LAMP, respectively. It must be noted that this number of scholars does not include those he has mentored in the Honors College although many scholars are also members of the Honors College. From 1995 to present, 76% of 99, 77% of 57, and 26% of 86 former undergraduate scholars of the Academy and LS-LAMP in Physics, Chemistry, and Engineering, respectively, have earned graduate degrees or are successfully enrolled in graduate school. To date, 66 of these alumni have earned terminal degrees. Of this 66, 21 earned the Ph.D. in Physics, five (5) earned the J.D., and one (1) earned the M.D. He immersed these students in the US Presidential Award-winning 10-Strand Systemic Mentoring Model through the synergistic efforts of the Timbuktu Academy and LS-LAMP. Through his extensive collaborations and partnerships with federal, industrial, and university laboratories, a total of 748 scholars have been placed at 527 distinct summer research sites, both nationally and internationally. For the pre-college outreach component of these mentoring programs, Dr. Bagayoko and the Academy increased the pool of qualified STEM students by enhancing the academic preparation of 2,506 pre-college scholars in its summer programs, from the summer of 1994 to 2019. I must note that Dr. Bagayoko has delivered an average of 15 presentations to members of the pre-college community (2001-present) at the request of the Louisiana Board of Regents for their Speaking of Science (SOS) Program. The high school component of the summer program increased the average American College Test (ACT) scores of over 600 students by three (3) points. As per ACT data, the average high school year adds 2.5 points to the score of a high school student. Hence, the Academy routinely accomplished more in six (6) weeks than a typical high school does in 36 weeks. More than 70 of these high school participants were National Merit or National Achievement scholars. In addition to the pre-college and undergraduate mentoring, Dr. Bagayoko distinguished himself in graduate education. He has directed the MS theses in Physics of 19 graduate students, to each of whom he provided full financial support in graduate assistantships. Of the 19 M.S. advisees, 12 earned or are pursuing the Ph.D. degree. He also provided full financial support, through grants, to more than eight (8) other graduate students whose theses were directed by other faculty members. The above actions buttress my affirmation of his superior caliber as an academician, a teacher, and a mentor.*

*I trust that Dr. Bagayoko's summary resume will provide additional information on his extensive activities and related accomplishments in teaching, mentoring, service, and research. Dr. Bagayoko's institutional building efforts are much more extensive than can be summarized here. We first note that he wrote the Position Paper, the Faculty Senate edited and adopted in 1988, that led to the establishment of Ph.D. programs at SUBR, as per the Desegregation Special Master's decision. Next, he was a principal author for the establishment of the Master's degree program in Physics. He was also the principal author for the proposal to establish the Ph.D. program in Science and Mathematics Education (SMED) at SUBR and the sole author for the related Strategic Implementation Plan (SIP). In addition to the first leg of the backbone network and conduit noted above, Dr. Bagayoko established and supervised, for five (5) years, the campus network management. His representation of SUBR on the Louisiana Education Quality Support Fund (LEQSF) Planning Committee immensely benefited SU campuses and most regional institutions in Louisiana.*

*Dr. Diola Bagayoko has over 65 publications in teaching, mentoring, and learning (TML). He and his co-authors published, in Physics Education, United Kingdom (UK), an article that was the first to distinguish misconceptions from a lack of knowledge or of concept. This article, entitled "Misconceptions and the Certainty of Response Index (CRI)," has over 5,400 Reads and 133 Citations, worldwide. Dr. Bagayoko's article in the Gazette (Volume 2, No. 2, Fall 2013) gives insight into his*

profound grasp of the process of creating educational, research, and professional value-added. This insight rests in part on the Law of Human Performance he and his late wife introduced in 1994. Unlike the common saying, "we believe all children can learn," this law scientifically established that all children can learn. It is not a belief. It is a scientific fact as illustrated through 29 years of stellar success of the pre-college and undergraduate components of the Timbuktu Academy.

*Presently, Dr. Bagayoko has over 147 scientific publications, mostly in theoretical physics. His monumental correction of 50 years of an utter misunderstanding of density functional theory (DFT) and his completion of DFT in practice have paved the way for the success of the Materials Genome Initiative [AIP Advances, 4, 127104 (2014)].*

*Dr. Bagayoko has made over 640 presentations to thousands of K-12 students, parents, K-12 teachers, college students, college faculty members, and researchers at professional, technical conferences. In addition to spreading the correct understanding of DFT throughout the world, through his international presentations, these presentations empowered thousands of pre-college and college students and parents across the United States. They did so in part by utterly demystifying the process of learning and research-putting them within reach of anyone willing to deploy the appropriate effort.*

*From 1984 to present, Dr. Bagayoko, with the help of a few colleagues, secured 88 sponsored projects whose total budget is over \$61 Million. These grants were for scholarships, mentoring infrastructure, and service activities. In the case of LS-LAMP, 11 other Louisiana institutions benefited from the funding in addition to SUBR, as the lead campus. Dr. Bagayoko provided extensive services to SUBR in many capacities. He led SUBR in our Louisiana institutions in the LEQSF grant competitions. He served on numerous institutional, college, and departmental committees and counsels. Under his leadership as President, the SUBR Faculty Senate unanimously voted to include "mentoring/professional advisement" as an unavoidable criterion for tenure and promotion. Like his predecessor, he has uplifted the Honors College from 2015 to present.*

His affiliations and selected awards follow.

#### **Organizational Affiliations and Memberships**

- American Physical Society (APS) (1979-Present)
- American Association for the Advancement of Science (AAAS)
- Sigma Pi Sigma Physics Honor Society (SPS) (1986-Present)
- The New York Academy of Sciences (1991-Present)
- National Science Teachers Association (1991-Present)
- The Louisiana Academy of Science (LAS) (1990-Present)
- Phi Delta Kappa (PDK) Education Honor Society (1988-Present)
- The National Society of Black Physicists (NSBP), (1982-Present) (*Member of over five Divisions and Forums of APS*)

#### **Distinctions and Recognitions**

- 2018 Elected Fellow of the American Physical Society (APS), APS Forum on Education (FEEd) Division. As stated in the notification letter from the APS President, Roger Falcone, "this distinction is bestowed each year upon no more than one half of one percent of the membership of APS."
- 2014-2018 SU Grantsmanship Millionaire Club Inductee during the Partnering, Research, Innovation, Development, and Entrepreneurship (PRIDE) Award Ceremony, on 04/15/19, at Southern University
- Be All You Are (BEYA) STEM Innovation Award (2017)

- Benjamin Banneker Legacy Award (2007)
- *US Presidential Awards for Excellence in Science, Mathematics, and Engineering Mentoring (US-PAESMEM, 1996). The Timbuktu Academy received this award in 2002.*
- American Association for the Advancement of Science (AAAS) Lifetime Mentor Award (2009)
- Thurgood Marshall College Fund Distinguished Faculty Award (2009)
- SU Grantsmanship Millionaire Club Award in 2003-04, 2001-02, 2000-01, and 1998-99
- Louisiana Governor's Award for Excellence (1993)
- Fellow of the National Society of Black Physicists (NSBP), since the 1990s

*In light of the above facts, I very strongly and very enthusiastically nominate Dr. Diola Bagayoko for the Positions of Chancellor's Fellow and Southern University System (SUS) Distinguished Professor of Physics Emeritus and Director Emeritus of the Timbuktu Academy.*

*Thank you very much for your attention.*

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Directed 17 MS Theses and Served on 23 MS Thesis Committees	<b>4</b>
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88 sponsored projects totaling more than \$61 Million at SUBR	
<b>Research Performance: Publications (over 147)</b>	<b>9</b>
147 publications, mostly in Theoretical Physics	
Over 65 publications in Teaching, Mentoring, and Learning (TML)	
<b>Professional Presentations/Conferences (over 640)</b>	<b>11</b>
Over 100 international presentations, 19 of which were made overseas	
Over 80 national, 25 State, and 37 local presentations	
Over 40 presentations on Speaking of Science (SoS) in Louisiana schools at the request of the Louisiana Board of Regents	
<b>International and National Professional Activities and Service</b>	<b>12</b>
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Including 9 national, professional organizations	
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<b>Part II: Listing of Grants, Publications, and Presentations</b>	<b>20-109</b>



**DIOLA BAGAYOKO**

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[Bagayoko@aol.com](mailto:Bagayoko@aol.com)

Web Page: <http://www.subr.edu/page/3049>

**EDUCATION** (*For, in dealing with complex situations, good faith is not enough in carrying out tasks that require knowledge & skills*)

**Ph.D.**, Physics (theoretical solid state), Louisiana State University, Baton Rouge, 1983.

**M.S.**, Physics (solid state), Lehigh University, Bethlehem, Pennsylvania, 1978.

**B.S.**, Physics and Chemistry, Ecole Normale Superieure de Bamako, Bamako, Mali, 1973.

Formal training (theory and practice) in the art and science of teaching and learning, Ecole Normale Super de Bamako, (1969-73).

**EMPLOYMENT** (*For, it is an opportunity to contribute positively*)

Please refer to the following pages for some pertinent performance measures in the positions named below.

**2015-Present:** Dean, Dolores Margaret Richard Spikes Honors College.

**2012-2015:** Chairman, Department of Mathematics, Physics, and Science and Mathematics Education (MP-SMED).

**2009-2012:** Chairman, Department of Physics.

**2003-Present:** Director, Louis Stokes Louisiana Alliance for Minority Participation.

**1999-Present:** Southern University System Distinguished Professor of Physics

**1994-Present:** Professor of Physics, Southern University and A&M College (SUBR).

**1994-Present:** Chancellor's Fellow, a distinguished academic appointment at SUBR.

**1992-Present:** Associate Director, Louisiana Space Consortium (LaSPACE).

**1990-Present:** Director, the Timbuktu Academy.

**1989-1993:** Associate Professor, Department of Physics, SUBR

## Curriculum Vita of D. Bagayoko, Ph.D., as of Spring 2019

- 1984-1989:** Assistant Professor, Department of Physics, SUBR.
- 1987-1988:** Director, Office of Grants, Sponsored Research and Faculty Development, Southern University, Baton Rouge, Louisiana.
- 1983-Present:** Visiting Professor, Department of Physics and Astronomy, Louisiana State University, Baton Rouge, Louisiana.
- 1983-1984:** Lecturer, Department of Physics, University of Garyounis, Benghazi, Libya.
- 1982-1983:** Research Assistant, Department of Physics and Astronomy, Louisiana State University, Baton Rouge, Louisiana.
- 1978-1982:** Teaching Assistant, Department of Physics and Astronomy, Louisiana State University, Baton Rouge, Louisiana.
- 1975-1983:** AFGRAD Fellow, African American Institute (AAI)-- for Ph.D. studies.
- 1973-1975:** Instructor, Chemistry and Physics, Lycée (Senior High School) of Sikasso, Mali.

### **TEACHING AND MENTORING ACTIVITIES AND RESULTS**

*(These results are partly attested to by two US Presidential Awards for Excellence as noted below).*

The employment history provided above partly attests to the teaching experiences. The substance of these teaching experiences is conveyed through the following major components. Please refer to Part III of this vita for contributions in harnessing several million of external funds for instructional equipment, computer laboratories, Networking in the Department and institution-wide, laboratory manager, audio-visual resources, etc.

#### **1. Courses**

Taught lecture, recitation, and/or laboratory courses which span the undergraduate Physics curriculum. Illustrative topics include: Freshman Physics, Classical and Relativistic Mechanics, Solid State Physics, Quantum Mechanics, Electricity and Magnetism, and Mathematical Physics. Led the development of an entire graduate physics curriculum. Taught special topics, research, and thesis course for M.S. degree program students (1996-Present).

One should add to the above experiences two years of teaching high school physics and chemistry. This affords a unique perspective as far as teaching college freshman courses is concerned.

#### **2. Curriculum Design and Innovation**

Reviewed, updated, or developed contents for various courses to insure congruency of the curriculum with the standards of the job market and of graduate schools. As head of the departmental curriculum committee, designed the content and delivery methods for Phys 145, an introduction to Newtonian mechanics, Phys 311-411 mathematical physics sequence, Phys 400, computational physics, and over half of the graduate courses.

The above curriculum designs integrate course content, delivery, and feedback mechanisms so as to take explicitly into account the taxonomy of the cognitive domain and utilize modern science and technologies, including cognitive condensation.

**Student Recruitment, Advisement, and Systemic Mentoring**

*(For, we know of no giant who did not learn from and was not mentored by others)*

**Graduate Advisement, Thesis & Dissertation Direction and Committee Services**

**Dissertation Direction & Committees**

*"Misconceptions in Astronomy: Conceptual Change Through a constructivist Approach." Graduate Student (Now Dr.): Troy D. Williams. Date of Graduation: December 2005. Dissertation Research Director: D. Bagayoko.*

*"Calculus Misconceptions Held by Students at A Historically Black College and University in the Southeast of the United States." Graduate Student (Now Dr.): Phakaporn Lewchalermvongs. Graduation Date: May 2015*

**Theses Directed - 17**

**Master's of Science Theses**

*"Ab Initio Computations of Electronic, Transport, and Bulk Properties of Wurzite Cadmium Selenide (CdSe)," Graduate Student: Janica Gordon (Summer 2019 - Pursuing Ph.D. in Applied Science and Technology at North Carolina A&T State University.) June 2019*

*"Ab Initio Computations of Electronic, Transport, and Related Properties of Chromium Disilicide (CrSi<sub>2</sub>)," Graduate Student: Mathia Shaibu (Employed by Entergy in Arkansas.)*

*"Ab-initio Computations of Electronic, Transport, and Bulk Properties of Magnesium Sulfide (MgS) in the Rock Salt Structure," Graduate Student: Uttam Bhandari (Pursuing M.S. in Computer Science at Southern University in Baton Rouge, LA)*

*"Ab-initio Computations of Electronic, Transport, and Bulk Properties of Pyrite FeS<sub>2</sub>," Graduate Student: Dipendra Banjara (Pursuing Ph.D. in Material Science at Louisiana State University.) August 2017*

*"Ab Initio Computations of Electronic, Transport, and Related Properties of Cubic Calcium Oxide (CaO)," Graduate Student: Meombe Augustine (Pursuing Ph.D. in Medical Engineering at the University of South Florida.) August 2017*

*"Ab-Initio Computations of Electronic, Transport, and Related Properties of Wurzite Beryllium Oxide (BeO)," Graduate Student: Cheick Bamba (Pursuing Ph.D. in Electrical Engineering at Louisiana State University (LSU).) June 2019*

*"Ab-Initio Computations of Electronic and Related Properties of Zinc Blende Beryllium Selenide (ZB-BeSe); Exploration of Multifunctional properties of Graphene Nano platelet-Epoxy Composites Reinforced by Carbon Fiber," Graduate Student: Richard Inakpenu (Pursuing Ph.D. in Medical Physics at the University of Arkansas.) January 2017*

Curriculum Vita of D. Bagayoko, Ph.D., as of Spring 2019

*"Ab-initio Computations of Electronic, Transport, and Bulk Properties of Cubic Calcium Fluoride (c-CaF<sub>2</sub>)." Graduate Student: Bir Bohara (Pursing Ph.D. in Physics at Alabama A&M University.) August 2016*

*"Microwave Absorption of Multi-Walled Carbon nanotubes (MWCNTs) - Epoxy Composite with Outer Diameter (OD) <8nm, 20-30nm, 30-50nm in a High Frequency range of 100MHz – 40GHz and Self Consistency Calculation of Electronic Properties of Aluminum Nitride (AlN) using BZW-EF method," Graduate Student: Ifeanyi Nwigboji (Pursing Ph.D. in Computational Science at the University of Texas, El Paso.) August 2015*

*"Accurate, Calculated Electronic, Transport, and Structural Properties of Zinc Sulfide (ZnS)." Graduate Student: Mr. Bethuel Khamala (Earned Ph.D. in Computational Science at the University of Texas at El Paso (UTEP).) May 2019.*

*"Local Density Approximation Description of Electronic, Transport, and Bulk Properties of Boron Phosphide (BP)." Graduate Student: M. John Ejembi (Earned Ph.D. in geophysics at Southern Illinois University (SIU).) December 2018.*

*"Ab initio Calculations of Electronic and Related Properties of Wurtzite and Zinc Blende Cadmium Sulfide (CdS)." Graduate Student: Mr. Chinedu E. Ekuma (Earned his Ph.D. in condensed matter theory at LSU in the spring of 2015). Summer 2010.*

*"The BZW Method and the Electronic Properties of Zinc Selenide (ZnSe)." Graduate Student: LaShounda Torrence. Successful Defense in October 2000. Graduate Date: May, 2001.*

*"Ab-Initio Computation of the Electronic Structure of Wurtzite Aluminum Nitride (AlN)." Graduate Student: Yixin Luo. Successful Defense in November, 2000. Graduation Date: 12/00.*

*"Optimization Studies of Polymer Electrolyte Fuel Cell Performance in the Presence of Reformate Gas in the Anode Feedstream." Graduate Student: Mr. Tommy Q. T. Rockward. Date of Defense: November, 1998. Date of Graduation: December 15, 1998.*

*"The Electronic Structure and Optical Properties of Ruthenium Dioxide." Graduate Student: Mr. Troy. D. Williams. Date of graduation: July 31, 1998. Director: Diola Bagayoko, Ph.D.*

*"The Electronic, Magnetic, and Structural Properties of Al<sub>18</sub>Fe." Graduate Student: Ms. LaKindra P. Francis. Date of Graduation: July 31, 1998. Director: Diola Bagayoko, Ph.D.*

**Bachelor of Science –Honors Theses**

*"Electronic and Related Properties of Indium Phosphide (InP)" Student: Ms. Cacey Stevens (2008). Director: Diola Bagayoko*

*"Optimization and Spectrophotometric comparisons of Radiochromic Dye (2,3,5-Triphenyl-2H-Tetrazolium chloride) in Gelatin and Agar Models." Student: LaKindra P. Francis. Date of graduation: May 1997. Co-directors: Diola Bagayoko, Dr. Lisa Karam (NIST, Physics Laboratory, Gaithersburg, MD), and Dr. Ella L. Kelley.*

*"Electronic Properties of Al<sub>18</sub>Fe." Student: Wilson Sheppard Date of graduation: May 1994. Director: Diola Bagayoko.*

**Thesis Committee Service (documentation of actual services is available)**

Served on the thesis committees of the following Master's degree students whose graduation dates are given in parentheses: Anthony Cochran (May 1998); Lan Zhou (July 1998), Ke Yu (July 1998), Isiaka Akanbi (July 1998), Manford Chinkhota (July 1998), LaShondria Dixon (July 1998), Edward Patterson (May 1998), Xiaoyang Hu (December 1999), Jianjie Gong (December 1999), Xin Jiang (May 2000), Jeremy Jackson (2000), Rodica Somodi (December 2001), Naqvi Asif (July 2001), Amar Karki (May 2003), Philip Jones (May 2003), Watasha Wade (December 2003), Aaron Ricard (December 2008), Sundara Ghatty (May 2010), Zhaodong Li (2011), Cheng Guo (December 2012), Kuo Li (May 2016), Christopher Obafunwa (May 2017), and Daniel Hart (July 2018).

**Undergraduate Recruitment, Advisement, and Systemic Mentoring: The Timbuktu Academy.** *The Timbuktu Academy received the US Presidential Award for Excellence in Science, Mathematics, and Engineering Mentoring in 2002.*

Personally supervised the research of an average of six (6) physics majors, per year, from 1989 to present. Sponsored four (4) national EPA fellows from 1988 to 1989. Provided financial support, through various grants, to thirty (30) students, and greatly assisted in the recruitment of selected students up to present. Served as academic advisor and mentor for seven (7) student grand marshals of SUBR (Dr. Zelda Gills, Spring 1989-Earned Ph.D. in Physics from Georgia Tech in 1995- Employed as an Avionics Engineer with Lockheed Martin Aeronautics; Mr. Billy Vegara, a Hispanic American, Spring 1992- Employed by the Naval Surface Forces in San Diego, CA as an Engineering/Damage/Control/Navigation/Seamanship Training Officer; Mr. Michael Ashenafi, Fall 2002-Earned MS in Medical Physics from LSU in Spring 2006-Employed as an Assistant Professor in the Department of Radiation Oncology at the Medical University of South Carolina; Dr. Anthony Pullen, Spring 2004-Earned Ph.D. in Theoretical Astrophysics from Caltech (June 2011), Employed as a Professor at New York University (NYU); Dr. Divine Kumah, Summer 2004-Earned Ph.D. in Applied Physics from the University of Michigan in August 2009-Employed as an Assistant Professor in the Department of Physics at North Carolina State University; Dr. Cacey Stevens, Spring 2008-Earned Ph.D. in Physics from The University of Chicago-Employed as a Postdoctoral Researcher Fellow at the University of Pennsylvania; and Mr. Ronald Alexander, Fall 2012-Pursuing Ph.D. in Physics at Harvard University)

Established the nationally recognized **Timbuktu Academy** with the financial support of the National Science Foundation (RCMS Program) and the Louisiana Board of Regents. *A major funding from the Department of the Navy, Office of Naval Research (ONR), has expanded the Academy in 1993 to "mentor one hundred (100) precollege students per summer, fifty (50) high achieving college students majoring in physics, engineering, and chemistry, and to affect, positively, over 5000 precollege and college students and their parents per year."* Recruited and mentored, thanks to additional funding from NASA, NIST, NSF, and SUBR, additional physics, engineering, and chemistry majors per year, including five (5) NASA-USRP scholars. *About 93% of these scholars are African-Americans, the others are Hispanic, White, and Asian-Americans.*

*He initiated, through local, regional, and national publications and presentations, a wide replication of the Timbuktu Academy, including in the State of Louisiana via the Louisiana Alliance for Minority Participation (LAMP) for which he is one of the principal investigators. The paradigm, objectives, activities, diversified funding base, programs, and selected results of*

## Curriculum Vita of D. Bagayoko, Ph.D., as of Spring 2019

the Timbuktu Academy are available on the world wide web at <http://www.subr.edu/TimbuktuAcademy>.

Based on the strength of the undergraduate program, the Louisiana Board of Regents approved the M.S. degree program in physics effective in the fall of 1996. *The Graduate Component of the Timbuktu Academy has been established* and already secured three (3) superior graduate fellowships, from a competitive state-funding program.

A greater appreciation of what we refer to as mentoring is available in *Education*, Vol.115, No.1, November, 1994 in a series of three (3) articles co-authored by Bagayoko. **These papers place the creation of educational value added on a scientific footing.** *The actual results, in terms of graduates and their pursuit of Ph.D. degrees, the production of new knowledge by the scholars, and their scholastic accomplishments are available at the web site noted above.*

Please refer to the web site of the Academy for the 30-50 students who have conducted research at federal, industrial, and university laboratories around the country, each summer, and for the tens of students who attended national, and regional professional conferences each year. Selected conferences are those of APS, NCBPS, NSBP, NSBE, NCUR, ASEE/GSW, Tri-Beta, and ACS conferences.

### **ADMINISTRATIVE CREDENTIALS** (*For, proper and accountable management matters*)

Led, as its dean, the Dolores Margaret Richard Spikes Honors College from the fall of 2015 to the spring of 2019. Led the enhancement of the curriculum, the introduction of the mastery of English grammar, the establishment of Study Hall for freshmen, and the inception an LSAT, GRE, MCAT preparation course entitled "Comprehensive Legal Reasoning and Writing.

Has promoted and enhanced sponsored project activities at SUBR, during the year and a half tenure as **Director of the Office of Grants, Sponsored Programs, and Faculty Development**. Illustrative results are: *a four fold increase* in the number of grants from the National Science Foundation (NSF) and *a two fold increase* in the funding level from NSF; a two fold increase of the number of faculty development projects; the move of SUBR from *no rank to number two*, in number of funded projects as well as in funding level, in the state wide competitive 8(g) enhancement grant program for public and private colleges and universities in the State of Louisiana (1988-1989). (Mastery Accreditation Process)

Rigorously self-schooled in the *theory and practice of management and administration* (strategic planning; human resource development, empowering, and support; budgeting, etc). Demonstrated abilities in Office of Grants (please refer to results given above) and in successfully managing over \$300,000 competitive sponsored project funds per year, from 1987 to 1991; this sponsored project support has been over \$1,000,000 per year from 1992 to 1998. From 1999 to 2003, it has been over \$2,000,000 per year. (Please see Part III).

- Principal Author of the 1988 position paper (adopted by the Faculty Senate) that led to the establishment of Ph.D. degree programs as a focus of the Higher Education Desegregation and actually led, with the work of many others, to the establishment of 4 Ph.D. programs at SUBR. *An understanding of the dynamics of higher education is apparent in this position paper whose page 9 was at the core of SUBR's submission to the court.*
- Directed the Enhancement of Academic Computing at SUBR, funded by the LEQSF program at \$250,000. **This project, in collaboration with Facility Planning, not only built the first legs of SUBR's fiber optics backbone network, but also arranged to have underground conduits**

**through the campus for the expansion of the network.** In 1997, directed New Model in Teaching, Mentoring and Learning that established the Campus Network Management (CNM). This project shepherded SUBR network until the establishment (in 1998-99) of the Technology and Network Services Office.

#### **ILLUSTRATIVE CONSULTANT ASSIGNMENTS**

To present the Bagayoko, Zhao, and Williams (BZW) method that resolved a more than 70 years theoretical underestimation problem in condensed matter theory at Beijing University (March 2010).

To advise the Malian Ministry of Expatriates and of African Integration on the topic of engaging the intellectual Diaspora in the national development (spring to fall 2010)

To chair the National Commission on reforming higher education and scientific research in Mali, West Africa (spring to fall 2008).

To make presentations on the paradigm, program, activities and results of the Timbuktu Academy – for replication purposes – at Albany State University, Albany, Georgia (April 2007).

To deliver a keynote address to the 2007 GLBOE ([www.globe.gov](http://www.globe.gov)) Africa Consortium meeting in George, South Africa (April 23-27, 2007). The address was on April 24, 2007.

To referee manuscripts for publication in Physical Review Letters (PRL) and Physical Review B (PRB), 1990-present; the Journal of Crystal Growth (2007-present), and the Journal of Negro Education.

To participate in the development and the implementation of the reconstitution plan for Prescott Middle School, in partnership with East Baton Rouge Parish School System (EBRPSS), 2005 to 2007.

To serve as one of 20 African scientists in the Diaspora, selected world wide, in the Second Regional Consultations for research program development in Africa – sponsored by the International Council of Science ([www.icsu.org](http://www.icsu.org)), in Johannesburg, South Africa (2006).

To Deliver Science Education Reform Workshops for Teachers, Demonstrations and Motivational Speeches to K-12<sup>th</sup> Grade Students across the State of Louisiana (1999-2005), pursuant to the Speaking of Science Program (SoS) of the Louisianan Board of Regents

To evaluate proposals or graduate fellowship applications for the National Science Foundation (NSF, 1997-Present), proposals reviewed to date include conference, research, and educational ones.

To evaluate proposals for the US Department of Education (US-ED, 2004), pursuant to the Minority Science and Engineering Improvement program (MSEIP).

To evaluate educational programs funded by NASA at Historically Black Colleges and Universities and at Hispanic Serving institutions (1992-93) and to develop a tracking system for them.

To address faculty members from Historically Black Colleges and Universities, at the invitation of the White House Initiative (WHI), on the subject of attaining competitiveness in sponsored program activities in support of instruction, research, and service (April 2, 2004).

To conduct workshops on reform-guided standard-based teaching and the associated standard-based learning as verified by objective assessments. Several school districts in the State of Louisiana, including those of St. Martin, East Baton Rouge, and St. Helena Parishes have utilized Bagayoko's services (1990–Present).

To conduct workshops and parental involvement meetings for the Louisiana Department of Education (February and June 2001).

To conduct instructional workshop and to evaluate the instructional practices and the related standardized test results of students for the J. K. Haynes Elementary Charter School (1998 to Present)

To Evaluate the TOTKEN Project of the University of Mali, Mali, West Africa, for the United National Educational, Scientific, and Cultural Organization (UNESCO) and the United Nations Development Program (Fall 2000).

#### **SPONSORED FUNDING: GRANTS, CONTRACTS, AND COOPERATIVE AGREEMENTS**

(For, it takes funding, from sources other than the State, to promote and to sustain excellence)

The many proposals that led to the referenced funding were, in their own right, scholarly documents. Most of the projects involved other faculty members (and staff) at SUBR and elsewhere. Working with others is a necessary part of accomplishing great things. **In the details on the projects, as provided on Pages 20-36), these colleagues are completely named.**

The following summary of the amounts of funding does not, unfortunately, address the critically important enhancements of teaching and learning, mentoring, research, and related infrastructure of SUBR, other campuses of the SU System, and other institutions. The reader is therefore urged to consult Part II for these important points that constitute the motivation and the objectives of sponsored programs.

**SPONSORED FUNDING**  
**Over \$61 Million for over 88 projects**

**An illustrative summary of the grantsmanship performance of Bagayoko is shown below; it includes most of the major projects.**

**A complete listing of the sponsored projects begins on Page 20 [with funding agencies and amounts, project periods, objectives, principal investigators, and results]. Part of this list is available at <http://www.subr.edu/page/3049>.**

**\$5,259,330** from 1984-85 to 1998 (Directed by Bagayoko) for the Timbuktu Academy, mostly from The Department of the Navy, Office of Naval Research (ONR).

**\$3,000,000** of competitive awards to Bagayoko as director (1998-00) from various sources;

**\$2,000,000** of competitive ONR grant to the Timbuktu Academy (1999-2004)

**\$29,950,000** of competitive Louis Stokes Louisiana Alliance for Minority Participation (LS-LAMP)

In STEM awards, from the National Science Foundation (NSF)

with Bagayoko as Co-principal Investigator (1996-2003) and Project Director & PI (2003-

Present) for LS-LAMP statewide

\$7.2 Million of LS-LAMP (1996-2000), \$7.5 Million (2000-2005), \$7 Million (2006-210)

\$5,000,000 (2010-15), and \$3,250,000 (2015-2020).

**\$3,250,000** for *New Models in Teaching, Mentoring, and Learning (NTML) and the MS Program in Physics (1997-2002)*

**\$3,000,000** of NASA support for PIPELINES (2000 to 2003), directed by Bagayoko.

**\$400,000** of new NASA funding for PIPELINES (2005-07), with Bagayoko as the project director

**\$3,948,000** from the National Science Foundation for the Bridge to the Doctorate Program of LS-

LAMP [D. Bagayoko, co-principal investigators (Co-PI), with Drs. S. S. Pang, Isiah Warner, and S. Watkins as co-PIs; 2005-06 to 2008-09].

**\$1,888,179** of NSF and Board of Regents' funding of SUBR, through LASIGMA, for the period of September 2010 to August 2015.

**\$1,116,511** of competitive funding from the US Department of Energy (DOE), National Nuclear Security Administration (NNSA).

**RESEARCH PERFORMANCE: PUBLICATIONS AND SCHOLARLY DOCUMENTS**  
(Please see the listing of publications farther below)

**Over 147 mostly technical, refereed publications** deal with condensed matter theory (electronic, cohesive, magnetic, optical, and other properties of metals, semiconductors, oxides, clusters, and carbon nanotubes). Bagayoko and colleagues *introduced the Bagayoko, Zhao, and Williams (BZW) procedure* that opened the way, for the first time, to *predictive* calculations of electronic and related properties of semiconductors [Bull. Amer. Phys. Soc., Vol. 43, No. 1, p. 846 (1998); J. Phys.: Condensed Matter, Vol. 10, pp. 5645-5655 (1998); and Physical Review B60, pp. 1563-1572

(1999).] These articles solved a problem that had baffled the physics community from the beginning of quantum computations to 1998.

For 50 years (1964-2014), the scientific community misunderstood and misapplied density functional theory (DFT). As a result, energy gaps, band gaps, excited states, optical transition energies, dielectric functions, valence and particularly conduction densities of states in non metallic crystals, and other quantities were all woefully missed by DFT calculations. Over 30 schemes modifying or extending DFT potentials were introduced with the aim of resolving the above "energy gap and band gap problem," without a satisfactory success. In December 2014, Bagayoko presented the mathematically and physics wise rigorous understanding of DFT that resolved most of the above problems. See *AIP Advances*, 4, 127104 (2014), URL for the free article: <http://dx.doi.org/10.1063/1.4903408>. In the years ahead, this work is expected to undergird a revolution in materials science with direct applications in industry.

**Over 65 publications deal with teaching, mentoring, and learning.** With 3-5 refereed publications, *Bagayoko and colleagues have placed systemic mentoring on a rigorous scientific footing.* Bagayoko and Kelley *introduced* an extension and several applications of the power law of human performance and *introduced* the concept of *cognitive condensation* in teaching and learning [*Education*, Vol. 115, No. 1, 1994]. Bagayoko and colleagues *introduced* a *problem-solving paradigm* (College Teaching, Winter 2000) that has been somewhat validated by "*Adding it Up: Helping Children Learn Mathematics*" where four (4) of the five strands of the paradigm are reinvented in this 2001 publication of the National Academy of Science. Bagayoko and colleagues were the first to utilize the certainty of response index (CRI) in the identification of misconceptions in science and mathematics while distinguishing these misconceptions from a lack of concept or of knowledge.

#### **Scholarly documents germane to degree program and infrastructure development**

06. Principal Author, *SUBR's Implementation Plan for the SU System's Extra-Compensation Policy* (this page document had to pass the test of state and federal regulations).

05. Co-principal author, *The Proposal and the Strategic Plan for the Ph.D. in Materials Science and Engineering at SUBR*, Spring, 1996.

04. Co-principal author, *LAMP proposal to the National Science Foundation (NSF)*, 1994-95. (refereed and rated excellent by seven consultants of the Foundation). Funded for five years (1996-97 to 2000-01, at the level of \$7.3 Million, by the National Science Foundation and the LA Board of Regents! The related continuation proposal was funded in December 2000 for five additional years (2001-2005), for \$7.5 Million. 2006-2010 Phase III, has been recommended for funding for \$5,000,000.

Principal author, *SUBR's Proposal and Strategic Plan to Establish a Ph.D. in Science/Mathematics Education* (1990-93). (A four volume documents.) This Ph.D. degree program was officially established in the fall of 1998; the first students enrolled in January 1999!

02. Principal Author, *SUBR's Proposal to Establish a Master's Degree Program in Physics* (Summer and Fall 1992). The M.S. degree program in physics started in the fall of 1996!

01. Co-Principal Author, *SUBR's Report for the Board of Regents' Review of the Physics Undergraduate Program* (fall, 1992). The lead author was Dr. C. H. Yang, Chairman. The department's undergraduate program earned the highest rating of "outstanding." The consultants of the Board of Regents wrote: "*The undergraduate Physics program at SUBR is among the best we have encountered anywhere and the vehicle for this has been the altogether remarkable organization, the Timbuktu Academy.*"

The reader should refer to these documents and proposals to assess the amount of work and the level of scholarship. For each of proposals 1 and 2 above, the author had to postpone the writing of one technical

paper in order to develop them at the scope and depth that are becoming to a Chancellor's Fellow. The cited literature in these proposals mildly conveys the scholarly work embedded into them.

## PROFESSIONAL PRESENTATIONS/CONFERENCES (Listing provided below)

Details are provided in Part II on each of these presentations, i.e., date, place, occasion, audience, etc. They include over 100 international presentations, 25 of which were made overseas. They also include over 80 national, 25 State, and 37 local presentations. There are more than 40 presentations in Louisiana Schools, pursuant to the Speaking of Science Program (SoS) of the Louisiana Board of Regents.

### Illustrative Examples of International and National Contributions Follow:

- May 26, 2019, Embassy of Mali, Washington, D.C, "*The Role of the Diaspora in the Development of Mali*," D. Bagayoko. Invited presentation to 30 representatives of the Malian Diaspora in the United States (US) and Embassy Officials. [Invited & National]
- September 5, 2018, Annual Academic Kickoff, President's Award Program for STEM (PAP-STEM) Program, University of Chicago (UIC), Chicago, IL, "*Empowerment for Superior Learning in STEM*," D. Bagayoko. Invited presentation to 60 undergraduate students and 10 faculty members at the UIC. [Invited & National]
- July 12, 2018, Cheick Anta Diop University (UCAD), Dakar, Senegal, West Africa, "*Understanding Density Functional Theory (DFT) and Completing it in Practice*," D. Bagayoko. One-hour invited presentation to 10 faculty members and 100 physics graduate students. [Invited & International]
- March 5-9, 2018, American Physical Society (APS) March Meeting, Los Angeles, CA, "*Fifty Years of an Understandable Misunderstanding of Density Functional Theory (DFT)*," D. Bagayoko. [National and International]
- January 12-13, 2018, Dallas, TX. Keynote Speaker: "*Prospective College Students-SU is the Best Value to Buy*," Diola Bagayoko. Invited presentation to 30 high school students, parents and SU Alumni of the SU Alumni Chapter of Dallas, TX. [Invited & National]
- December 7, 2017, Crown Plaza Memphis Downtown, Memphis, TN. Keynote Speaker: "*21<sup>st</sup> Century Opportunities in STEM*," Diola Bagayoko. Invited presentation to 22 high school students and 10 parents and SU Alumni of the SU Alumni Chapter of Memphis, TN. [Invited & National]
- October 5-8 2017, Louis Stokes Midwest Center of Excellence (LSMCE) Annual Conference, Indianapolis, IN. Invited Presentation: "*Excellence in Systemic Mentoring*," Diola Bagayoko. Invited presentation to students, university officials and administrators [Invited & National]
- September 15, 2017, Massa Makan Diabate' High School, Bamako, Mali. Invited Presentation: "*The Law of Human Performance and the Making of Superior Students*." Audience: 25 high school mathematics, physics, and chemistry teachers. A two hour presentation (11:00 AM – 1:00 PM); [Invited & International]
- May 23, 2017, College of Science and Technology, University of Sciences, Techniques, and Technologies of Bamako (USTTB), Public Conference: "*Studying in the US after the Bachelor degree – with the financial support of a teaching or research assistantship*," By Dr. Diola Bagayoko. Audience: Over 100 undergraduate and graduate students of the College of Science and Technology, along with 30 faculty members and administrators. [Invited & International]
- May 17, 2017, College of Science and Technology, University of Sciences, Techniques, and Technologies of Bamako (USTTB). Technical Presentation: "*A Historic Overview and*

- Fundamentals of Density Functional Theory (DFT)*," by Dr. Diola Bagayoko. Audience: 27 Faculty members and graduate students from the Department of Physics. [Invited & International]
- March 7, 2017, "*March Predictive Calculations of Electronic and Related Properties of Materials*," a technical presentation to scientists at Lawrence Livermore National Laboratory (LLNL) and from seven Historically Black Colleges and Universities (HBCU's).
  - October 9-11, 2015. 2015 National Mentoring Community & Bridge Program Conference-American Physics Society (APS). Florida International University, Miami, Florida. "*The Systemic Mentoring Style and Model of the Timbuktu Academy*," Audience: 100 faculty members and administration and 25 grad students [Invited & National]
  - September 30, 2015. 2015 Meeting of the National Space Grant, Tuscan, Arizona. Invited Presentation: "*The Systemic Mentoring Model of the Timbuktu Academy*," D. Bagayoko. Audience: 200 faculty members [Invited & National]
  - August 6, 2014. Malian Symposium of Applied Sciences (MSAS), Reseaux International Conference Center of Bamako. Bamako, Mali. Invited Presentation: "*Comprendre la Théorie de la Fonctionnelle de la Densité et la Compléter dans la Pratique*," Diola Bagayoko. Audience: 60 researchers from around the world, faculty members, and graduate students [Invited & National]
  - December 11, 2007, Dar es Salaam, Tanzania. Invited, plenary presentation at the 4th International Conference of the African Materials Research Conference on "A mathematical solution to the band gap catastrophe: Predictive calculations of properties of semiconductors and of nuclei."
  - October 2004, First International Conference of Intellectuals from Africa and Diaspora, Dakar, Senegal. Bagayoko was one of 150 invited guests, from across the world and outside Africa, of the African Union.
  - November 3-5, 1999. Department of Defense (DOD) Science, Mathematics, and Engineering (SEM) Education Leaders Conference; Arlington, VA, Invited Presentation on "*Undergraduate Success Stories*." Over one hundred (100) DoD attendees (from all branches) and other leaders.
  - May 8, 1999. NAACP's Daisy Bates Educational Symposium, New Orleans, LA; Invited Presentation on "*Minorities in Science and Engineering*." Over 100 attendees with over 50 participated in discussions.
  - July 29-30, 1998. US Workforce Development Workshop organized by the National Science Foundation (NSF) and the White House Office of Science and Technology (OST). Invited Presentation on Perspective of US Presidential Award Winners. Over one hundred (100) government, educational, and private leaders.
  - April 1997 and 1998; February 2000 and March 2001: *Co-Organizer and Session Chair: Undergraduate High Tech Expo* of the National Organization for Equal Opportunity (NAFEO) in Higher Education, Washington D.C.

**OTHER SKILLS** (*For my precollege teachers taught me to speak and to write*)

Excellent knowledge of Mandingo and French languages.

Extensive knowledge of and experience in FORTRAN programming and numerical methods. Developed numerous instructional programs for various classes (freshman to senior and graduate levels) and major research codes. Proficiency in the use of modern productivity enhancement software products.

Rigorously self-schooled in the theory and practice of management and administration (strategic planning, human resource empowering and support and Evaluation, budgeting).

**INTERNATIONAL AND NATIONAL PROFESSIONAL ACTIVITIES AND SERVICE**

(*For there is more to society, including making SEM education and research possible and relevant, than SEM disciplines*)

Curriculum Vita of D. Bagayoko, Ph.D., as of Spring 2019

The following entries illustrate the type and scope of the service rendered, specific contributions and written reports are available.

14. Member, National Planning Committee of the Joint Annual Meeting of the National Society of Black Physicists (NSBP) and of the National Society of Hispanic Physicists (NSHP), 2006-2008.
13. Member, National Planning Committee for the 13<sup>th</sup> Annual Conference of the Experimental Program to Stimulate Competitive Research (EPSCoR) in New Orleans, Louisiana (1997).
12. Interviewed (3 different times) by British Broadcasting Corporation (BBC) French Services for 15-30 minutes radio shows broadcast throughout Africa -- in French. Tapes of the interviews are available. Subjects: Research and related issues. (1996 to present).
11. Technical Referee Board for publications in Physical Review B, Solid State Physics (1989-Present), and of Physical Review Letters (1990-Present). Physical Review journals are the top journals of Physics in the United States and perhaps the world. Records of performed reviews are available.
10. Proposal/Program Review Committee, National Science Foundation (NSF), 1992-Present.
09. Associate Director, Louisiana Space consortium (LaSPACE); LaSPACE is an aerospace consortium of sixteen public and private higher educational institutions in the State of Louisiana. (1991-Present). The Consortium is funded by NASA (1991-present). Few pages will not suffice to enumerate contributions. Records in boxes.
08. Member, Science and Technology Advisory Committee of the National Association for Equal Opportunity in Higher Education (NAFEO), 1991-Present. Extensive Reports to SUBR are available.
07. Campus Coordinator of the National Science Foundation's (NSF) Research Facility Survey (1987-1992). Produced three major quantitative reports included in NSF publications on the same subject (NSF 88-320, NSF 90-318, and the 1992 Edition).
06. Member, 1991-92 Conference Organizing Committee of NSBP. Reports of files attest to contributions and to the impressive participation of SUBR (largest student-presenter delegation) at the Conference.
05. Consultant, US Department of Energy (DOE)- 1992-93, for the development of the International Science/Mathematics Education Center. Contributions: 2 and a half day deliberations on the scope, mission, structure, operation, and funding of the Center; the development of several sections of the proposal for the funding of the Center.
04. Consultant to Battelle - Pacific North West Laboratories (PNL) for reviews of competitive applications (Fed. 1990; Feb. 1991).
03. Consultant to the Southern Regional Education Board (SREB) along with Educational Testing Service (1988-1990).
02. Department of Defense (DoD) Liaison Officer for Southern University in connection with NAFEO's Project. Produced two ten-page research capability of SUBR which are featured in two national publications of NAFEO, and numerous reports (1987-1989).

01. National Chairman, Organizing Committee of the 1990 National Conference of Black Physicists (1989-1990).

**STATE AND UNIVERSITY PROFESSIONAL SERVICE (& COMMITTEES)**

50. Member, Academic Council and of the Council of Deans (2015-2019)
49. Member, University Research Council (2012-2015)
48. Chairman of the University Retention Task Force (2016-2017)
47. Member, SU Laboratory School Expansion Committee (2015-2016)
46. Parliamentarian of the SUBR Faculty Senate (2006-08, 2012-2015)
45. Southern University Recruitment Committee for High Achieving Students (2008-Present)
44. Southern University Student Retention Oversight Committee (2007-Present)
43. SU System President's Academic Planning Committee (2006-present)
42. Member, SU System Academic Advisory Committee (2005-06)
41. Vice President, the Faculty Senate, SUBR, (2004-2006)
40. Member, College of Science Curriculum Committee (2004-06)
39. Member, Hearings on Grade Issues (2004)
38. Member, SUBR's Self-Study Steering Committee (1997-2000)
37. Member, SUBR's Strategic Planning Council (1997-2001)
36. Chairman, Research and Service Task Force for Strategic Planning (1997-98)
35. Chairman, Oversight Committee, Ph.D. Degree Program in Science and Mathematics Education (1996-98)
34. Member, University Graduate Council (1997-2015)
33. Member, University Scholarship Task Force (1996-98)
32. Member, Academic Council, SUBR, representing the Faculty Senate (1996-98)
31. Member, University-wide Committee for Telephone Registration (1998-99)
30. Member, University Curriculum Committee (1998-2003)
29. Chairman, Graduate Faculty, Department of Physics (1996-Present)

Curriculum Vita of D. Bagayoko, Ph.D., as of Spring 2019

28. Member, Advisory Committee, Research Center at Minority Institution (RCMI, 1995-Present)
27. Member, Statewide Management Council, Louisiana Alliance for Minority Participation (1996-Present)
26. Member, Statewide Council, Louisiana Space Consortium (LaSPACE, 1992-Present)
25. President, the Faculty Senate of Southern University and A&M College, Baton Rouge, LA. (1996-2000)
24. Member, Executive Committee, Association of Louisiana Faculty Senate, (1997-1999)
23. Member, Louisiana Stimulus for Excellence in Research (LaSER), an advisory committee of the State Board of Regents. Its function is to explore ways and means for stimulating competitive research involvement and productivity on Louisiana campuses (1986-Present). Contributions: Numerous reports; a 31 page Position Paper that permeated LEQSF policies over the last five years; wrote parts of the State EPSCoR proposal funded by the National Science Foundation (NSF) in 1989 for \$1.8 Million, etc.
22. Member, Louisiana Education Quality Support Fund (LEQSF) Planning Committee. This state wide committee advises the Board of Regents on instructional and research matters as they relate to the yearly competitive grant program (about \$25 Million per year) known as the 8(g) program (1987-Present). Contributions: revisions of proposal guidelines; numerous reports, etc. Chair of the Committee from 2001 to 2004.
21. Member, University Curriculum Committee, SUBR, 1995-2003.
20. Member, Oversight Committee for the Ph.D. in Science/Mathematics Education, SUBR, 1995-Present.
19. Member, Southern University System's Extra-Compensation Task Force, 1995-1997.
18. Member, RCMI Advisory Committee, SUBR, 1994-1996.
17. Member, SUBR's Science Education Advisory Board (1990-1996). Contributions: suggestions to the university on the subject.
16. Member, SUBR Tenure and Promotion Committee, 1989-1992.
15. Chair, SUBR Ph.D. in Science/Mathematics Education Proposal Development Committee (1990-1996); Contributions: Coordination of proposal Development; writing of four sections of the proposal, etc; Member,
14. Chair, SUBR Standing Committee on Library Assessment, 1991-1993. Contributions include tens of pages of minutes, reports, and recommendations.
13. Chair, SUBR Research Data Processing Committee, 1992-2000. Contributions include the leading SUBR Research Park Concept formulation; Review of Legal Framework for same; reports and recommendations. Member, SUBR Computing and Telecommunication Council, 1992-Present.
12. Member, SUBR Engineering Strategic Planning Team, 1991-1992. Contributions include participation in discussions.

**11.** Chair, Departmental Curriculum Committee. Related activities have been described in the section on teaching experiences (1984-Present). Contributions: Acquired and helped integrate into the curriculum extensive computer, laboratory, and audio visual equipment and resources totaling about \$900,000.

**10.** Member of various SUBR Ad-Hoc and Search Committees, including Search Committee (1992) for Library Dean, Historically Black Research University Foundation's Proposal Writing Team (1991); School of the Future Panel (1992 & Continuing); etc.

**09.** Member, University Research Council (1989-1990). Contributions: served as Secretary of the Council and hence prepared all minutes; drafted several documents for the Council, including its revised bylaws.

**08.** Member, Southern University System wide Committees on Computer Infrastructure (1989-1990). Contributions: studies and reports on Academic and Research Computing at SUBR.

**07.** Member, Southern University's Extra-Compensation Task Force (1989-1990). Contributions: provided some state and federal laws and regulations relative to the subject.

**06.** Member or Chair of several Ad-Hoc committees including: Chancellor Search (member, 1989); Physics Chairperson Search (Chair, 1990); Regional Conference on International and Foreign Service Opportunities (member, 1990); Physics Faculty Search Committee (member, 1989); Physics Personnel Evaluation (Chair, 1991). Reports and developed evaluation instruments are among the contributions.

**05.** Chair, Campus 8(g) Committee in charge of the internal reviews of proposals for submission to the State Board of Regents (1987-1989). Held workshops and support sessions; contributed to SUBR's leading position, in the State, in 8(g) funding for 1989 awards to 1988 proposals.

**04.** Co-Chair, SUBR-Business and Industry Cluster's Grant Committee. The function of this committee is to assist the university in securing instructional, research, and service grants (1988-1990). Co-Chair, Cluster's Faculty Development Committee (1987-88).

**03.** Member, SUBR's Self-Study Committee on Institutional Effectiveness, 1989-1990. Contributed to the development of a comprehensive survey instrument to assess effectiveness.

**02.** Member, Louisiana Super Conducting Super Collider Commission (1988).

**01.** Co-chair, Fifth Annual College of Science Symposium, 1991. Contributions included the Program, available on request, and the Proceedings (in preparation). Member, 1990 College of Sciences Symposium Committee.

#### **SOCIAL AND COMMUNITY SERVICE** (*For, my students have to come from some schools*)

**08.** Member, Louisiana EPSCoR Conference Committee, 1995-96.

**07.** Delivers over **5 workshops** to campus and local communities, **per year**, on the development of responsive and competitive proposals (at SUBR, SUNO, Crestworth Elementary and Middle Schools, Lanier Elementary, Pointe Coupee Central High, SU Laboratory School, Parish Internship Program, etc). Other Contributions: the development and dissemination [about ninety (90) copies per year] of Proposal Development, a road map for the development of a responsive and competitive grant proposal..

06. Member, SUBR Faculty Senate & Chairman, Senate Policy Committee, (1988-1993.). Contributions include studies, reports and the principal authorship of the 1988 Position Paper of the Senate on Higher Education Desegregation in Louisiana.

05. Member, SUBR's International Culture Council and member of the African Culture Committee (1990-1993). Contributions: participation in activities, meeting.

04. Member, Lanier Elementary School Advisory Council (1991-1993).

03. Member, National Issues Forum Committee (1989-1991). Contributions include organizing specific forums.

02. Numerous presentations to classrooms, churches, and organizations (1984-Pres.), including First Presbyterian Church of Baton Rouge (1991), Leadership-Greater Baton Rouge (1989).

01. Served as judge at the 1984 International Science Fair in Shreveport, Louisiana and at two local science fairs.

#### **SELECTED, MAJOR PROGRAM DEVELOPMENT ACTIVITIES**

Please see the seven (7) scholarly documents listed under "Scholarly Documents." Some of them pertain to the development of the M.S. Degree in Physics, the Ph.D. Degree Program in Science/ Mathematics Education, and the Ph.D. Degree Program in Materials Science and Engineering. They are equivalent to competitive projects as per the rigorous review process they have to undergo. The MS Degree Program in Physics was established in 1995 and recruited its first graduate students in 1996. The Ph.D. Degree Program in Science/ Mathematics Education recruited its first students in the spring of 1999.

#### **PROFESSIONAL ORGANIZATIONS** (*For, to join our peers and to partake in the research, educational, and service discourse or not to do so is the question*)

American Association for the Advancement of Science (AAAS)  
The American Physical Society (APS), U.S.A., (1979-Present)  
National Science Teachers Association (1991-Present)  
The New York Academy of Science (1991-Present)  
The National Society of Black Physicists (NSBP), (1982-Present)  
Member of over five Divisions and Forums of APS.  
The Louisiana Academy of Science (LAS) (1990-Present)  
Sigma Pi Sigma Physics Honor Society (SPS), (1986-Present)  
Phi Delta Kappa (PDK) Education Honor Society (1988-Present)  
Beta Kappa Chi (BKX) Honors Fraternity (1997-Present).

#### **AWARDS AND HONORS** (*For they are welcomed invitations to aim and work for greater heights*)

Attachment I lists the grants and contracts partly or totally acquired by Bagayoko, over the last several years, for the support of instructional, research, service, institutional development, and particularly undergraduate/ graduate training and mentoring activities. *These grants are among the highest forms of award for faculty.*

35. 2014-2018 SU Millionaire Club Inductee- 2019 Partnering, Research, Innovation, Development, and Entrepreneurship (P. R. I. D. E.) Award Ceremony, on April 15, 2019, at SUBR
34. **Elected Fellow of the American Physical Society (APS), Forum on Education (Fed) Division (2018).** As stated in the notification letter from the APS President, Roger Falcone, *this distinction is bestowed each year upon no more than one half of one percent of the membership of APS.*
33. **Science, Technology, Engineering, and Mathematics (STEM) Innovation Award (2017)** at the Be All You Are (BEYA) STEM Global Conference in Washington, D.C., February 9-11, 2017
32. Louisiana Role Model Award from Links, Inc. (2012)
31. **Lifetime Mentor Award of the American Association for the Advancement of Science (AAAS, 2009)]**
30. **First, Second, and Third Place Awards** to the Timbuktu Academy's Pre-college, Senior Division Quiz Bowl Teams at the 2006 National Science Bowl Competition of the National Organization for the Professional Advancement of Black Chemists and Chemical Engineers (NOBBChE), Los Angeles, CA, April 2006. This unprecedented record might be matched one day; we do not see how it could be surpassed! The Junior Division Team of the Timbuktu Academy was also the national champion.
29. Partner in Education Certificate, for K-12 Education work, from the Louisiana Board of Elementary and Secondary Education (BESE) – July 2007
28. Chancellor's Millionaire Club Award, April 2006.
27. Chancellor's Award for Most Funded Proposals, April 21, 2006.
26. College of Sciences Researcher of the Year, April 2006.
25. **Four (4) Millionaire Club Awards** for acquiring a Million or more in sponsored funding in a year. SUBR Chancellor's recognition program: 2003-04, 2001-02, 2000-01, and 1998-99. Not including in these award are the more than \$14,000,000 of funding for the Louis Stokes Louisiana Alliance for Minority Participation (LS-LAMP) for which the Board of Regents is the grantee agency.
24. **Speaking of Science (SoS) Award**, Louisiana Board of Regents, January 2003.
23. **The National Thurgood Marshall College Fund (TMCF) Distinguished Faculty Award** to Dr. Diola Bagayoko, Director, the Timbuktu Academy, March 15, 2008, at the Marriott Hotel in New Orleans, Louisiana.
22. **The National Benjamin Banneker Legacy Award** to Dr. Diola Bagayoko and the Timbuktu Academy, November 7, 2007. This award was presented to Dr. Bagayoko by Dr. William (Bill) Cosby in person, at the J. W. Marriott Hotel in Washington, D.C.
21. Award of Volunteers in Public Schools (and Golden Apple Nominee, 2002)
20. Distinguished Service Award, Forest Heights Elementary (2002)

19. The Timbuktu Academy, under the directorship of Bagayoko, won the **2002 US Presidential Award for Excellence in Science, Mathematics, and Engineering Mentoring**.
18. Two (2) Awards for "Most Proposals Awarded," Chancellor's Recognition Program, SUBR, 2001-02 and 1998-99.
17. **Southern University System Distinguished Professor of Physics**, August, 1999. This is the highest academic position in the Southern University System. (Just trying to emulate my late dissertation advisor, the late Boyd Professor Joseph Callaway who held the highest rank in the LSU System.)
16. *Ciwara (Tchiwara) D'Exception*: National Award in Mali for Exceptional Accomplishments. 1997.
15. **U.S. Presidential Award for Excellence in Science, Mathematics, and Engineering Mentoring** (September 25, 1996. Washington, D.C.).
14. **National Exemplary Undergraduate Program Award** to the Timbuktu Academy, Directed by D. Bagayoko, from the Quality Education for Minority (QEM) Network, Washington, D.C. (Spring, 1996)
13. *Teacher of the Year*, College of Sciences, SUBR 1995-96.
12. *Chancellor's Fellow*, the highest distinguished academic appointment at SUBR, 1994.
11. *Presidential Faculty Excellence Award*, Southern University System, Spring 1993.
10. **LA Governor's Award for Excellence in School Science Reform**, March 24, 1993.
09. *Chancellor's Renaissance Award*, April 1992. First to earn this Award at SUBR.
08. *Chancellor's Research Excellence Award*, Southern University, Spring 1989.
07. *Outstanding Research Award and Recognition* entered in US Congressional Records, Phi Delta Kappa (PDK), Spring 1989.
06. *Outstanding Research Excellence Award*, College of Sciences, Southern University, fall, 1988.
05. *Research and Teaching Excellence Award*, Department of Physics, Southern University, Baton Rouge, Louisiana (1986).
04. *An International Centre for Theoretical Physics Award* for participation in the Condensed Matter Workshop, summer, 1984.
03. *Graduate Research/Teaching Assistantship*, Louisiana State University, Baton Rouge, Louisiana, 1978-83.
02. *African-American Institute Fellowship*, 1975-81. Operation Crossroads Africa Grant to travel to and throughout the U.S. Summer 1972.
01. *Fellowship from the Malian Government* for undergraduate studies in Mali. French Government Fellowship, Aid and Cooperation Funds ), 1970-71.

**ACTIVE AND PAST SPONSORED PROJECTS**  
**(GRANTS, CONTRACTS, AND COOPERATIVE AGREEMENTS)**  
(Research, Mentoring, Training, and Institutional Enhancement Projects)

**CURRENT SUPPORT**

*(In a free market society, it takes some funds or resources, more often than not, to promote, to sustain, and to enhance excellence)*

**Current Projects Directed by Bagayoko**

**88. Title: Louis Stokes Regional Center of Excellence: Center for Promotion of Academic Careers through Motivational Opportunities to Develop Emerging Leaders in STEM (LS-PAC-MODELS)**

Funding level: \$2,499,999

Funding Agency: National Science Foundation (NSF)

Duration: 09/15/2018 - 08/31/2023

Others: Project Directed by Dr. Isiah Warner at Louisiana State University. Dr. Bagayoko is a Co-PI. The purpose of this center is to conduct broadening participation research and STEM activities that result in increased degree minority students entering into the STEM workforce. In collaboration with IBM, this data-driven center is focused on developing a national model from the undergraduate to graduate levels that supports recruitment, training, and retention of underrepresented minorities (URMs) in the STEM workforce.

**87. Title: 2018 Space and Planetary Sciences at the Timbuktu Academy (2018 SPS-TA)**

Funding level: \$40,000

Funding Agency: Louisiana Space Consortium (LaSPACE)/NASA

Duration: 09/01/2018 - 04/30/2019

Others: Project Directed by Dr. D. Bagayoko at SUBR. A central objective of SPS-TA is to promote the successful pursuit of Ph.D. degrees (including Ph.D./M.D.) by minority students earning BS degrees in science and technology disciplines.

**86. Title: The Consortium for Materials and Energy Security Component Proposal for SUBR**

Funding level: \$295,625

Funding Agency: Department of Energy, National Nuclear Security Administration (NNSA)

Duration: 10/2017- 09/2018

Others: Project Directed by D. Bagayoko at SUBR. The purpose of CMAES at SUBR is to conduct transformative research in condensed matter theory in search of predictive capability applications of atoms, molecules, nanostructures, and semiconductors and the competitive research training and mentoring of students, with emphasis on minority students.

**85. Title: Louis Stokes Louisiana Alliance for Minority Participation (LAMP) Senior Alliance Statewide**

Funding level: \$3,250,000

Funding Agencies: National Science Foundation (NSF)

Duration: 09/01/2015 - 08/31/2020

Others: Project Directed by D. Bagayoko with Dr. Kerry Davison, Dr. Luria Stubblefield, and Dr. Patrick Mensah as co-principal investigators. The project was partly built on the successful model of the Timbuktu Academy (as recognized by NSF reviewers). It is successfully replicating the systemic mentoring of the Academy throughout the State of Louisiana. Please visit <http://www.ls-lamp.org> for details on results.

**84. Title: 2017-2019 Louis Stokes Louisiana Bridge to the Doctorate - LSU BD-8: 2017 Cohort LA-BRIDGE**

Funding level: \$987,000

Funding Agency: NSF and the Louisiana Board of Regents

Duration: 08/01/2017 - 07/31/2019

Others: PI/PD: Dr. Kerry Davidson (BOR); Co-Investigators: Drs. Diola Bagayoko (SUBR), Gloria Thomas (LSU), Guoqiang Li (LSU), and Isiah Warner (LSU). LSU-BD provides systemic mentoring, including financial support, to minority science, technology, engineering, and mathematics (STEM) graduate students who are in pursuit of the Ph.D.

**83. Title: Space and Planetary Sciences at the Timbuktu Academy (SPS-TA)**

Funding level: \$40,000

Funding Agency: Louisiana Space Consortium (LaSPACE)/NASA

Duration: 06/2017 - 04/2018

Others: Project Directed by Dr. D. Bagayoko at SUBR. A central objective of SPS-TA is to promote the successful pursuit of Ph.D. degrees (including Ph.D./M.D.) by minority students earning BS degrees in science and technology disciplines.

**82. Title: SU Alumni Federation and the Timbuktu Academy Test Preparation par Excellence Program**

Funding level: \$10,000

Funding Agency: Southern University System Foundation (SUSF) 1880 Society

Duration: 2015-2016

Others: Project Directed by Dr. D. Bagayoko and Mr. Preston Castille, Esq., at SUBR.

**81. Title: Earth and Space Science at the Timbuktu Academy (ESS-TA)**

Funding level: \$40,000

Funding Agency: NASA/Louisiana Space Consortium (LaSPACE)

Duration: 01/15/2016 to 01/14/2017

Others: Project Directed by D. Bagayoko at SUBR. A central objective of ESS-TA is to promote the successful pursuit of Ph.D. degrees (including Ph.D./M.D.) by minority students earning BS degrees in science and technology disciplines.

**80. Title: 2015-2017 Louis Stokes Louisiana Bridge to the Doctorate - LSU BD-7: 2015 Cohort LA-BRIDGE**

Funding level: \$987,000

Funding Agency: NSF and the Louisiana Board of Regents

Duration: 9/1/15 - 7/31/17

Others: PI/PD: Dr. Kerry Davidson (BOR); Co-Investigators: Drs. Diola Bagayoko (SUBR), Gloria Thomas (LSU), Guoqiang Li (LSU), and Isiah Warner (LSU). LSU-BD provides systemic mentoring, including financial support, to minority science, technology, engineering, and mathematics (STEM) graduate students who are in pursuit of the Ph.D.

**79. Title: The Consortium for Materials and Energy Security Component Proposal for SUBR**

Funding level: \$350,000

Funding Agency: Department of Energy, National Nuclear Security Administration (NNSA)

Duration: 10/1/14-9/30/16

Others: Project Directed by D. Bagayoko at SUBR. The purpose of CMaES at SUBR is to conduct transformative research in condensed matter theory in search of predictive capability applications of

atoms, molecules, nanostructures, and semiconductors and the competitive research training and mentoring of students, with emphasis on minority students.

**78. Title: Summer 2014 - Investigating and Characterizing Catalytic Activity in Novel Materials and Processes Using Experimental and Computational Techniques at Los Alamos National Laboratory**

Funding level: \$71,000

Funding Agency: Department of Energy/National Nuclear Security Administration (NNSA) (Prime Award # DE-NA0001861 and Subaward No. 05-S140505)

Duration: 5/23/14 – 9/30/14

Others: Project Directed by D. Bagayoko at SUBR. The goals of this summer funding was to support the travel and related expenses for an undergraduate and graduate student to participate in the Minority Serving Institutions Partnership Program (MSIPP) at Los Alamos National Laboratory (LANL) and to hold the 2014 Fuel Cell Summer Research and Training Program at the Timbuktu Academy on the SUBR.

**77. Title: Investigating and Characterizing Catalytic Activity in Novel Materials and Processes Using Experimental and Computational Techniques at Los Alamos National Laboratory**

Funding level: \$175,000

Funding Agency: Department of Energy/National Nuclear Security Administration (NNSA) (Prime Award # DE-NA0001861 and Subaward No. 05-5130503)

Duration: 9/28/12 – 9/28/14

Others: Project Directed by D. Bagayoko at SUBR. The goals of this project is to conduct transformative research in condensed matter theory in search of predictive capability applications of atoms, molecules, nanostructures, and semiconductors and the competitive research training and mentoring of students, with emphasis on minority students.

**76. Title: LSU BD-6: 2013 Cohort LA-BRIDGE**

Funding level: \$987,000

Funding Agency: NSF (HRD- 1301957) and Louisiana Board of Regents

Duration: 8/1/13 - 7/31/15

Others: PI/PD: Dr. Kerry Davidson (BOR); Co-Investigators: Drs. Diola Bagayoko (SUBR), Gloria Thomas (LSU), Su-Seng Pang (LSU), and Isiah Warner (LSU). LSU-BD provides systemic mentoring, including financial support, to minority science, technology, engineering, and mathematics (STEM) graduate students who are in pursuit of the Ph.D.

**75. Title: Louisiana EPSCoR Research Infrastructure Improvement: Computational Materials SUBR Subcontract : Louisiana Alliance for Simulation Guided Materials Application (LASiGMA)**

Funding level: \$1,888,169 (Proposal No. 1003897)

Funding Agency: National Science Foundation (NSF)

Duration: 2010-2015

Others: Project Directed by D. Bagayoko at SUBR. Other SUBR investigators are Drs. G. L. Zhao, L. Henry, G. Li, and A. Jana. Louisiana Alliance for Simulation Guided Materials Applications (LASiGMA) is a state wide research project led by Mark Jerrell and Randy Hall at LSU, and administratively housed at the Board of Regents with Dr. Michael Khonsari as the overall project director.

**74. Title: SUBR Louisiana Optical Network Initiative (LONI)**

Funding level: \$105,000

Funding Agencies: Louisiana Board of Regents (\$70,000 in 2009 and \$35,000 in 2010)

Duration: Annually beginning in 2009

Others: Project Directed by D. Bagayoko and other faculty members. Please visit <http://www.loni.org/> for details on results.

**73. Title: Louis Stokes Louisiana Alliance for Minority Participation (LAMP) Senior Alliance Statewide**

Funding level: \$5,000,000

Funding Agencies: National Science Foundation (NSF), \$500,000 per year, and Louisiana Board of Regents (\$500,000 per year) for five years.

Duration: 2010-2015

Others: Project Directed by D. Bagayoko with Dr. Kerry Davison, Dr. Luria Stubblefield, and Dr. Ella Kelley as co-principal investigators. The project was partly built on the successful model of the Timbuktu Academy (as recognized by NSF reviewers). It is successfully replicating the systemic mentoring of the Academy throughout the State of Louisiana. Please visit <http://www.ls-lamp.org> for details on results.

**72. Title: The Sankofa Academy, 21<sup>st</sup> Century Community Learning Center**

Funding Agency: Louisiana Department of Education

Funding level: \$1.8 Million

Duration: June 1, 2010 to May 31, 2013

Other: Project Director: D. Bagayoko (SUBR). Co-Director: Janet Reed. This project is to provide academic enhancement services to 400 high school students per year for three years. This work is to "export" the expertise of the Academy to selected high schools.

**71. Title: Faculty and Student Team (FaST) – Brookheaven 2**

Funding Agency: The National Science Foundation (NSF)

Funding Level: \$22,000 (Proposal No. 1033076)

Duration: May 2010-March 2011

Other: Project Director: D. Bagayoko. This project supports a faculty member and three students to conduct research at Brookheaven National Laboratory for the summer.

**70. Title: Faculty and Student Team (FaST) – Argonne National Lab**

Funding Agency: The National Science Foundation (NSF)

Funding Level: \$26,750 (Proposal No. 1033077)

Duration: May 2010-March 2011

Other: Project Director: D. Bagayoko. This project supports a faculty member and two students to conduct research at Argonne National Laboratory for the summer.

**69. Title: Faculty and Student Team (FaST) – Brookheaven 1**

Funding Agency: The National Science Foundation (NSF)

Funding Level: \$26,750 (Proposal No. 1033073)

Duration: May 2010-March 2011

Other: Project Director: D. Bagayoko. This project supports a faculty member and three students to conduct research at Brookheaven National Laboratory for the summer.

**68. Title: Space Grant Scholars (SGS) at the Timbuktu Academy**

Funding Agency: Louisiana Space Consortium (LaSPACE)

Funding Level: \$50,000 per year

Duration: May 2010-March 2011 (for Year 1)

Other: Project Director: D. Bagayoko. Dr. Ella L. Kelley is the co-principal investigator. The project is to provide financial support to 10-20 high performing undergraduate students in science, technology, engineering, and mathematics (STEM) disciplines and to immerse them in the systemic environment of

the Timbuktu Academy. These scholars are expected to add to the future research workforce for space science and related fields.

**67. Title: “LS-LAMP Bridge to the Doctorate Program)” Phase III (BDP-IV)**

Funding Agency: National Science Foundation (NSF)

Funding Level: \$987,000

Duration: July 2008 – August 2010

Others: Project Director: D. Bagayoko (SUBR); Co-investigators: Drs. Su-Seng Pang, Isiah Warner, and Steve Watkins (LSU). As per its title, this project is to support 12 doctoral students for the first 2 –years of their studies. The host institution, LSU guarantees financial support for these students for the Ph.D. studies after the first two years of NSF support.

**66. Title: Faculty and Student Team (FaST)**

Funding Source: National Science Foundation (NSF), through LA Board of Regents

Funding Level: \$56,500

Duration: 04/24/2007 – 03/24/2010

Other: Project directed by Dr. D. Bagayoko. This project was to support financially two faculty and student teams to conduct research at Brookhaven National Laboratory [Dr. Shaban and two (2) students] and at Argonne National Laboratory [Dr. Reese and three (3) students].

**65. Title: “LS-LAMP Bridge to the Doctorate Program)” Phase III (BDP-III)**

Funding Agency: National Science Foundation (NSF)

Funding Level: \$987,000

Duration: July 2007 – August 2010

Others: Project Director: D. Bagayoko (SUBR); Co-investigators: Drs. Su-Seng Pang, Isiah Warner, and Steve Watkins (LSU). As per its title, this project is to support 12 doctoral students for the first 2 –years of their studies. The host institution, LSU guarantees financial support for these students for the Ph.D. studies after the first two years of NSF support.

**64. Title: “ExxonMobil Bernard Harris Summer Science Camp (EM-BHSSC).”**

Funding Agency: ExxonMobil Foundation – through Bernard Harris Foundation

Funding Level: \$80,000 per year for two years

Duration: February 2007 – January 2008 and Feb. 2008 – Jan. 2009; **Feb 2010 – Jan. 2011**

Others: Project Director: Dr. D. Bagayoko; Dr. Ella L. Kelley, Co-principal Investigator. As per its title, this project is to serve 48 rising middle school students in the Baton Rouge area. They will be in residence, on SUBR campus, for two weeks, and will be engaged in academic enrichment activities in science and mathematics and will execute field trips. Dr. Bagayoko is a co-principal investigator and Dr. Kelley is the project director for the 2010-2011 grants and subsequent ones.

**63. Title: “LS-LAMP Bridge to the Doctorate Program)” Phase II (BDP-II)**

Funding Agency: National Science Foundation (NSF)

Funding Level: \$987,000

Duration: July 2006 – May 2010

Others: Project Director: D. Bagayoko (SUBR); Co-investigators: Drs. Su-Seng Pang, Isiah Warner, and Steve Watkins (LSU). As per its title, this project is to support 12 doctoral students for the first 2 –years of their studies. The host institution, LSU guarantees financial support for these students for the Ph.D. studies after the first two years of NSF support.

**62. Title: “LS-LAMP Bridge to the Doctorate Program)” Phase I (BDP-I)**

Funding Agency: National Science Foundation (NSF)

Funding Level: \$987,000

Duration: July 2005 – May 2010

Others: Project Director: D. Bagayoko (SUBR); Co-investigators: Drs. Su-Seng Pang, Isiah Warner, and Steve Watkins (LSU). As per its title, this project is to support 12 doctoral students for the first 2 –years of their studies. The host institution, LSU guarantees financial support for these students for the Ph.D. studies after the first two years of NSF support.

**61. Title: "The Timbuktu Academy"**

Funding Agency: Department of the Navy, Office of Naval Research (ONR)

Funding Level: \$950,000

Duration: June 1, 2005 to May 31, 2010.

Others: Bagayoko (Director, and PI), Dr. Ella L. Kelley (Co-PI)

Bagayoko's responsibilities include: principal authorship of the proposal and the directorship of the overall institution-wide project that is housed in the College of Sciences. Dr. Kelley directs the entire pre-college outreach operations, including summer programs, the pre-college Science Bowl, and the Learning Olympiads (Year round ACT/PSAT/SAT preparation). This project has 4 components that are (1) Residential Summer Enrichment for 40 high school students (the Summer Science Institute), (2) Summer Bridge Program for 30 incoming freshmen, (3) Research participation and financial support for 20-50 science, technology, engineering, and mathematics (STEM) majors at SUBR, and (4) rendering professional services to the educational community (K-Graduate School) partly through pertinent publications, extensive presentations, and others for "**avoiding and closing academic achievement gaps**" from pre-K to graduate school and beyond. Please see (for details on the paradigm, programs, and results of the Academy.) <http://www.phys.subr.edu/timbuktu.htm> .

**60. Title: Louis Stokes Louisiana Alliance for Minority Participation (LAMP), Phase 3**

Funding level: \$5,000,000

Funding Agencies: National Science Foundation (NSF), \$500,000 per year, and Louisiana Board of Regents (\$500,000 per year) for five years.

Duration: 2005-2010

Others: Project Directed by D. Bagayoko with Dr. Kerry Davison and Dr. Lura Stubblefield as co-principal investigators. The project was partly built on the successful model of the Timbuktu Academy (as recognized by NSF reviewers). It is successfully replicating the systemic mentoring of the Academy throughout the State of Louisiana. Please visit <http://www.ls-lamp.org> for details on results.

**59. Title: "The Timbuktu Academy"**

Funding Agency: Department of the Navy, Office of Naval Research (ONR); Award No. N00014-04-1-0587; SUBR Account No. 05-02-20906.

Funding Level: \$1,000,000 from 2004-2011.

Duration: June 1, 2004 to May 31, 2010.

Others: Bagayoko (Director, and PI), Dr. Ella L. Kelley (PI)

Bagayoko's responsibilities include: principal authorship of the proposal and the directorship of the overall institution-wide project that is housed in the College of Sciences. Dr. Kelley directs the entire precollege outreach operations, including summer programs, Pre-college Science Bowl, and Learning Olympiads (Year round ACT/PSAT/SAT preparation). This project has 4 components that are (1) Residential Summer Enrichment for 40 high school students (the Summer Science Institute), (2) Summer Bridge Program for 30 incoming freshmen, (3) Research participation and financial support for 20-50 science, technology, engineering, and mathematics (STEM) majors at SUBR, and (4) rendering professional services to the educational community (K-Graduate School) partly through pertinent publications, extensive presentations, and others for "**avoiding and closing academic achievement gaps**" from pre-K to graduate school and beyond. Please see (for details on the paradigm, programs, and results of the Academy.) <http://www.phys.subr.edu/timbuktu.htm> .

**58. Title: Master's Degree Program in Physics (expenditures handled as done with grants)  
(Treated in every respect as a grant--funded pursuant to a competitive proposal)**

Funding Agency: Louisiana Legislature and Board of Regents, General Appropriations

Funding level: Between \$300,000 and \$500,000 per year

Duration: 1996-indefinite: this is a new graduate degree program

Other: Bagayoko is the director of this program and the principal author of the proposal that led to its inception at SUBR. The entire graduate faculty of the department participates in the successful operation of this program including several highly competent and dedicated staff members and students. Even though it is an academic program, it is operated as a sponsored program with its separate budget, quarterly and annual reports, etc.

**Current Projects Significantly Involving Bagayoko (but not Directed by him)**

**57. Title: Physics and Mathematics at the Timbuktu Academy (PMTA)**

Funding Agency: The National Science Foundation, NSF Award No. DUE-0631151

Funding Level: \$496,800

Duration: January 1, 2007 to December 31, 2010.

Others: This project is directed by Dr. Joseph Meynsse, with Dr. D. Bagayoko and Dr. Luria Stubblefield as Co-Principal Investigators. It is to provide up to \$4000 to 17 eligible Physics and Mathematics major, per year and for four (4) years, fro their BS degree pursuits. These students are to be immersed in the systemic mentoring model of the Timbuktu Academy.

**56. Title: "Louisiana Space Consortium (LaSPACE)"**

Funding Agency: NASA

Funding Level: \$150,000 NASA; \$100,000 La. Board of Regents

Duration: March 1, 1991- February 28, 1998. and 1998 to 2011

Others: A Consortium of 16 Louisiana Institutions. Dr. John Wefel of LSU is the Director and Bagayoko, at SUBR, is the Associate Director. A \$60,000 LaSPACE subcontract to SUBR was acquired and directed by Bagayoko from 1992 to around 1998. As of 2006, LSU and SUBR have earned the status of Space Grant Colleges, pursuant to the continued funding for LaSPACE.

**PREVIOUS SUPPORT**

[Over thirty seven (37) Projects. Project Directors named first, under Other.]

**55. Title: "Program to Enhance the Pursuit of Education and Learning in Engineering and Science (PIPELINES)"**

Funding Source: NASA, Through Iowa State University (ISU)

Funding Level: \$419,954

Duration: Spring 2005 to Fall 2008

Other: This project is directed by Dr. Diola Bagayoko. Dr. Terrence Reese is a co-principal investigator. The project's aim is to promote science and mathematics education reforms in selected schools through professional development, parental involvement activities, and others. NASA Earth System Science and other resources are utilized, when applicable.

**54. Title: Science Mission to Planet Earth (SMPE) – an NSF ITEST Project**

Funding Agency: The National Science Foundation (NSF)

Funding Level: \$1,585,956

Duration: October 1, 2005 to September 30, 2008

Others: This project is directed by Dr. Fulbert Namwamba, with Dr. D. Bagayoko, Dr. Luria Stubblefield, and Dr. Michael Stubblefield as Co-Principal Investigators. This major project entails professional development for K-12 teachers, with emphasis on the middle school, summer institutes (in Madison Parish and at SUBR) for middle school students. A subcontract to Carnegie Learning deals with some aspects of the Curriculum Development while another subcontractor deals with the comprehensive, external evaluation.

**53. Title: "SUBR LS-LAMP"**

Funding Sources: NSF and LA Board of Regents

Funding Level: \$125,000

Duration: November 1, 2006 to October 31, 2007

Other: Project Director: Dr. D. Bagayoko; Co-principal investigator: Dr. Ella L. Kelley. This project is for the implementation of LS-LAMP at SUBR. It provides systemic mentoring and financial support for deserving STEM students at SUBR, in 10 different departments.

**52. Title: Faculty and Student Team (FaST)**

Funding Source: National Science Foundation (NSF), through LA Board of Regents

Funding Level: \$56,500

Duration: 05/12/2006 -- 04/12/2007

Other: This project was to support financially two faculty and student teams to conduct research at Brookhaven National Laboratory [Dr. Shaban and two (2) students] and at Argonne National Laboratory [Dr. Reese and three (3) students].

**51. Title: Recovery Initiative for Summer Enrichment (RISE) at the Timbuktu Academy**

Funding Agency: Louisiana Family Recovery Corps (LFRC).

Funding Level: \$77,000

Funding Period: Spring 2007 to December 2007

Others: D. Bagayoko is the project Director, Ms. Tamiara Wade the project Manager, and Ms. Brenda McNeely is the Program Administrator for LS-LAMP. RISE is to engage up to sixty (60) Katrina or Rita Displaced Students (Rising 4<sup>th</sup> to rising 9<sup>th</sup> graders) in the East Baton Rouge Parish in a 4-week, non-residential, academic enrichment, recreational, and emotional uplifting activities on the campus of Southern University and A&M College, in the month of July 2007.

**50. Title: Summer Training and Enhancement Program (STEP) at the Timbuktu Academy**

Funding Agency: The Baton Rouge Area Foundation (BRAAF)

Funding Level: \$49,000

Funding Period: Spring 2007 to December 2007

Other: D. Bagayoko is the project Director, Ms. Tamiara Wade the project Manager, and Ms. Brenda McNeely is the Program Administrator for LS-LAMP. STEP is to engage up to thirty two (32) Katrina or Rita Displaced Students (Rising 6<sup>th</sup> to rising 9<sup>th</sup> graders) in East Baton Rouge Parish in a 2-week, residential, academic enrichment, recreational, and emotional uplifting activities on the campus of Southern University and ARM College in Baton Rouge (SUBR) from July 9 to July 20, 2007.

**49. Title: "Graduate Research in Energy and the Environment"**

Funding Source: Louisiana Board of Regents (BORSF Enhancement)

Funding Level: \$22,000

Duration: July 1, 2005 to June 30, 2008

Others: Dr. E. L. Kelley is the director of this project. Other investigators are Dr. Jing-Fong Wei, Dr. S. Hasan, and Dr. D. Bagayoko. This enhancement project is for fuel-cell related research that is expected to lead to environmentally friendly technologies.

**48. Title: "SUBR LS-LAMP"**

Funding Sources: NSF and LA Board of Regents

Funding Level: \$125,000

Duration: November 1, 2005 to October 31, 2006

Other: Project Director: Dr. D. Bagayoko; Co-principal investigator: Dr. Ella L. Kelley. This project is for the implementation of LS-LAMP at SUBR. It provides systemic mentoring and financial support for deserving STEM students at SUBR, in 10 different departments.

**47. Title: Louis Stokes Louisiana Alliance for Minority Participation (LAMP).**

Funding level: \$14.7 Millions.

Funding Agencies: National Science Foundation (NSF), \$1,000,000 per year, and Louisiana Board of Regents (\$200,000 in 1995-96, and \$500,000 per year thereafter).

Duration: 1995-2000 for Phase I (7.2 Million) and 2000-05 for Phase II. \$7.5 Million).

Duration: Fall, 1995 - Spring 2000; and 2000-2005 for Phase II.

Others: Project Directed by Dr. Robert L. Ford with Dr. Kerry Davison, Dr. Milton Slaughter, and D. Bagayoko as other principal investigators for Phase I. Phase II was directed by Ford up to June 30, 2003. Bagayoko assumed the directorship as of July 1, 2003. The project was partly built on the successful model of the Timbuktu Academy (as recognized by NSF reviewers). It is successfully replicating the systemic mentoring of the Academy throughout the State of Louisiana. Please visit <http://www.ls-lamp.org> for details on results.

**46. Title: "Predictive Calculations of Electronic Properties of Wide-gap Semiconductors and Nanomaterials."**

Funding Agency: The Department of the Navy, Office of Naval Research (ONR).

Funding Level: \$268,000

Duration: October 1, 2004 to December 31, 2006

Others: This research project is directed by Bagayoko and Dr. G. L. Zhao is another principal investigator. The work to be performed is as per the title of the project. One postdoctoral associate and one graduate assistant are supported by this project for its duration.

**45. Title: "Joint Faculty Positions in High Energy Astrophysics"**

Funding Agency: NSF and LEQSF - LaSER Program

Funding Level: \$400,000 per year for first 4 years, \$300,000 per year till 2006.

Duration: August, 1996 to July 2006.

Others: This project is directed by Dr. M. Cherry at LSU. Co-PIs include Dr. Joe Tholine at LSU, Dr. A. Fazely at SUBR, and D. Bagayoko at SUBR. Bagayoko's role to date included assisting M. Cherry in the development of the proposal and particularly the defense of the proposal during the site visit. *Reviewers' report explicitly noted the positive impact of the Timbuktu Academy.* Bagayoko's main role is to serve as a senior faculty mentor to the jointly appointed scholars (G. Stacy and James Matthews).

**44. Title: "Engineering, Physics, and Chemistry (EPC) at the Timbuktu Academy" 1993-98  
"Science, Mathematics, and Engineering (SEM) at the Timbuktu Academy" 1998-05  
(ONR Grant No. N00014-93-1-1368 and No. N00014-98-1-0748)**

Funding Agency: Department of the Navy, Office of Naval Research (ONR)

Funding Level: \$584,034 per year for five (5) years; total of \$2,920,170 for 5 years (1993-98).

\$577,000 per year from 8/1/98 to 7/31/2001; total of \$1,731,000 for 3 years;

\$690,000, 2001-05 for SEM

Duration: September 30, 1993 - September 30, 1998 for EPC; 8/1/98 to 7/31/2004 for SEM

Others: Bagayoko (Director, and PI), Dr. Ella L. Kelley (PI) [and Dr. Reza Mirshams (PI) before he left SUBR for the University of North Texas].

Bagayoko's responsibilities include: principal authorship of the proposal and the directorship of the overall project that is housed in the Center for Energy and Environmental Studies (CEES). This project has 4 components that are (1) Residential Summer Enrichment for 40 high school students (the Summer Science Institute), (2) Summer Bridge Program for 30 incoming freshmen, (3) Research participation and financial support for 20 engineering, 20 physics, and 10 chemistry undergraduate majors, and (4) rendering professional services to the educational community (K-Graduate School) partly through pertinent publications. Please see (for details on the paradigm, programs, and results of the Academy.) <http://www.phys.subr.edu/timbuktu.htm> . Over 25 publications have resulted from this project, from 1993 to present.

**43. Title: "Graduate Assistantships in Areas of National Needs (GAANN)"**

Funding Agency: The US Department of Education via the University of South Carolina

Funding Level: \$130,000

Duration: 2001-2005

Others: This project is directed by Dr. Bagayoko. It support 2 graduate students at SUBR for their MS Degree in order for them to join the Department of Physics at the University of South Carolina for the Ph.D. degree. Two students have already completed their stay at SUBR and are at USC (Philip Jones and Brandon Moncriffe). Two other are pursuing their MS degrees at SUBR (Karla Horton and Neshana Shaw).

**42. Title: "NASA Undergraduate Student Researchers Program (NASA-USAR)"**

Funding Agency: NASA

Funding Level: \$8,000 - \$12,000 per student and per year (5 students from 1992 to 2000; 10 from 2000 to their graduation)

Duration: August 1992 - July 2006

Others: Project Director: D. Bagayoko serves as the mentor of the NASA student fellows. Alumni include T. D. Williams, R. J. Smith, Tracee Thomas, Anthony Stewart, Jeremiah Grey, and Anthony Pullen. Four of the five are pursuing the Ph.D. in physics or materials sciences. Nine (9) students are currently supported and mentored to excellence.

**41. Title: Computation of Materials Properties for Electronic Technology and Engineering (COMPETE) Contract No. LEQSF(2002-03)-ENH-TR-57**

Funding Agency: Louisiana Board of Regents

Funding Level: \$49,330

Duration: July 1, 2002 – June 30, 2004

Other: This project, directed by Bagayoko, is to enhance the high performance computing laboratory in Room 130, James hall, for the purposes of supporting expanded calculations of properties of materials. Other co-investigators are Dr. Saleem Hasan and Dr. G. L. Zhao.

**40. Title: Program to Increase the Pursuit of Education and Learning in Engineering and Science (PIPELINES); NASA Grant No. NAG5-8552.**

Funding Agency: NASA

Funding Level: \$1,000,000, \$950,000, and \$975,000

Duration: 6/1/99 to 5/31/00, 06/01/00-05/31/01, and 06/01/01 – 09/30/03

Others: A partnership between SUBR and Iowa State University (ISU), directed by Bagayoko. Dr. Karen Webb and Dr. Robert Ford are other SUBR investigators. Dr. Aaron Davenport is the ISU director of the subcontract to be issued by SUBR (\$300,000). Extensive teacher in-service, pre-service centered on Earth Science content--with emphasis on systemic reform, utilizing the Global Learning and Observation to Benefit the Environment (GLOBE) as a tool. High school and undergraduate student research.

**39. Title: Strengthening Minority Access to Research and Training (SMART) NSF Cooperative Agreement No. HRD-9815451**

Funding source: National Science Foundation (NSF)

Funding level:

Duration: 10/1/1998 to 09/30/2001

Others: This project is directed by Dr. Mildred Smalley, currently serving as the Vice Chancellor for Research. Dr. Bagayoko is one of the co-principal investigators. His contributions include participation in the development of the proposal and leadership in the reforming of undergraduate education

**38. Title: "New Models for Teaching, Mentoring, and Learning" US Education Department's Award No. to SUBR: PO31B970098-99.**

Funding Agency: US Department of Education (US-ED)

Funding level: \$1,500,000 for five years (\$300,000 per year)

Duration: October, 1997 to September 30, 2002

Other: This project, developed by Bagayoko, is directed by him for the purpose of integrating telecommunication and Internet technologies into *new models for teaching, mentoring, and learning at SUBR*. Several other SUBR faculty and staff members participate in the implementation of this systemic reform and mentoring project. In January 1997, SUBR formally established Systemic Mentoring in all its eleven (11) SEM departments. This project supports this effort and expands it to the entire campus. It first, very successfully, expanded, enhanced, and stabilized the Campus Backbone network.

**37. Title Graduate Research Excellence at the Timbuktu Academy (GREAT-IV);**

Funding Agency: the Louisiana Board of Regents

Funding Level: \$84,000

Duration: 8/1/2000 to 7/31/2002

Other: This project is directed by Bagayoko and involves Dr. C. H. Yang as a co-principal investigator. The fellowship is to support three (3) superior MS students at the level of \$14,000 per student and per year, for two years. (*Proposal written in the fall of 1998*)

**36. Title: "Graduate Research Excellence (GREAT-I, II & III) at the Timbuktu Academy,"**

Funding Agency: LEQSF/BRSF (Board of Regents' Support Fund)

Funding Level: I: \$60,000 (1993-99), II: \$30,000 (1998-2000), III: \$24,000 (1999-2001)

Duration: 1993-99, 1998-2000, and 1999-2001 respectively

Others: Project Directors: Dr. D. Bagayoko and Dr. C. H. Yang. These superior graduate fellowships support two Physics graduate students (scholars of the Academy). The Funding of GREAT-I, in 1993, sped-up the review and approval, by the Regents, of the Physics M.S. Degree proposal. The program started in the fall of 1996.

**35. Title: Enhancement of Physics Instruction and Research (PHI-IV); Contract No. LEQSF(1999-200)-ENH-TR-59**

Funding Agency: The Louisiana Board of Regents' Support Fund (BRSF)

Funding Level: \$112,000

Duration: 7/1/99 to 6/30/2000

Other: Enhancement project directed by Bagayoko and involving Mr. Rahman Tashakkori, Dr. John Dyer (Computer Science), and others as co-principal investigators. To build a 30 processor parallel machine and to integrate it into research, teaching, and learning. (*Proposal written in the Fall of 1998*).

**34. Title: "Studies of Piezoelectric Materials and Devices"**

Funding Agency: Department of the Navy, Office of Naval Research

Funding Level: \$540,000

Duration: April, 1996 to May, 1999

Curriculum Vita of D. Bagayoko, Ph.D., as of Spring 2019

Others: Project directed by Dr. J. T. Wang. Other PIs include J. D. Fan, D. Bagayoko, and C. H. Yang. Several publications resulted from this project.

**33. Title: Videoconferencing Facility for Research; Contract No. NSF (1998-99) AV-03**  
Funding Agency: the Louisiana Board of Regents with EPSCoR funding from the National Science Foundation (NSF)

Funding Level: \$50,000

Duration: 10/1/1998 to 9/30/99

Other: Bagayoko was the sole investigator and director of this project that established a video-conferencing facility, at SUBR, for research and related tasks (i.e. graduate education). This facility has been used to conduct thesis defense while the student and his advisors were in Hawaii.

**32. Title: Summer Undergraduate Research at NIST-Gaithersburg, Maryland**

Funding Agency: National Institute of Standards and Technology

Funding Level: \$20,000

Duration: May, 1999 to December, 1999

Other: Project directed by Bagayoko with the able assistance of Ms. Karen Simms who led the development of the proposal. All three students became co-authors of refereed articles!

**31. Title: "Effects of Aerosol and Clouds Interactions on UV, PAR, and Crop Yields"**

Funding Agency: National Aeronautics and Space Administration (NASA)

Funding level: \$135,678, \$141,977, \$147,298 for 1996-97 to 1998-99

Duration: 1996 to 1997

Others: Project Director: Dr. C. H. Yang. Other investigators included D. S. Guo, D. Bagayoko, and scientists at Lawrence Livermore National Laboratory (LLNL). Bagayoko lent logistical support.

**30. Title: US Presidential Award for Excellence in SME Mentoring. NSF Award No. HRD-9612453**

Funding Agency: National Science Foundation (NSF)

Funding level: \$10,000

Duration: 1996-1998

Others: This funding was pursuant to Bagayoko's receipt of one of the first 10 individual, US Presidential Awards for Excellence in Science, Mathematics, and Engineering Mentoring. Funds were spent on mentoring, instructional enhancement, and professional development activities as per the award letter from NSF. This project partly led to the institutionalization of systemic mentoring at SUBR. Several publications (on teaching, mentoring, and learning) resulted from it.

**29. Title: "Materials Science Instrumentation for Research and Graduate Education," NSF Grant No. 9601860.**

Funding Agency: The National Science Foundation (NSF).

Funding Level: \$294,089

Duration: Fall, 1996 to Summer, 1998-Extended to 1999

Others: Dr. Bobba Rambabu was the director of this project that acquired state-of-the-art research instrumentation for the M.S. program. Bagayoko's role including bringing the guidelines from Washington to Dr. Bobba and assisting in the finalization of the proposal, written by Bobba and Saleem, and in supporting the implementation that was successfully completed. Other PIs include Drs. L. Henry, J. T. Wang, and Saleem Hasan.

**28. Title: "Enhancement of Physics Instruction (PHI-III) and Research"**

Funding Agency: Louisiana Board of Regents (LEQSF)

Funding level: \$170,000

Duration: July, 1996 to June 30, 1998

Others: Infrastructure enhancement project directed by Bagayoko. Several research active faculty members are also principal investigators. The project acquired high performance computing system [Silicon Graphics, Inc. (SGI) Origin 2000 server with seven (7) O2 workstations] for the M.S. program and the undergraduate program at SUBR. Six MS theses and numerous research articles have been made possible by the resulting High Performance Computing Lab (HPCL).

**27. Title: "NIST Fellows at the Timbuktu Academy"**

Funding Agency: National Institute of Standards and Technology (NIST)

Funding Level: \$11,5000 per year (SU Grant# 0951)

Duration: May, 1997 to December, 1997

Others: Project Director: D. Bagayoko; to support two (2) Academy Scholars for their summer research at the Physics Laboratory of NIST, Gaithersberg, Maryland.

**26. Title: "Enhancement of Physics Instruction at the CMSET"**

Funding Agency: US Department of Energy through the Center for Minorities in Science, Engineering, and Technology (CMSET) at the Southern University System.

Funding level: \$72,270 and \$61,049 respectively in 1995-96 and 1996-97.

Duration: Two years

Others: This component of CMSET was directed by Dr. Diola Bagayoko. The project upgraded the instructional computer laboratory of the Department, first established with another grant of Bagayoko in 1989.

**25. Title: "NIST Fellows at the Timbuktu Academy"**

Funding Agency: National Institute of Standards and Technology (NIST)

Funding Level: \$14,000 per year

Duration: January, 1996 to December, 1996

Others: Project Director: D. Bagayoko, two Student Fellows.

**24. Title: "Technology Integrated, Mathematics Empowered Science (TIMES)" Inservice for Grades 5 thru 8.**

Funding Agency: LaSIP and the Louisiana Board of Regents

Funding level: \$15,000 for 1996-97.

Duration: Summer 1996 to May 1997

Others: Project Co-directed by Mr. James Machen, the Principal of SUBR Laboratory School and D. Bagayoko, Department of Physics. Bagayoko led the development of the proposal. A 1997 update of this proposal, known as TIMES-II, has been funded by Exxon Foundation.

**23. Title: "Research Careers for Minority Scholars (RCMS): The Timbuktu Academy"**

NSF Award No. HRD-9108590.

Funding Agency: National Science Foundation (NSF)

Funding Level: \$65,550 per year (1991-93), and \$74,000 per year (1993-95)

Duration: September 1, 1991 - 1996

Others: Bagayoko (Director), Drs. J. D. Fan, B. Rambabu, Ali Fazely, Roy Goodrich (LSU), Doyle Temple (LSU) and others scientists and engineers served as research mentors to the Academy Scholars. This project led to the formal establishment of the Timbuktu Academy for systemic mentoring.

**22. Title: "NIST Summer Undergraduate Research Fellows (SURF)"**

Funding Agency: National Institute of Standards and Technology (NIST)

Funding Level: \$18,000 in 1992 (SU Grant# 0951); \$14,460 in 1993 (SU Grant# 0952),

\$33,600 in 1994 (SU Grant# 0953)

Duration: May 1993 - December 1993

Others: Project Director: D. Bagayoko. These projects supported the Summer research of two (2) to three (3) physics majors at NIST, Gaithersburg, MD.

**21. Title: "Materials Science Education and Research (MASER) at the Timbuktu Academy"**

Funding Agency: Louisiana Stimulus for Excellence in Research (LaSER) and National Science Foundation (NSF)

Funding Level: \$82,400

Duration: March 1, 1993 - December, 1995

Others: PIs: D. Bagayoko (Director), J. Fan, W. Brown, B. Rambabu

**20. Title: "SUBR-Model Institution for Excellence (MIE)" NSF Award No. HRD-9354120**

Funding Agency: National Science Foundation (NSF)

Funding Level: \$74,000 (and eligibility to apply for \$2.5 Million/year for 5 years)

Duration: Fall 1993 to Spring 1995

Others: While Bagayoko was a principal author of this planning proposal, the actual planning process was be directed by Dr. Robert L. Ford. Bagayoko served as the technical project director. Other key investigators include Dr. William E. Moore, Vice Chancellor for Academic Affairs, and Dr. V. T. Montgomery. The project developed a five year strategic plan for Science, Engineering, and Mathematics (SEM) education and research enhancement.

**19. Title: "Enhancement of Physics Instruction (PHI-II) and Research"**

Funding Agency: LEQSF (Louisiana Board of Regents)

Funding Level: \$100,000

Duration: July 1993 - June 1995

Others: Project Director: D. Bagayoko. This project acquired an IBM RISC/6000 for the Department of Physics and built the departmental local area network (LAN) and web site.

**18. Title: "Integrating Advanced Technology (Multimedia) Into Science Instruction"**

Funding Agency: US Department of Education

Funding Level: \$298,000

Duration: September 1993 - August 1996

Others: Project Director: Exie Ryder. D. Bagayoko is the PI from Physics. His contributions included responding to 1992 review comments and resubmitting the proposal. Involved units include Biology, Chemistry, Computer Science, Mathematics, and Physics.

**17. Title: "Interdisciplinary Approach to Teaching Science"**

Funding Agency: Louisiana Systemic Initiative (LaSIP), a State Systemic Program funded by NSF (\$10 Million), and Louisiana (\$10 Million)

Funding Level: \$170,000 per year

Duration: May 1993 - August 1995

Others: This in-service project was directed by Dr. Nusrat Naqvi, Biology. Other co-directors were Dr. Diola Bagayoko and Dr. Ella L. Kelley. Additional Investigators were Professor Huey Lawson and Dr. Ann Anderson. This 4 week and intensive (8 AM - 4 PM) teacher in-service program recruited and trained 33 4th-8th grade science teachers in the summer. Six follow-up workshops and regular classroom visits were other key features of this reform guided project. Dr. Bagayoko's role, in addition to serving as an instructor, included the development of cognitive science and pedagogy imbued guides for participant teachers and the development of a review, with colleagues, of the pertinent pedagogical and reform literature for participants' use. Both of these documents were produced and distributed to over 200 teachers in four states, in early 1993, before the official starting date of the project!

**16. Title: "SUBR Connection to NSFnet via SURAnet" NSF Award No. NCR-9119003**

Funding Agency: National Science Foundation (NSF)

Funding Level: \$35,051

Duration: April, 1992 - September, 1993.

Others: Project Director: Husam Yaghi; PIs: A. Johnson, I. Dabipi, and D. Bagayoko. Bagayoko's contributions include assistance in the proposal development. This project brought the first T1 line to SUBR and connected the entire campus to the Internet (and the World Wide Web).

**15. Title: "Research and Educational Analysis Program (REAP)"**

Funding Agency: National Aeronautics and space Administration (NASA)

Funding Level: \$180,000

Duration: March, 1992 - December, 1992.

Others: Officer in Charge, Dr. Robert L. Ford; Project Director Ms. Sandra Stewart; Project Advisor, D. Bagayoko, partly responsible for instrument design and for the analysis of the impact of research involvement, training, and mentoring on students. This partly led by and utilized the design of the Timbuktu Academy.

**14. Title: "Enhancement of Physics Instruction (PHI) and Research"**

Funding Agency: Louisiana Board of Regents (8(g)/LEQSF Program).

Funding Level: \$85,000

Duration: July 1, 1990 - December 31, 1991

Others: D. Bagayoko, PD & PI, I. Ruffin, PI. This project provided computers to all faculty members in order to promote the integration of same in instruction. (The students' lab was established in 1989 by the US ED grant listed below.)

**13. Title: "Computer and Laboratory Resources for Physics Instruction."**

Funding Agency: US Department of Education

Funding Level: \$110,000 for Computers and \$115,000 for Lab. Equipment

Duration: October 1989 - September 1991

Others: D. Bagayoko, PD & PI, and I. Ruffin Co-project investigator. This project established a first rate students' computer laboratory and provided new equipment for regular laboratories.

**12. Title: "Materials Science Education and Research (MASER) at the Timbuktu Academy"**

Funding Agency: Louisiana Stimulus for Excellence in Research (LaSER)  
and National Science Foundation (NSF)

Funding Level: \$30,000

Duration: May 1, 1991- December, 1992

Others: PIs: D. Bagayoko (Director), J. Fan, B. Rambabu. The project financially supported five (5) high school students and five (5) undergraduates that engaged in research.

**11. Title: "Advanced Materials Science Computations" -- LaSER**

Funding Agency: National Science Foundation/Louisiana EPSCOR

Funding Level: \$5,000

Duration: May 15, 1990 - April 15, 1991

Others: Other Principal investigators are Drs. S. Dhar and J. Fan

**10. Title: "National Conference of Blacks Physicists and of Black Physics Students"**

Funding Agency: NASA Johnson Space Center & Goddard Space Flight Center

Funding Level: \$10,000 JSC and \$5,000 GSFC

Duration: March 1990 - February 1991

Others: Funds for NSBP-90 and NCBPS-90 Conferences, March 1990, the first time for the two conferences to be jointly held for optimum interactions between the two groups (mentoring).

**9. Title: "Enhancement of Academic and Research Computing."**

Funding Agency: Louisiana Board of Regents -- LEQSF

Funding Level: \$250,000

Duration: July 1987 - June 1990

Others: While this investigator was the director of the project and had the overall responsibility for the development of the proposal, several other researchers made contributions to SUBR's efforts. The research section pertaining to this investigator consists of building the base at SUBR for advanced large-scale scientific computing. This project launched SUBR in the area of networking. By its end, underground conduits led to academic buildings, dormitories, etc. Over 40 personal computers were acquired and utilized in instruction, research, and proposal development!

**8. Title: "Electronic and Structural Properties of Materials."**

Funding Agency: Louisiana Board of Regents -- LEQSF

Funding Level: \$125,000

Duration: July 1987 - June 1990

Others: Pure research project directed by this investigator. Several publications resulted from this project.

**7. Title: "SUBR MRCE Planning Effort." NSF Award No. RII-8713637**

Funding Agency: National Science Foundation

Funding Level: \$75,000

Duration: June 1987 - November 1987

Others: This investigator was a PI along with three other faculty members. The project was directed by Dr. Robert L. Ford, in Chemistry. The development of the proposal involved other researchers in the Colleges of Sciences and Engineering. The research efforts of this investigator addressed the development and validation of survey instruments that conform to the standards of evaluative methods in developmental psychology and in teaching and learning.

**6. Title: "Integrating Advanced Technology into Science Instruction."**

Funding Agency: U.S. Department of Education

Funding Level: \$261,000

Duration: September 1988 - August 1991

Others: Bagayoko was a senior investigator on the project. The development of the proposal involved others in the College of Sciences. Dr. E. Ryder was the Project Director.

**5. Title: "Computer and Information Science and Engineering Planning." NSF Award No. CDA-8810781**

Funding Agency: The National Science Foundation

Funding Level: \$49,000

Duration: July 1988 - June 1989

Others: This project was directed by Drs. V.T. Montgomery and Dabipi. Bagayoko was a PI who also contributed to the proposal development.

**4. Title: "EPA Fellowships"**

Funding Agency: Environmental Protecting Agency

Funding Level: \$7,500 (\$2,500 per student)

Duration: 1986 - 1987; 1988 - 1989, and 1991 - 92

Others: Four physics students working under the direction of this researcher were awarded national EPA fellowships. This researcher was responsible for the proposal development and the supervision of students' research. Scholars: D. Wallace, Z. E. Gills, D. Washington, and A. Turner. Gills, Washington,

and Turner subsequently earned their Ph.D. degrees, in Physics, from Georgia Tech, the University of Houston, and Georgia Tech, respectively.

**3. Title: "Aurora and Airglow Modeling"**

Funding Agency: Business Concerns

Funding Level: \$48,000

Duration: 1984 - 1985

Others: This investigator was a PI on the project directed by Dr. W. E. Collins.

**2. Title: "The Total Energy of Iron"**

Funding Agency: SUBR

Funding Level: \$4,700

Duration: Fall 1985 - June 1986

**1. Title: "Variational Solutions of the Dirac Equation"**

Funding Agency: SUBR

Funding Level: \$10,000

Duration: Fall 1984 - June 1985

Others: Publication with students.

**RESEARCH PERFORMANCE (as per Publications)**

*[For, I learned it from Dr. Youmouss Dicko and Dr. Moussa Maiga (ENSUP, Mali, West Africa), Drs. James McCleanam and Yong Wook Kim (Lehigh Univ., PA, USA), and the late Boyd Professor Joseph Callaway (LSU, LA, USA)]*

**Mostly Physics Publications** [Scientific/technical & mostly refereed articles/papers. Please also see , farther below, scholarly publications on teaching, mentoring, and learning (TML).]

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11. "Retention Revisited." D. Bagayoko and Ella L. Kelley. Proceedings, Retention 2000, October 14, 1992. Office of Minority Student Education, Division of Academic Affairs, University of Maryland at College Park, College Park, MD 20742.
10. Co-author, with Professor Ora Plummer as the first author, of a 200 page writing book entitled Writing for Success. Publisher: McGraw Hill, ISBN: 0-07-154196-9 (1998).

09. "Strategic Implementation Plan for the Ph.D. Program in Science and Mathematics Education (SMED) at Southern University and A&M College." D. Bagayoko, 1998 [Approved by the Southern University System Board of Supervisors and the Louisiana Board of Regents for the establishment of the program.]

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05. "The Making of Minority Scientists and Engineers for the 21st Century at Southern University and A&M College: The Paradigm of the Timbuktu Academy." D. Bagayoko, Invited Paper at the 1992 National Conference of the National Organization for the Professional Advancement of Black Chemists and Chemical Engineers (NOBCChE), New Orleans, LA, Pages 1-28, April 23, 1992

04. "The Versatility and Wonders of Physics." D. Bagayoko, Pages 1-9, 1991 and 1994.

03. Proceedings, Fifth Annual College of Sciences Symposium, February 6-8, 1991. Editor (With Professor Ineatha Ruffin as Co-Editor) of the 91 page proceedings entitled: "The Versatility and Wonders of Physics."

02. "Louisiana Education Quality Support Fund (LEQSF): Priorities and Procedures for Allocation." D. Bagayoko, Pages 1-31, April 10, 1987.

01. "Prosperity Through Academic Excellence." G. D'Amour, D. Bagayoko et al. A Working Paper Developed for Louisiana Board of Regents, April (1987).

#### **OTHER PUBLICATION (book authorship and "Editorship")**

Co-Editor, International Journal of Modern Physics B, Vol. 13, Nos. 29, 30, & 31, 1999: refereed proceedings of the 2<sup>nd</sup> International Conference on "New Theories, Discoveries, and Applications of Superconductors and Related Materials" (May 31-June 4, 1999), Circus Circus Hotel, Las Vegas, Nevada.

#### **PROFESSIONAL CONFERENCES AND PRESENTATIONS**

*(For one goes to take and, occasionally, to give)*

When a list of presenters is not given below, it means that D. Bagayoko was the sole speaker

649. July 22, 2019, LS-PAC MODELS Conference, Baton Rouge Marriott, Baton Rouge, LA, "Mentoring With a Purpose," D. Bagayoko. One and ½ hour invited presentation to 50 university faculty, staff, and administrators. [Invited & Local]

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648. July 22, 2019, LS-PAC MODELS Conference, Baton Rouge Marriott, Baton Rouge, LA, "*The Ten-Strand Systemic Mentoring Model of the Timbuktu Academy and LS-LAMP*," D. Bagayoko. One and ½ hour invited presentation to 60 university faculty, staff, and administrators. [Invited & Local]

647. July 16, 2019, The Yes Academy ACT Boot Camp, McKinley High School, Baton Rouge, LA, "*Mastering Trigonometry in a Few Hours*," D. Bagayoko. One three-hour invited presentation to 40 high school students, one (1) instructor, and one (1) teacher assistant. [Invited & Local]

646. July 15, 2019, The Yes Academy ACT Boot Camp, McKinley High School, Baton Rouge, LA, "*Solving Trigonometric Problems*," D. Bagayoko. One three-hour invited presentation to 40 high school students, one (1) instructor, and one (1) teacher assistant. [Invited & Local]

645. May 26, 2019, Embassy of Mali, Washington, D.C, "*The Role of the Diaspora in the Development of Mali*," D. Bagayoko. Invited presentation to 30 representatives of the Malian Diaspora in the United States (US) and Embassy Officials. [National and International]

644. March 25, 2019, Glenbrook School, Minden, LA, "*Careers in Science, Technology, Engineering and Mathematics (STEM) and the Mathematics and English it Takes*," D. Bagayoko. Invited presentation to 22 6<sup>th</sup> graders and two (2) teachers. [Invited & Local]

643. March 6, 2019, American Physical Society (APS) March Meeting, Boston, MA, "*Ab-initio Calculations of Electronic Properties of Orthorhombic Tin Selenide (SnSe)*," Y. Malozovsky, M. Shaibu, L. Franklin, and D. Bagayoko. [National and International]

642. February 24, 2019, Event Hall, 902 Cooper Street, Memphis, TN, "*The Law of Human Performance and Excelling in College and SUBR Quality Programs*," D. Bagayoko. Invited presentation to 20 students and parents and two (2) alumni. [Invited & Local]

641. February 13, 2019, St. Edmund Catholic School, Eunice, LA, "*The Ways and Means for Academic Excellence by Design*," D. Bagayoko. Invited presentation to 15 teachers and one (1) administrator. [Invited & Local]

640. January 22, 2019, Our Lady of Prompt Succor, Chalmette, LA, "*Careers in Science, Technology, Engineering and Mathematics (STEM) and the Mathematics and English it Takes*," D. Bagayoko. Two (2) invited presentations to 34 sixth graders [Two (2) classes of 17 students]. [Invited & Local]

639. January 3, 2019, Northdale Superintendent's Academy, Baton Rouge, LA, "*Academic Excellence by Design: Passing Standardized Tests*," D. Bagayoko. Invited presentation to 25 teachers and administrators. [Invited & Local]

638. December 7, 2018, JCFA-West Non-Traditional High School, Harvey, LA, "*Careers in Science, Technology, Engineering and Mathematics and the English and Mathematics it Takes*," D. Bagayoko. Invited presentation to 30 ninth through twelfth graders (15 African Americans/15 Caucasians and 15 males/15 females), and 5 teachers and counselors. [Invited & Local]

637. November 23, 2018, Hyatt Regency Hotel, New Orleans, LA, "*Reasons to Select SUS and SUBR for Undergraduate Studies*" D. Bagayoko. Invited presentation to 20 high-performing high school seniors, 20 parents, 8 SUBR Honors College Ambassadors, 4 SU officials, 6 Student and Enrollment Management officials from SUBR, SUNO, and SUSLA [Invited & Local]

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636. October 22, 2018, Abbeville High School, Abbeville, LA, "*Ways and Means of Academic Excellence For All: Passing Standardized Tests*," D. Bagayoko. Invited presentation to 35 teachers and one (1) principal. [Invited & Local]

635. October 13, 2018, Eisenhower High School, Houston, TX, "*STEM at Southern University and A&M College in Baton Rouge, LA*," D. Bagayoko. Invited presentation to 20 high school students, 10 parents and 5 members of the SU Alumni Federation [Invited & National]

634. September 18, 2018, Southern University Recruitment Event, Baton Rouge, LA, "*Excellence by Design at the Timbuktu Academy and LS-LAMP*," L. Franklin and D. Bagayoko. Invited presentation to 60 Southern University Laboratory High School Juniors and Seniors and ten (10) faculty and staff members from Southern University. [Invited & Local]

633. September 5, 2018, Annual Academic Kickoff, President's Award Program for STEM (PAP-STEM) Program, University of Chicago (UIC), Chicago, Il, "*Empowerment for Superior Learning in STEM*," D. Bagayoko. Invited presentation to 60 undergraduate students and 10 faculty members at the UIC. [Invited & National]

632. August 16, 2018, The Freshman Academy's 2018 Inaugural Mentoring Millennials Summit: The Power of Mentoring: Access, Progression, and Retention, University Event Center, Southern University and A&M College, Baton Rouge, LA, "*Integrating Theories into Mentoring*," D. Bagayoko. One-hour invited presentation to 28 Freshman Academy Mentors and eight (8) faculty and staff members from Southern University. [Invited & Local]

631. July 12, 2018, Cheick Anta Diop University (UCAD), Dakar, Senegal, West Africa, "*Understanding Density Functional Theory (DFT) and Completing it in Practice*," D. Bagayoko. One-hour invited presentation to 10 faculty members and 100 physics graduate students. [Invited & International]

630. July 5, 2018, The Freshman Academy and the Yes Academy ACT Boot Camp, Room 236 Harris Hall, Southern University and A&M College, Baton Rouge, LA, "*Trigonometry for All*," D. Bagayoko. One two-hour invited presentation to 30 high school students, one (1) instructor, and one (1) teacher assistant. [Invited & Local]

629. July 2, 2018, The Freshman Academy and the Yes Academy ACT Boot Camp, Room 236 Harris Hall, Southern University and A&M College, Baton Rouge, LA, "*Trigonometry for All*," D. Bagayoko. One two-hour invited presentation to 30 high school students, one (1) instructor, and one (1) teacher assistant. [Invited & Local]

628. June 16, 2018, The Freshman Academy and the Yes Academy ACT Boot Camp Mid-Term Ceremony, Event Center, Southern University and A&M College, Baton Rouge, LA, "*Sustained Efforts Beget Excellence*," D. Bagayoko. Invited presentation to 150 High School students, parents, and instructor. [Invited & Local]

627. June 13, 2018, Iberville Charter Academy, Plaquemine, LA, "*Scientist and as an Educator (STEAM/STEM) Physics Critical Learning Power of Law over Human Performance*," D. Bagayoko. Invited presentation to 40 first through seventh graders and three (3) teachers. [Invited & Local]

626. April 4, 2018, College Night at Southern University and A&M College, Smith-Brown Memorial Union Cotillion Ballroom, "*Attending Southern University*," D. Bagayoko. Invited presentation to 100 prospective college students, 70 parents and 30 University Officials. [Invited & Local]

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625. April 4, 2018, St. Catherine of Siena, Metairie, LA, "*The Scientific Method for All*," D. Bagayoko. Invited presentation to 90 sixth grade students and three (3) teachers. [Invited & Local]
624. March 25, 2018, Lafayette Alumni Recruitment and Scholarship Banquet, Garden Plaza Hotel and Conference Center, Lafayette LA, "*Studying at Southern University and A&M College*," D. Bagayoko. Invited presentation to 20 prospective high school students, 10 parents, and 30 members of the Southern University (SU) Alumni Chapter of Lafayette, LA. [Invited & Local]
623. March 21, 2018, D. M. R. Spikes Honors College, Baton Rouge, LA, "*Attending College and Majoring in Science, Technology, Engineering and Mathematics (STEM)*," D. Bagayoko. Invited presentation to 45 high school students, three (3) teachers and one (1) faculty member from Scotlandville Magnet High and the Southern University Laboratory School. [Invited & Local]
622. March 5-9, 2018, American Physical Society (APS) March Meeting, Los Angeles, CA, "*Ab-initio Calculations of Electronic Properties of Tin Selenide (SnSe)*," Y. Malozovsky, L. Franklin, and D. Bagayoko. [National and International]
621. March 5-9, 2018, American Physical Society (APS) March Meeting, Los Angeles, CA, "*Ab-initio Calculations of Electronics, Transport and Related Properties of Hexagonal Boron Nitride (h-BN)*," C. Bamba, Y. Malozovsky, A. Stewart, and D. Bagayoko. [National and International]
620. March 5-9, 2018, American Physical Society (APS) March Meeting, Los Angeles, CA, "*Ab-initio Computations of Electronic, Transport and Bulk Properties of Magnesium Sulfide (MgS) in Rock Salt Structure*," U. Bhandari, Y. Malozovsky, L. Franklin, and D. Bagayoko. [National and International]
619. March 5-9, 2018, American Physical Society (APS) March Meeting, Los Angeles, CA, "*Ab-initio Calculations of Electronics, Transport and Related Properties of Hexagonal Chromium Disilicide (CrSi<sub>2</sub>)*," S. Mathias, Y. Malozovsky, S. Mathias, and D. Bagayoko. [National and International]
618. March 5-9, 2018, American Physical Society (APS) March Meeting, Los Angeles, CA, "*Fifty Years of an Understandable Misunderstanding of Density Functional Theory (DFT)*," D. Bagayoko. [National and International]
617. March 5-9, 2018, American Physical Society (APS) March Meeting, Los Angeles, CA, "*Ab-initio Calculations of Electronic, Transport and Bulk Properties of Pyrite FeS<sub>2</sub>*," D. Banjara, Y. Malozovsky, L. Franklin, and D. Bagayoko. [National and International]
616. March 2-3, 2018, Louisiana Collegiate Honors Council (LCHC) Conference, Southern University and A&M College, Baton Rouge, LA. Invited Presentation: "*Academic and Professional Excellence by Design*," Diola Bagayoko. Invited presentation to honor's students, university officials and administrators [Invited & Local]
615. February 9-11, 2018, Georgia Institute of Technology, Atlanta, GA. Invited Presentation: "*PILLARS OF SUCCESS: Ten (10) Strand Systemic Mentoring Model of LS-LAMP*," Anthony Stewart and Diola Bagayoko. Invited presentation to students, university officials and administrators [Invited & National]
614. February 2, 2018, Houma Christian School, Houma, LA. Invited Presentation: "*The Scientific Method for All*," Diola Bagayoko. Invited presentation to 45 middle school students (4<sup>th</sup> graders) and 2 teachers. [Invited & Local]

613. January 12-13, 2018, Dallas, TX. Keynote Speaker: *"Prospective College Students-SU is the Best Value to Buy,"* Diola Bagayoko. Invited presentation to 30 high school students, parents and SU Alumni of the SU Alumni Chapter of Dallas, TX. [Invited & National]

612. January 3, 2018, Brighter Horizon School, Baton Rouge, LA. Invited Presentation: *"Careers in Science & Engineering and the English and Mathematics it takes,"* Diola Bagayoko. Invited presentation to 15 teachers. [Invited & Local]

611. December 28, 2017, Jackson, LA. Invited Presentation: *"Studying at Southern University and A&M College,"* Diola Bagayoko. Invited presentation to 20 high school students and parents. [Invited & Local]

610. December 7, 2017, Crown Plaza Memphis Downtown, Memphis, TN. Keynote Speaker: *"21<sup>st</sup> Century Opportunities in STEM,"* Diola Bagayoko. Invited presentation to 22 high school students and 10 parents and SU Alumni of the SU Alumni Chapter of Memphis, TN. [Invited & National]

609. October 10, 2017, Lake Castle Madisonville Private, Madisonville, LA. Invited Presentation: *"The Scientific Method for All,"* Diola Bagayoko. Invited presentation to 15 middle school students and teachers. [Invited & Local]

608. October 5-8 2017, Louis Stokes Midwest Center of Excellence (LSMCE) Annual Conference, Indianapolis, IN. Invited Presentation: *"Excellence in Systemic Mentoring,"* Diola Bagayoko. Invited presentation to students, university officials and administrators [Invited & Local]

607. September 21, 2017, Glasgow Middle School, Baton Rouge, LA. Invited Presentation: *"Careers in Science and Engineering,"* Diola Bagayoko. Invited presentation to 200 middle school students, parents, and teachers. [Invited & Local]

606. September 15, 2017, Massa Makan Diabate' High School, Bamako, Mali. Invited Presentation: *"The Law of Human Performance and the Making of Superior Students."* Audience: 25 high school mathematics, physics, and chemistry teachers. A two hour presentation (11:00 AM – 1:00 PM); [Invited & International]

605. July 15, 2017, Closing Session of the Summer Academic Enrichment Program of YES and the Timbuktu Academy, in the Dining Hall of McKinley High School. Presentation: *"The necessity for sustaining the commendable efforts after the end of the summer program,"* by Dr. Diola Bagayoko. Audience: 100 High School Students and 100 or more parents. [Invited & Local]

604. July 13, 2017, In a classroom of McKinley High School. Five (5) hour Lecture and Activities on *"Trigonometry for all," a masterful introduction and mastery development in trigonometry for 35 high school students,* led by Dr. Diola Bagayoko, using his manual entitled "Trigonometry for All," which utilizes the unit circle and complex numbers to take rote memorization out of trigonometry. [Invited & Local]

603. June 23, 2017, Mid-Term Breakfast of the Summer Academic Enrichment Program of YES and the Timbuktu Academy, in the Event Center at Southern University and A&M College in Baton Rouge (SUBR). Presentation: *"The urgency for increasing our efforts in studying and homework completion,"* by Dr. Diola Bagayoko. Audience: 100 High School Students and their 100 or more parents. [Invited & Local]

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602. June 4, 2017, Opening program of the Summer Academic Enrichment Program of Youth Educational Services (YES) and the Timbuktu Academy, at 3:00 PM, in McKinley High School Auditorium. Presentation: "*The Law of Human Performance and Academic Excellence by Design*," by Dr. Diola Bagayoko. Audience: 100 High School Students and their 100 or more parents. [The presence of at least one parent/guardian is required at all functions of the program.] [Invited & Local]
601. May 23, 2017, College of Science and Technology, University of Sciences, Techniques, and Technologies of Bamako (USTTB). Public Conference: "*Studying in the US after the Bachelor degree – with the financial support of a teaching or research assistantship*," By Dr. Diola Bagayoko. Audience: Over 100 undergraduate and graduate students of the College of Science and Technology, along with 30 faculty members and administrators. [Invited & International]
600. May 17, 2017, College of Science and Technology, University of Sciences, Techniques, and Technologies of Bamako (USTTB). Technical Presentation: "*A Historic Overview and Fundamentals of Density Functional Theory (DFT)*," by Dr. Diola Bagayoko. Audience: 27 Faculty members and graduate students from the Department of Physics. [Invited & International]
599. May 11, 2017, Scotlandville Magnet Pre-Engineering Academy. Invited Presentation: "*Mathematics, Science, and Engineering (MS&E) for a Better Life*," Diola Bagayoko. Invited presentation to 55 fifth graders and two teachers. [Invited & Local]
598. May 10, 2017, Baton Rouge College Preparatory Charter School, Southern University and A&M College, Baton Rouge, LA. Invited Presentation: "*Mathematics, Science, and Engineering (MS&E) for a Better Life*," Diola Bagayoko. Invited presentation to 56 sixth graders and six (6) teachers. [Invited & Local]
597. May 4, 2017, 2017 Awards Programs, Jefferson Dollars for Scholars, Metairie, LA. Invited Presentation: "*Joining the Jaguar Nation in the D. M. R. Spikes Honors College at SUBR*," Diola Bagayoko. Invited presentation to 50 graduating seniors and 100 parents and teachers. [Invited & Local]
596. May 1, 2017, John L. Ory School, LaPlace, LA. Invited Presentation: "*The Scientific Method for All*," Diola Bagayoko. Invited presentation to 54 fifth graders and two teachers. [Invited & Local]
595. March 31, 2017, Holy Family Catholic School, Lafayette, LA. Invited Presentation: "*The Scientific Method for All*," Diola Bagayoko. Invited presentation to 24 fifth graders and two teachers. [Invited & Local]
594. March 14, 2017, Baton Rouge International School, Baton Rouge, LA. Invited Presentation: "*The Versatility and Wonders of Physics*," Diola Bagayoko. Invited presentation to 45 high school students and three (3) teachers. [Invited & Local]
593. March 17, 2017, 74<sup>th</sup> Joint Annual BKX/NIS Conference, Baton Rouge, LA. Invited Workshop Presentation: "*The Law of Human Performance*," Diola Bagayoko. Workshop presentation to 15 undergraduate and graduate students, faculty and administrator. [Invited, National and International]
592. March 14, 2017, Baton Rouge International School, Baton Rouge, LA. Invited Presentation: "*The Versatility and Wonders of Physics*," Diola Bagayoko. Invited presentation to 45 high school students and three (3) teachers. [Invited & Local]

591. March 13-17, 2017, American Physical Society (APS) March Meeting, New Orleans, LA, "*A Solution to the Band Gap and Related Problems in Density Functional Theory (DFT)*," D. Bagayoko. [National and International]

590. March 13-17, 2017, American Physical Society (APS) March Meeting, New Orleans, LA, "*DFT Predictions of Electronic, Transport, and Bulk Properties of Cubic Antifluorite  $A_2$  {B Compounds ( $A$ ) = {Li, Na, B} = {O,S,Se} }*," Y. Malozovsky, L. Franklin, and D. Bagayoko. [National and International]

589. March 13-17, 2017, American Physical Society (APS) March Meeting, New Orleans, LA, "*Ab-initio Computations of Electronic, Transport, and Structural Properties of Zinc Blende Beryllium Selenide (Zb-bese)*," R. Inakpenu, C. Bamba, I. Nwigboji, L. Franklin, Y. Malozovsky, G. Zhao, and D. Bagayoko. [National and International]

588. March 13-17, 2017, American Physical Society (APS) March Meeting, New Orleans, LA, "*Accurate Electronic, transport, and Related Properties of Wurtzite Beryllium Oxide (w-BeO)*," C. Bamba, R. Inakpenu, Y. Diakite, Y. Malozovsky, L. Franklin, and D. Bagayoko. [National and International]

587. March 13-17, 2017, American Physical Society (APS) March Meeting, New Orleans, LA, "*First-principles studies of electronic, transport and bulk properties of pyrite  $FeS_2$* ," D. Banjara, A. Mbolle, Y. Malozovsky, L. Franklin, and D. Bagayoko. [National and International]

586. March 13-17, 2017, American Physical Society (APS) March Meeting, New Orleans, LA, "*Ab-initio Computation of the Electronic, transport, and Bulk Properties of Calcium Oxide*," A. Mbolle, D. Banjara, Y. Malozovsky, L. Franklin, and D. Bagayoko. [National and International]

585. March 11, 2017, Ruston, Louisiana, 91<sup>th</sup> Annual Meeting Louisiana Academy of Sciences, "*Accurate Electronic, transport, and Related Properties of Wurtzite Beryllium Oxide (w-BeO)*," C. Bamba, R. Inakpenu, Y. Diakite, Y. Malozovsky, L. Franklin, and D. Bagayoko. [State]

584. March 11, 2017, Ruston, Louisiana, 91<sup>th</sup> Annual Meeting Louisiana Academy of Sciences, "*DFT predictions of electronic, transport, and bulk properties of cubic antifluorite  $A_2B$  compounds ( $A=Li, Na, B=O, S, Se$ )*," Y. Malozovsky, A. Goita, I. Nwigboji, O. Kayode, W. Lynn, B. Khamala, J. Ziegler, D. Polin, L. Franklin, C. Ekuma and D. Bagayoko [State]

583. March 11, 2017, Ruston, Louisiana, 91<sup>th</sup> Annual Meeting Louisiana Academy of Sciences, "*First-principle studies of electronic, transport and bulk properties of pyrite  $FeS_2$* ," D. Banjara, Y. Malozovsky, A. Mbolle, L. Franklin and D. Bagayoko [State]

582. March 11, 2017, Ruston, Louisiana, 91<sup>th</sup> Annual Meeting Louisiana Academy of Sciences, "*Ab-initio computations of electronic, transport, and structural properties of zinc-blende beryllium selenide (zb-BeSe)*," R. Inakpenu, I. Nwigboji, G. L. Zhao, Y. Malozovsky, C. Bamba, L. Franklin and D. Bagayoko [State]

581. March 10, 2017, Holy Family Catholic School, Lafayette, LA. Invited Presentation: "*The Scientific Method for All*," Diola Bagayoko. Invited presentation to 25 second graders and two teachers. [Invited & Local]

580. March 7, 2017, Advanced Modeling Workshop – Consortium for Materials and Energy Security (CMAES), Lawrence Livermore National Laboratory (LLNL), Livermore, California. Invited Presentation: "*Understanding Density Functional Theory (DFT) and Completing It in Practice: Accurate, Ab-initio, Predictive, Self-Consistent Calculations of Properties of Materials*," Diola

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Bagayoko. Invited presentation to 16 research scientists (eight (8) from HBCU's, seven (7) from LLNL and one (1) graduate student). [Invited & Local]

579. February 21, 2017, Polaris Engineering, Lake Charles, LA. Two (2) Invited Presentation: "*The Scientific Method for All*," Diola Bagayoko. Two (2) Invited presentations to 35 third through sixth grade students. [Invited & Local]

578. February 17, 2017, Saviors' Days 2017 Ministry of Education Teach Workshop, Detroit, Michigan, "*The Law of Human Performance and Applications in Teaching, Mentoring, Parenting and Learning for Academic Excellence*," D. Bagayoko. Invited presentation to 60 teachers. [National and International]

577. January 9, 2017, Baton Rouge Center for Visual & Performing Arts. Invited Presentation: "*The Scientific Method for All*," Diola Bagayoko. Invited presentation to 67 fifth graders (½ African American and ½ Caucasian; ½ female and ½ male) and three (3) teachers. [Invited & Local]

576. January 5, 2017, Brighter Horizon School: Invited Presentation: "*Academic Excellence for All: How to Ensure Every Child is Reaching their Maximum Potential*," Diola Bagayoko. Invited presentation to 15 parents. [Invited & Local]

575. December 15, 2016, Brighter Horizon School. Invited Presentation: "*Academic Excellence, Passing Standardized Tests*," Diola Bagayoko. Invited presentation to 15 teachers and one (1) principal. [Invited & Local]

574. October 21, 2016, Louisiana Math, Science, and Arts School. Invited Presentation: "*Careers in Science and Engineering and the English and Mathematics it Takes*," Diola Bagayoko. Invited presentation to 25 high school juniors and seniors and three (3) teachers. [Invited & Local]

573. October 4, 2016, Spanish Lake Primary. Invited Presentations: "*The Scientific Method for All*," Diola Bagayoko. Two invited (2) presentations to 40 5<sup>th</sup> graders and two (2) teachers and 48 5<sup>th</sup> graders and three (3) teachers. [Invited & Local]

572. September 20, 2016, Lake Castle Madisonville Private School. Invited Presentations: "*The Scientific Method for All*," Diola Bagayoko. Two invited (2) presentations. Audience: 20 students (10 - 3<sup>rd</sup> graders and 10 - 6<sup>th</sup> graders) and one (1) teacher. [Invited & Local]

571. August 5, 2016, International Conference Center, Bamako, Mali. A plenary session presentation at the 2016 Malian Symposium on Applied Sciences. Invited Presentation: "*Understanding the Relativistic Generalization of Density Functional Theory (DFT) and Completing it in Practice*," Diola Bagayoko. Audience: 150 faculty members, students and researchers. [Invited & International]

570. July 31, 2016, International Conference Center, Bamako, Mali. A plenary session presentation at the 2016 Malian Symposium on Applied Sciences. "*Networking and the Roles of Universities Facing the Challenges of Sustainable Development in this Millennium*," Diola Bagayoko. Audience: 350 faculty, students and others. [Invited & International]

569. July 11, 2016, Fall 2016 STEM Freshman Orientation, Southern University Center for Undergraduate Student Achievement (CSUA), Pinchback Engineering Building, Southern University, Baton Rouge, LA. Invited Presentation: "*Careers in Science and Engineering*," Diola Bagayoko. Audience: 43 students and faculty members. [Invited & Local]

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568. June 16, 2016, Trinity Educational Enrichment Program. Invited Presentation: *"Careers in Science and Engineering and the English and Mathematics It Takes,"* Diola Bagayoko. Two invited (2) presentations to 100 5<sup>th</sup> – 8<sup>th</sup> graders (All African American [50 Males and 50 Females]). [Invited & Local]

567. May 18, 2016, National Forum on Teaching and Learning in STEM, Onomo Hotel in Bamako, Mali, "Scientific Approach to Teaching and Learning in STEM from K to Graduate School," D. Bagayoko. Audience: 50 faculty members and 50 graduate students. Audience: 100 officials of the Ministry of Scientific Research, university administrators and professors. [National and International]

566. April 21, 2016, *Webcast hosted by the American Association for the Advancement of Science (AAAS)* in commemoration of the 20th Anniversary of the first US Presidential Award for Excellence in Science, Mathematics, and Engineering Mentoring (PAESMEM) awards and the 25th Anniversary of the AAAS Lifetime Mentor Awards. *"Best Practices in Systemic Mentoring"* D. Bagayoko. [National and International] On-site Audience: 90 officials of the National Science Foundation (NSF), officials of AAAS, PAESMEM and AAAS mentoring award winners from across the country and agencies, universities, etc. This on-site audience was in addition to the national webcast audience.

565. April 16, 2016, NSF International Mentoring Symposium, Stillwater, OK, *"Promoting the Participation of Underrepresented Minority Students in International Research,"* D. Bagayoko. Audience: 120 educational program officers, university professors, and community organizations involved in international research experiences for undergraduates. [National and International]

564. March 21, 2016, Anacoco Elementary School. Invited Presentation: *"Scientific Method for All,"* Diola Bagayoko. Two invited (2) presentations to 70 4<sup>th</sup> graders (two [2] blacks) and six (6) teachers and 85 5<sup>th</sup> graders (two [2] blacks) and three (3) teachers. [Invited & Local]

563. March 14-18, 2016, American Physical Society (APS) March Meeting, Baltimore, MD, *"Ab-initio Calculations of Electronic Properties of Calcium Fluoride (CaF<sub>2</sub>),"* B. Bohara, L. Franklin, Y. Malozovsky, and D. Bagayoko. [National and International]

562. March 14-18, 2016, American Physical Society (APS) March Meeting, Baltimore, MD, *"Comparisons of Accurate Electronic, Transport, and Bulk Properties of XP (X= B, Al, Ga, In),"* Y. Malozovsky, J. Ejembi, A. Saliev, L. Franklin, and D. Bagayoko. [National and International]

561. March 14-18, 2016, American Physical Society (APS) March Meeting, Baltimore, MD, *"Ab-initio Calculation of Optoelectronic and Structural Properties of Cubic Lithium Oxide (Li<sub>2</sub>O),"* J. Ziegler, D. Polin, Y. Malozovsky, and D. Bagayoko. [National and International]

560. March 14-18, 2016, American Physical Society (APS) March Meeting, Baltimore, MD, *"Ab-initio Density Functional Theory (DFT) Studies of Electronic, Transport, and Bulk Properties of Sodium Oxide (Na<sub>2</sub>O),"* D. Polin, J. Ziegler, Y. Malozovsky, and D. Bagayoko. [National and International]

559. March 14-18, 2016, American Physical Society (APS) March Meeting, Baltimore, MD, *"Ab-initio Electronic, Transport and Related Properties of Zinc Blende Boron Arsenide (zb-BAs),"* I. H. Nwigboji, Y. Malozovsky, and D. Bagayoko. [National and International]

558. March 14-18, 2016, American Physical Society (APS) March Meeting, Baltimore, MD, *"Accurate Electronic, Transport, and Bulk Properties of Wurtzite Beryllium Oxide (BeO),"* C. O. Bamba, Y. Malozovsky, L. Franklin, and D. Bagayoko. [National and International]

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557. March 14-18, 2016, American Physical Society (APS) March Meeting, Baltimore, MD, "*Ab-Initio Computations of Electronic and Related Properties of cubic Lithium Selenide (Li<sub>2</sub>Se)*," A. Goita, I. H. Nwigboji, Y. Malozovsky, and D. Bagayoko. [National and International]
556. March 14-18, 2016, American Physical Society (APS) March Meeting, Baltimore, MD, "*Understanding the Relativistic Generalization of Density Functional Theory (DFT) and Completing it in Practice*," D. Bagayoko. [National and International]
555. March 10, 2016, St. Ann School, Metairie, LA. Invited Presentation: "*Scientific Method for All*," Diola Bagayoko. Audience: 100 5<sup>th</sup> graders (1 Black and 99 Caucasian) and six (6) Caucasian Teachers. [Invited & Local]
554. March 9, 2016, Holy Family Catholic School, Lafayette, LA. Invited Presentation: "*Scientific Method for All*," Diola Bagayoko. Audience: 26 3<sup>rd</sup> and 4<sup>th</sup> graders and three (3) teachers and 20 2<sup>nd</sup> graders and two (2) teachers (All African American). [Invited & Local]
553. March 2-4, 2016. NNSA's Consortium of Materials and Energy Security. Prairie View A&M University, Houston, TX. "*Consortium for Materials and Energy Security at SUBR*," Diola Bagayoko. Audience: Consortium members [Invited & National]
552. February 26-27, 2016. Annual Conference of the Louisiana Council of Honors Colleges. Grambling State University (GSU), Grambling, LA. "*The Law of Human Performance & Excellence by Design*," Diola Bagayoko. Audience: 40 Honors College students [Invited & State]
551. February 25, 2016, Oberlin Elementary, Oberlin, LA. Invited Presentation: "*Scientific Method for All*," Diola Bagayoko. Audience: 2 groups - 110 2<sup>nd</sup>, 3<sup>rd</sup>, and 4<sup>th</sup> graders and five (5) teachers/ 100 5<sup>th</sup> and 6<sup>th</sup> graders and five (5) teachers. [Invited & Local]
550. February 16, 2016, Lake Castle Madisonville Private School, Madisonville, LA. Invited Presentation: "*Scientific Method for All*," Diola Bagayoko. Audience: 25 students and 1 teacher. [Invited & Local]
549. February 10, 2016, A Black History Month Presentation, Greater Mount Carmel Baptist Church, Baton Rouge, LA. Invited Presentation: "*An Education Heritage of Blacks: The Universities of Timbuktu*," Diola Bagayoko. Audience: 20 K-12 students and 30 parents. [Invited & Local]
548. February 10, 2016, A Black History Month Presentation, Greater Mount Carmel, Baton Rouge LA. Invited Presentation: "*An Education Heritage of Blacks: The Universities of Timbuktu*," Diola Bagayoko. Audience: 20 children and 40 adults. [Invited & Local]
547. February 2, 2016, Young Engineers Society, SEED Center, Lake Charles, LA. Invited Presentation: "*Scientific Method for All*," Diola Bagayoko. Audience: 20 5<sup>th</sup> and 6<sup>th</sup> grade students and 1 teacher. [Invited & Local]
546. January 15, 2016, Anacoco Elementary School. Invited Presentation: "*Scientific Method for All*," Diola Bagayoko. Two invited (2) presentations to 150 elementary students and 2 teachers. [Invited & Local]
545. December 10, 2015, Our Lady of Prompt Succor, Chalmette, LA. Invited Presentation: "*Scientific Method for All*," Diola Bagayoko. Two invited (2) presentations to two (2) groups of 50 middle school students and 1 teacher. [Invited & Local]

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544. December 8, 2015, Doyle Elementary, Livingston, LA. Invited Presentation: "*Scientific Method for All*," Diola Bagayoko. Audience: 58 elementary school students, accompanied by parents. [Invited & Local]

543. October 16, 2015. Wilbert Clark Chemistry Symposium. Southern University and A&M College. Baton Rouge, LA. "*Microwave Properties of Long Carbon Nanotubes (Length ~100 nm, OD 8-15nm) – Epoxy Composites*." K. Li, G. Zhao, and D. Bagayoko [Local]

542. October 16, 2015. Wilbert Clark Chemistry Symposium. Southern University and A&M College, Baton Rouge, LA. "*Ab-initio Calculations of Electronic Properties of Calcium Fluoride (CaF<sub>2</sub>)*," B. Bohara, L. Franklin, Y. Malozovsky and D. Bagayoko [Local]

541. October 16, 2015. Wilbert Clark Chemistry Symposium. Southern University and A&M College. Baton Rouge, LA. "*Microwave Properties of Long Carbon Nanotubes (Length ~100 nm, OD 8-15nm) – Epoxy Composites*." K. Li, G. Zhao, and D. Bagayoko [Local]

540. October 9-11, 2015. 2015 National Mentoring Community & Bridge Program Conference-American Physics Society (APS). Florida International University, Miami, Florida. "*The Systemic Mentoring Style and Model of the Timbuktu Academy*," Audience: 100 faculty members and administration and 25 grad students [Invited & National]

539. September 30, 2015. 2015 Meeting of the National Space Grant, Tuscan, Arizona. Invited Presentation: "*The Systemic Mentoring Model of the Timbuktu Academy*," D. Bagayoko. Audience: 200 faculty members [Invited & National]

538. July 30-31. Consortium for Materials and Energy Studies (CMaES) Workshop. Southern University and A&M College, Baton Rouge, LA. Invited Presentation: "*Concepts of Energy and a Computational Breakthrough for the Materials Genome Initiative Applications in Catalysis and Energy Industry*," Diola Bagayoko. Audience 25 attendees (15 undergraduate and graduate students; 10 faculty, administrators, and staff). [Invited & Local]

537. July 20, 2015, LASiGMA 2015 Technical Meeting, Baton Rouge Marriot, Baton Rouge, LA, "*Density Functional Theory Understood and Completed Applications: Material Genome Initiative*," D. Bagayoko. [State]

536. July 20, 2015, LASiGMA 2015 Technical Meeting, Baton Rouge Marriot, Baton Rouge, LA, "*Nitrogen and Iron Co-Functionalized Carbon Nanotubes as Cathode Catalyst for Hydrogen Fuel Cells*," F. Gao, G. Zhao, Z. Wang, D. Bagayoko, and D. Liu. [State]

535. July 20, 2015, LASiGMA 2015 Technical Meeting, Baton Rouge Marriot, Baton Rouge, LA, "*Ab-initio Calculations of Electronic Properties of Calcium Fluoride (CaF<sub>2</sub>)*," B. Bohara, Y. Malozovsky, and D. Bagayoko. [State]

534. July 20, 2015, LASiGMA 2015 Technical Meeting, Baton Rouge Marriot, Baton Rouge, LA, "*Ab-Initio Computations of Electronic and Transport Properties of Cubic Sodium Selenide (Na<sub>2</sub>Se)*," O. Kayode, I. Nwigboji, Y. Malozovsky, and D. Bagayoko. [State]

533. July 20, 2015, LASiGMA 2015 Technical Meeting, Baton Rouge Marriot, Baton Rouge, LA, "*Ab-initio Computations of Electronic and Related Properties of cubic lithium selenide (Li<sub>2</sub>Se)*," A. Goita, I. Nwigboji, Y. Malozovsky, and D. Bagayoko. [State]

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532. July 20, 2015, LASiGMA 2015 Technical Meeting, Baton Rouge Marriot, Baton Rouge, LA, "*Microwave Absorption Properties of Long Carbon Nanotubes (Length ~100nm, OD 8-15nm) – Epoxy Composites*," K. Li, and G. Zhao. [State]
531. July 20, 2015, LASiGMA 2015 Technical Meeting, Baton Rouge Marriot, Baton Rouge, LA, "*Accurate Electronic, Transport and Bulk Properties of  $Li_2S$  and  $Na_2Se$* ," Y. Malozovsky, W. Lynn, B. Khamala, L. Franklin, E.C. Ekuma, and D. Bagayoko. [State]
530. July 20, 2015, LASiGMA 2015 Technical Meeting, Baton Rouge Marriot, Baton Rouge, LA, "*Ab-initio calculations of optoelectronic and structural properties of lithium oxide ( $Li_2O$ )*," J. Ziegler, Y. Malozovsky, and D. Bagayoko. [State]
529. July 20, 2015, LASiGMA 2015 Technical Meeting, Baton Rouge Marriot, Baton Rouge, LA, "*Density Functional Theory, Self-Consistent Prediction of Electronic Properties of Sodium Oxide ( $Na_2O$ )*," D. Polin, J. Ziegler, Y. Malozovsky, D. Bagayoko. [State]
528. July 20, 2015, LASiGMA 2015 Technical Meeting, Baton Rouge Marriot, Baton Rouge, LA, "*First Principles Simulation of Pressure Induced Ductility for Sulphur Doped Nickel METAL*," C. Guo, S. Yang, D. Bagayoko, B. Chen, J. Yan. [State]
527. July 20, 2015, LASiGMA 2015 Technical Meeting, Baton Rouge Marriot, Baton Rouge, LA, "*A Short Ranged Empirical Potential for Ytria Stabilized Zirconia*," S. Kodiyalam, M. Benissan, S. Akwaboa, P. Mensah, A. Jana, D. Bagayoko. [State]
526. April 29-May 1, 2015, Iowa State University, Des Moines, IA. Invited Presentation: "*Law of Human Performance and You; Enabling the Pursuit of Excellence by Design*," Diola Bagayoko. Audience: 120 attendees (50 high school minorities; 10 college students; 60 faculty, administrators, and family members). [Invited & National]
525. May 3-6, 2015, Ohio State University, Columbus, OH. Invited Presentation: "*STEM. Paving the Way for Inexpending the Reach of Equity, Diversity, and Inclusion*," Diola Bagayoko. Audience: 35 attendees (University faculty, staff, and education researchers). [Invited & National]
524. April 20, 2015, LASiGMA 2015 Technical Meeting, Baton Rouge Marriot, Baton Rouge, LA, "*Ab-initio calculations of electronic, transport, and related properties of zinc blende boron arsenide ( $zb-BAs$ )*," I. H. Nwigboji, and D. Bagayoko. [State]
523. April 20, 2015, LASiGMA 2015 Technical Meeting, Baton Rouge Marriot, Baton Rouge, LA, "*Understanding Density Functional Theory (DFT) and Completing It in Practice*," Diola Bagayoko. Audience: Research scientists and graduate students. [State]
522. April 20, 2015, LASiGMA 2015 Technical Meeting, Baton Rouge Marriot, Baton Rouge, LA, "*Accurate Electronic, Transport and Bulk Properties of  $Li_2S$  and  $Na_2S$* ," Y. Malozovsky, W. Lynn, B. Khamala, L. Franklin, E. C. Ekuma, and D. Bagayoko. Audience: Research scientists and graduate students. [State]
521. April 14, 2015, Our Lady of Prompt Succor, Chalmette, LA. Invited Presentation: "*Scientific Method for All*," Diola Bagayoko. Audience: 25 middle school students and 1 teacher. [Invited & Local]

520. March 14, 2015, LA Academy of Sciences (LAS) 89th Annual Meeting, Nicholls State University, Thibodaux, LA, "*Investigating the band gap and electronic properties of calcium fluoride (CaF<sub>2</sub>)*," B. Bohara, Y. Malozovsky, L. Franklin and D. Bagayoko. [State]

519. March 14, 2015, LA Academy of Sciences (LAS) 89th Annual Meeting, Nicholls State University, Thibodaux, LA, "*Accurate, electronic, transport, and structural properties of disodium sulfide (Na<sub>2</sub>S)*," W. Lynn, B. Khamala, Y. Malozovsky, and D. Bagayoko. [State]

518. March 14, 2015, LA Academy of Sciences (LAS) 89th Annual Meeting, Nicholls State University, Thibodaux, LA, "*DFT predictions of electronic, transport, and bulk properties of Li<sub>2</sub>S*," Y. Malozovsky, L. Franklin, E.C. Ekuma and D. Bagayoko. [State]

517. March 14, 2015, LA Academy of Sciences (LAS) 89th Annual Meeting, Nicholls State University, Thibodaux, LA, "*Ab-initio computations of electronic and related properties of Li<sub>2</sub>Se*," A. Goita, Y. Malozovsky, I. H. Nwigboji, and D. Bagayoko. [State]

516. March 14, 2015, LA Academy of Science 89th Annual meeting, Nicholls State University, Thibodaux, LA, "*Ab-Initio computations of electronic and transport properties of sodium selenide (Na<sub>2</sub>Se)*," O. Kayode, I. H. Nwigboji, Y. Malozovsky, and D. Bagayoko. [State]

515. March 14, 2015, LA Academy of Science (LAS) Conference, Nicholls State University Thibodaux, LA, "*Calculation of electronic, transport and related properties of zinc blende boron arsenide (zb-BAs)*," I. H. Nwigboji, Y. Malozovsky, and D. Bagayoko.[State]

514. March 2, 2015, American Physical Society (APS) March Meeting, San Antonio, Texas, "*Understanding density functional theory (DFT) and completing it in practice*," D. Bagayoko. [National and International]

513. March 2, 2015, American Physical Society (APS) March Meeting, San Antonio, Texas, "*Accurate, electronic, and transport properties of wurtzite aluminum nitride*," I. H. Nwigboji, Y. Malozovsky, L. Franklin, C. Ekuma, and D. Bagayoko. [National and International]

512. February 25, 2015, National Society of Black Physicists Conference (NSBP), Baltimore, Maryland, "*An understood and completed density functional theory (DFT) for the materials genome initiative (MGI)*," D. Bagayoko. [National and International]

511. January 22, 2015, Claiborne Elementary School, Baton Rouge, LA. "*The Scientific Method for All*," D. Bagayoko. Two invited (2) presentations to 150 elementary students (30 African American fifth graders and 120 second graders) and 10 teachers. [Local]

510. On January 21, 2015, Dr. Diola Bagayoko gave an invited presentation to ten (10) Bridge to Doctorate Graduate Students and three (3) faculty members at LA State University (LSU). The title of his illustrative presentation was "*The Law of Human Performance and Excellence in Research and Professional Growth*." At the culmination of the meeting, Dr. Bagayoko urged graduate students to enhance their grammar usage and skills by studying his hand-out entitled "*English Grammar Usage*." Audience: Ten (10) graduate students and three (3) faculty/staff members. [Local]

509. January 17, 2015, Dr. Joseph Meyinssee Share-a-Thon Teacher Workshop, LIGO Science Education Center (SEC), Livingston, LA. Invited Presentation: "*The Law of Human Performance for*

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*Effective Teacher Development*," Diola Bagayoko. Audience: 35 teachers and LIGO research staff. [Local]

508. December 19, 2014, First Baptist Christian School, Slidell, LA. Two (2) invited Presentations: "*The Scientific Method for All*," D. Bagayoko. Audience: 36 first graders, 46 third graders and 4 teachers. [Invited & Local]

507. December 10, 2014, Fountainebleau High School, Mandeville, LA. Invited Presentation: "*The Versatility and Wonders of Physics*," D. Bagayoko. Audience: 15 students and 1 teacher. [Invited & Local]

506. November 1, 2014. El Paso, TX, 15<sup>th</sup> Joint UTEP/NMSU Workshop on Mathematics, Computer Science, and Computational Sciences, University of Texas at El Paso (UTEP). Presentation: "*Ab-initio calculations of electronic, transport, and bulk property of cubic zinc sulphide (ZnS)*," B. Khamala, L. Franklin, E. C. Ekuma, Y. Malozovsky, A. Stewart and D. Bagayoko. [Regional]

505. October 6, 2014, Our Lady of Prompt Succor, Chalmette, LA. Invited Presentation: "*Scientific Method*," Diola Bagayoko. Audience: 25 middle school students. [Invited & Local]

504. August 18, 2014. Baton Rouge, LA, Louisiana EPSCoR RII LASiGMA 2014 Symposium. Presentation: "*Ab-initio computation of accurate, electronic, and transport properties of wurtzite aluminum nitride (w-AlN)*," Ifeanyi H. Nwigboji, John I. Ejembi, Yuriy Malozovsky, and Diola Bagayoko. [Regional]

503. August 18, 2014. Baton Rouge, LA, Louisiana EPSCoR RII LASiGMA 2014 Symposium. Presentation: "*Ab-initio DFT prediction of electronic properties and effective masses of Li<sub>2</sub>S*," Y. Malozovsky, E. C. Ekuma, and D. Bagayoko. [State]

502. August 6, 2014. Malian Symposium of Applied Sciences (MSAS), Reseaux International Conference Center of Bamako. Bamako, Mali. Invited Presentation: "*Comprendre la Théorie de la Fonctionnelle de la Densité et la Compléter dans la Pratique*," Diola Bagayoko. Audience: 60 researchers from around the world, faculty members, and graduate students. [State]

501. August 6, 2014. Malian Symposium of Applied Sciences (MSAS), Reseaux International Conference Center of Bamako. Bamako, Mali. Invited Presentation: "*Calcul de Propriétés Electroniques du Nitrure de Gallium (Gan) par la Méthode BZW-EF*," Y. Diakite, S. Traore, and D. Bagayoko. Audience: 60 researchers from around the world and graduate students. [Invited & International]

500. August 3, 2014. Malian Symposium of Applied Sciences (MSAS), Reseaux International Conference Center of Bamako. Bamako, Mali. Invited Presentation: "*Reseaux du Savoir au Service du Developpement: Quelques Éléments pour Amorcer les Réflexions*," Diola Bagayoko. Audience: 200 researchers from around the world and graduate students. [International]

499. July 23-24, 2014, LASiGMA REU Presentations, New Orleans, LA. Presentation: "*Accurate Electronic, Transport, and Structural Properties of Disodium Sulfide (Na<sub>2</sub>S)*," W. Lynn, B. Khamala, Y. Malozovsky, and D. Bagayoko. [State]

498. July 16, 2014, LASiGMA REU Weekly Seminar, Baton Rouge, LA. Presentation: "*BZW method and density functional theory*," Diola Bagayoko. Audience: over 15 REU participants and graduate students. [State]

497. July 10, 2014, Honor's College, Southern University and A&M College, Baton Rouge, LA. Thurgood Marshal College Funds Sponsored Science Research Education Enhancement Program. Invited Presentation: "*The Power Law of Human Performance*," Diola Bagayoko. Audience: eight (8) participants, two (2) faculty members, and three (3) staff members. [Local]
496. June 20, 2014, Tallahassee, FL, CePaST (Centennial Bldg), Florida A&M University (FAMU), Consortium and Energy Studies Meeting. Invited Presentation: "*Accurate, predictive, ab-initio electronic properties of materials (for fuel cell, catalysis, and electronic industries applications)*," Diola Bagayoko. [National]
495. May 29, 2014, Auditorium of the University of Sciences, Techniques, and Technologies of Bamako (USTTB), Bamako, Mali. Invited Presentations: "*La Problematique de L'energie et du Developpement*," Diola Bagayoko. Audience: 750 college students and 50 faculty members and administrators. [Invited & International]
494. May 26, 2014, Department of Physics, University of Sciences, Techniques, and Technologies of Bamako (USTTB), Bamako, Mali. Invited Presentations: "*L'Incontournable Nature de la Methode BZW-EF pour les Calculs: Utilisant la Théorie de la Fonctionnelle de la Densité - Une Mise à Jour*," Diola Bagayoko. Audience: 30 physics faculty members and graduate students. [Invited & International]
493. May 5, 2014, Baton Rouge, LA, LASiGMA Technical Meeting. Presentation: "Microwave Absorption Properties of Carbon Nanotubes- Epoxy Composites in a Frequency Range of 26.5 – 40GHz," J. Ejembi, I. Nwigboji, Z. Wang, G.L Zhao, D. Bagayoko. [State]
492. May 5, 2014, Baton Rouge, LA, LASiGMA Technical Meeting. Presentation: "*Calculated electronic and transport properties of wurtzite aluminum nitride*," I. Nwigboji, J. Ejembi, B. Khamala, Y. Malozovsky, and D. Bagayoko. [State]
491. May 5, 2014, Baton Rouge, LA, LASiGMA Technical Meeting. Presentation: "*Parallel molecular dynamics simulation and immersive visualization of thermal barrier coating components: thermally growing oxide layer and yttria stabilized zirconia*," S. Kodiyalam, M. Benissan, S. Akwabo, P. Mensah, A. Jana, and D. Bagayoko [State]
490. May 5, 2014, Baton Rouge, LA, LASiGMA Technical Meeting. Presentation: "Accurate Calculations of Electronic, Transport Properties and Bulk modulus of Zinc Sulphide," B. Khamala, A. Stewart, L. Franklin, Y. Malozovsky, and D. Bagayoko [State]
489. May 5, 2014, Baton Rouge, LA, LASiGMA Technical Meeting. Presentation: "*Investigating the electronic and mechanical properties of zinc-blende boron nitride (zb-BN)*," A. Stewart, B. Khamala, D. Hart, Y. Malozovsky and D. Bagayoko [State]
488. May 5, 2014, Baton Rouge, LA, LASiGMA Technical Meeting. Presentation: "*Ab-initio calculations of electronic properties of XP (X=Al, Ga, In)*," Y. Malozovsky, A. Saliev, L. Franklin, E. C. Ekuma, G. L. Zhao, and D. Bagayoko [State]

487. April 23, 2014, Kenyatta University, Nairobi, Kenya. Invited Presentation: "*The Versatility and Wonders of Physics*," Diola Bagayoko. Audience: over 60 physics faculty, undergraduate and graduate students, along with a few members of the general public [State]
486. April 22, 2014, University of Nairobi, Nairobi, Kenya. Invited Presentation: "*Accurate, Predictive, Ab-initio Calculations of Electronic Properties of Materials (atoms, molecules, nanostructures, semiconductors, insulators, and metals)*," D. Bagayoko. Audience of 30 researchers [Invited & International]
485. March 27, 2014, Baton Rouge, LA, PinchBack Engineering High-Tech Classroom, Southern University and A&M College, Baton Rouge, LA. Science, Technology, Engineering, and Mathematics (STEM) Day at SUBR. Invited Presentation: "*Systemic Mentoring at the Timbuktu Academy*," D. Bagayoko. Audience: over 29 high school seniors and 5 teachers from Scotlandville Magnet High and over 30 university faculty and undergraduate students [Local]
484. March 5, 2014, Denver, Colorado, March Meeting of the American Physical Society. Presentation: "*Density Functional Theory Revisited: Mathematical and Physical Conditions for the Physical Content of Eigenvalues*," D. Bagayoko, L. Franklin, Y. Malozovsky, B. Khamala, E. C. Ekuma, Y. Diakite', and A. Saliev [National and International]
483. March 8, 2014, Alexandria, Louisiana, 88<sup>th</sup> Annual Meeting Louisiana Academy of Sciences, "*Accurate electronic and transport and bulk properties of cubic zinc sulphide*," B. Khamala, A. Stewart, L. Franklin, Y. Malozovsky, and D. Bagayoko [State]
482. March 8, 2014, Alexandria, Louisiana, 88<sup>th</sup> Annual Meeting Louisiana Academy of Sciences, "*Ab-initio calculations of the electronic and related properties of boron nitride*," A. Stewart, B. Khamala, D. Hart, Y. Malozovsky, and D. Bagayoko [State]
481. March 8, 2014, Alexandria, Louisiana, 88<sup>th</sup> Annual Meeting Louisiana Academy of Sciences, "*Ab-initio calculations of accurate electronic properties of aluminum nitride*," I. Nwigboji, Y. Malozovsky, J. Ejembi, B. Khamala, L. Franklin and D. Bagayoko [State]
480. March 8, 2014, Alexandria, Louisiana, 88<sup>th</sup> Annual Meeting Louisiana Academy of Sciences, "*Ab-initio calculations of electronic properties of boron nitride (BP)*," J.I. Ejembi, I.H. Nwigboji, L. Franklin, Y. Malozovsky, and D. Bagayoko [State]
479. March 8, 2014, Alexandria, Louisiana, 88<sup>th</sup> Annual Meeting Louisiana Academy of Sciences, "*Ab-initio calculations of electronic properties of AlP, GaP, and InP*," Y. Malozovsky, Y.A. Saliev, L. Franklin, E.C. Ekuma, G.L. Zhao, and D. Bagayoko [State]
478. March 4, 2014, Denver, Colorado, March Annual Meeting of the American Physical Society (APS), "*Density Functional Theory Revisited: The Mathematical and Physical Conditions for the Physical Content of the Eigenvalues*," Diola Bagayoko, Lashounda Franklin, Chinedu E. Ekuma, Yuri Malozovsky, Bethuel Khamala, Yacouba I. Diakité, and Azizjon Saliev [National and International]
477. March 4, 2014, Denver, Colorado, March Annual Meeting of the American Physical Society (APS), "*Ab-initio calculations of electronic properties of AlP, GaP and InP*," Y. Malozovsky, Azizjon Saliev, L. Franklin, E. C. Ekuma, G. L. Zhao, and D. Bagayoko [National and International]

476. March 4, 2014, Denver, Colorado, March Annual Meeting of the American Physical Society (APS), "Ab-initio calculations of electronic properties of boron phosphide (BP)," J. Ejembi, L. Franklin, Y. Malozovsky and D. Bagayoko [National and International]

475. March 4, 2014, Denver, Colorado, March Annual Meeting of the American Physical Society (APS), "Ab-initio calculations of accurate electronic properties of wurzite AlN," I. Nwigboji, Y. Malozovsky, and D. Bagayoko [National and International]

474. March 4, 2014, Denver, Colorado, March Annual Meeting of the American Physical Society (APS), "Ab-initio calculations of accurate electronic properties of ZnS," B. Khamala, L. Franklin, Y. Malozovsky, A. Stewart, and D. Bagayoko [National and International]

473. February 27, 2014, Tickfaw, Louisiana: Two (2) presentations (of one hour each) to two (2) groups of 6-8 grade students, with 70 students in each group, on: "The Scientific Method for All," D. Bagayoko [State]

472. February 15, 2014, Baton Rouge, LA, Crowne Plaza Hotel, 22nd Joint NAAAS & Affiliates Conference. Presentation: "Microwave absorption properties of carbon nanotubes- epoxy composites in a frequency range of 26.5 – 40GHz," J.I Ejembi, I.H Nwigboji, Z. Wang, D. Bagayoko, G.L Zhao [National]

471. February 15, 2014, Baton Rouge, LA, Crowne Plaza Hotel, 22nd Joint NAAAS & Affiliates Conference. Presentation: "Ab- initio Calculation of Accurate Electronic properties of Aluminum Nitride," I. Nwigboji, Y. Malozovsky, B. Khamala and D. Bagayoko [National]

470. February 15, 2014, Baton Rouge, LA, Crowne Plaza Hotel, 22nd Joint NAAAS & Affiliates Conference. Presentation: "Accurate electronic and transport properties of zinc blende zinc sulphide (ZnS)," B. Khamala, L. Franklin, Y. Malozovsky, A. Stewart, and D. Bagayoko [National]

469. February 2014, Baton Rouge, LA, Scotlandville Magnet High School, Spotlight on Science Careers Day. Presentation to 100 students on the "Scientific Method for All," D. Bagayoko [Local]

468. December 19, 2013, First Baptist Christian School, Slidell, Louisiana. Two (2) presentations to a group of 36 and of another of 46 elementary school students on the "Scientific Method for All," D. Bagayoko [State]

467. November 20, 2013, San Diego, CA, ASME-IMECE (IMECE2013-66625). Presentation: "Molecular Dynamics Simulations and Visualization of Thermal Barrier Coating Components: Thermally Growing Oxide (TGO) and Ytria Stabilized Zirconia (YSZ)," S. Kodiyalam, M. Benissan, S. Akwaboa, P. Mensah, A. Jana, and D. Bagayoko [National]

466. October 21-22, 2013, Indianapolis, Indiana, Louis Stokes Midwest Center of Excellence Conference. Presentation: "A Stem of Enrollment, Retention, Progression, Graduation, and Advancement in STEM" (A Transformative Broadening, by Design, of the Participation of Minorities)," D. Bagayoko, L. Young, S. Hasan, and E. Kelley [National]

465. October 3-7, 2013, New Orleans, LA, HENAAC Conference. Presentation: "Ab-initio Calculations of Accurate Electronic Properties of materials zb-ZnS," B. Khamala, L. Franklin, C. E. Ekuma, G. L. Zhao, Y. Malozovsky, A. Stewart, and D. Bagayoko. [State]

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464. September 19, 2013, Port Arthur, Texas. Workshop for parents of K-12 grade students of Tekoa Academy of Accelerated Learning STEM School. Presentation to parents: "*School Excellence by Design and the Critical Role of Parents*," Diola Bagayoko. Audience: 73 parents and teachers [National]

463. September 18, 2013, Port Arthur, Texas. Presentation to and dialogue with Middle school and high school students, separately: "*The Law of Human Performance Says That You Have All the Intelligence Needed to Excel in Science and Mathematics, the question is to apply oneself, to learn, and to practice.*" *Gaps in the background in math and science are confused with a lack of intelligence* Diola Bagayoko. Audience: 55 middle school students and 45 high school students. [Regional]

462. September 18, 2013, Orange, Texas. Workshop for parents of K-8 grade students of Tekoa Academy of Accelerated Learning STEM School: Presentation to Parents: "*School Excellence by Design and the Critical Role of Parents*," Diola Bagayoko. Audience: 50 parents and teachers. [Regional]

461. August 29, 2013, Southern University Laboratory School – Open House. Presentation to parents, teachers, and some students: "*The Unique Role of Parents for High Academic Achievements by Students*," Diola Bagayoko. Attendees: 200 parents, teachers, and students. [Local]

460. August 25-26, 2013, SUNCAT Summer Institute, Stanford University. "*Investigating the Electronic Properties of BN*," A. Stewart, D. Hart, D. Bagayoko, T. Searles, and W. Rockward. [National]

459. August 21, 2013, Port Arthur, Texas. Fall opening teacher workshop of Tekoa Academy of Accelerated Learning STEM School. Presentation: "*Applying the Essentials of Educational Reforms – for high academic achievement by design*," Diola Bagayoko. Audience: 28 Teachers from K through the 12<sup>th</sup> grade. [Regional]

458. August 19, 2013, Pineville, Louisiana. Several-hour workshop at Louisiana College. Presentation: "*Developing a Responsive and Competitive Proposal for the Board of Regents' Support Fund Enhancement Program*," Diola Bagayoko. Audience: 200 faculty members, administrators, and staff. [State]

457. August 8, 2013, Louisiana Resource Center for Education (LRCE), Baton Rouge, Louisiana. Workshop for Southern University Laboratory School Teachers and administrators. Presentation: "*Cognitive Condensation and Applying the Essentials of Educational Reforms*," Diola Bagayoko. Audience: 28 K-12 grade teachers and school administrators. [Local]

456. August 7, 2013, Louisiana Resource Center for Education (LRCE), Baton Rouge, Louisiana. Workshop for Southern University Laboratory School Teachers and administrators. Presentation: "*The Law of Human Performance and Applications: Avoiding or Closing Academic Achievement Gaps by Design*," Diola Bagayoko. Audience: 28 K-12 grade teachers and school administrators. [Local]

455. July 29, 2013, Baton Rouge, LA. 2013 Symposium of Louisiana Alliance for Simulation Guided Materials Application (LASiGMA), Marriot Hotel, Baton Rouge, LA. Presentation: "*Density Functional Theory Revisited: The Mathematical and Physical Conditions for the Physical Content of the Eigenvalues*," Diola Bagayoko, Lashounda Franklin, Chinedu Ekuma, Yuriy Malozovsky, Bethuel Khamala, Yacouba I. Diakite, Azizjon Saliev. [Local]

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454. July 20, 2013, Marriott Hotel, Baton Rouge, Louisiana, LASiGMA RII Symposium. "*A Density-Functional Description of the Electronic and Structural Properties of c-BN*", D. Hart, A. Stewart, D. Bagayoko, [Local]

453. June 20, 2013, Galveston, Texas. "Excellence by Design" workshop of the Tekoa Academy of Accelerated Learning STEM School. Presentation: "*Cognitive Condensation and Mastery Teaching and Learning*" in Science and Mathematics," D. Bagayoko. Attendees: 30 Teachers from K to the 12<sup>th</sup> grade. [Regional]

452. June 19, 2013, Galveston, Texas. "Excellence by Design" workshop of the Tekoa Academy of Accelerated Learning STEM School. Presentation: "*The Law of Human Performance, Time on Tasks, and Academic Achievements*" by design, Diola Bagayoko. Attendees: 30 K-12 teachers, including Middle and high school mathematics and science teachers. [Regional]

451. June 8, 2013, Sorrento, Louisiana. Workshop for Science and Mathematics Teachers at the River Parish Community College. Presentation: "*Achieving Readiness in Mathematics and Science (ARMS)*," using the law of human performance and educational reforms. Diola Bagayoko. Attendees: 27 science and mathematics teachers. [State]

450. October 21, 2013, Marriott Center – Indianapolis East. First Annual Conference of the Louis Stokes Midwest Center of Excellence (LSMCE). Presentation: "A Stem of Enrollment, Retention, Progression, Graduation, and Advancement in STEM," Diola Bagayoko, Luria Young, Saleem Hasan, and Ella L. Kelley. Audience: 50 faculty members, professionals, and college students. [National]

449. October 4, 2013, Hyatt Regency Hotel, New Orleans, Louisiana. 25<sup>th</sup> Anniversary Conference of HENAAC. "*Ab-initio Calculations of Accurate Electronic Properties of Zinc Blende Zinc Sulfide (ZnS)*," Bethuel Khamala, Yuriy Malozovsky, Lashounda Franklin, Anthony Stewart, and Diola Bagayoko. [State]

448. April 9-10, 2013, 2013 LaSIGMA Academia/Industry Workshop, Baton Rouge, LA: "*Theoretically Capabilities for the Prediction (a) of Properties of Materials and (b) of Novel Materials*" D. Bagayoko. Audience: 150 Researchers, Industry Representatives, and Graduate Students [Local]

447. April 9-10, 2013, 2013 LaSIGMA Academia/Industry Workshop, Baton Rouge, LA: "*Ab-initio Calculations of Accurate Electronic Properties of GaP*" Y. Malozovsky, L. Franklin, E. C. Ekuma, G.L. Zhao, and D. Bagayoko. Audience: 150 Researchers, Industry Representatives, and Graduate Students [State]

446. March 25, 2013, an invited presentation to the Member Universities Professional Institute (MUPI) The Thurgood Marshall College Fund; New Orleans, Louisiana: "*A Comprehensive Approach to Pre-college Readiness in Mathematics and Literacy*" D. Bagayoko and E. Kelley. Audience: 30 College Presidents, Administrators, and University Faculty [Invited & National]

445. March 21, 2013, A contributed presentation at the 2013 American Physical Society (APS) March Meeting, Baltimore, Maryland: "*The Physical Content of Eigenvalues from Density Functional Theory (DFT)*" D. Bagayoko, L. Franklin, E.C. Ekuma, and Y. Malozovsky. Audience: 60 Physics Researchers and Graduate Students [National]

444. March 21, 2013, 2013 American Physical Society (APS) March Meeting, Baltimore, Maryland: "*Ab-initio Calculations of Electronic Properties of InP and GaP*" Y. Malozovsky, L. Franklin, E.C. Ekuma, G.L. Zhao, and D. Bagayoko. Audience: 40 Physics Researchers and Graduate Students [National and International]
443. March 16, 2013, Invited presentation in the Stewart Hall Auditorium, Southern University and A&M College in Baton Rouge (SUBR): "*The Simplicity, Versatility, and Wonders of Physics*" D. Bagayoko. Audience: 120 (100 High School African American Students and 20 Staff) [Invited & Local]
442. March 9, 2013, 2013 Annual Meeting of the Louisiana Academy of Science (LAS), Grambling State University, Grambling, Louisiana: "*Robust Predictions from Density Functional Theory (DFT)*" D. Bagayoko, L. Franklin, E.C. Ekuma, and Y. Malozovsky. Audience: 30 College Faculty and Students [State]
441. March 9, 2013, 2013 Annual Meeting of the Louisiana Academy of Sciences (LAS), Grambling State University, Grambling, Louisiana: "*First principle local density approximation description of the electronic properties of zinc-blende indium arsenide (InAs)*" A. Sissay, L. Franklin, B. Khamala, G.L. Zhao, and D. Bagayoko. Audience: 30 College Faculty and Students [State]
440. March 9, 2013, 2013 Annual Meeting of the Louisiana Academy of Sciences, Grambling State University, Grambling, Louisiana: "*Calculations of Electronic Properties of Cubic Cadmium Selenide (CdSe)*" Anthony Stewart, Bethuel Khamala, Yuriy Malozovsky, and Diola Bagayoko. Audience: 30 College Faculty and Students [State]
439. March 9, 2013, 2013 Annual Meeting of the Louisiana Academy of Sciences, Grambling State University, Grambling, Louisiana: "*Ab-initio Calculations of Accurate Electronic Properties of ZnS*" B. Khamala, A. Stewart, L. Franklin, S. Hasan, Y. Malozovsky, and D. Bagayoko. Audience: 30 College Faculty and Students [State]
438. March 9, 2013, 2013 Annual Meeting of the Louisiana Academy of Sciences, Grambling State University, Grambling, Louisiana: "*Ab-initio Calculations of Accurate Electronic Properties of GaP*" Y. Malozovsky, L. Franklin, E.C. Ekuma, G.L. Zhao, and D. Bagayoko. Audience: 30 College Faculty and Students [State]
437. January 9, 2013, 2013, an invited presentation at the Winter Meeting of AAPT, New Orleans, LA: "*Key Elements in Mentoring Minority Graduate Students*" D. Bagayoko. Audience: 50 College Administrators and Faculty Members [Invited, State]
436. November 26-28, 2012, an invited presentation to researchers in Dakar, Senegal: "*Accurate, Predictive, Ab-Initio Calculations of Electronic Properties of Materials (Including Molecules, Nanostructures, & Semiconductors)*" D. Bagayoko. Audience: 40 Faculty Researchers and Graduate Students [Invited & International]
435. October 18, 2012, Lawrence Livermore National Laboratory (LLNL), Livermore, California. Presentation: "*Ab-initio, Self Consistent, Predictive Calculations of Properties of Materials (Including Molecules, Nanostructures & Semiconductors)*," by Diola Bagayoko. This presentation was to representatives of over 12 Historically Black Colleges and Universities and to some LLNL researchers for the purposes of building collaborations. [National]
434. October 12, 2012, Hilton Garden Inn Airport North, Atlanta, Georgia. Invited Presentation: "*Ab-initio, Self Consistent, Predictive Calculations and Applications (Materials Science and Engineering,*

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*Catalysis, etc.*,” by Diola Bagayoko. Presentation to representative researchers of five HBCUS (Allen, Morehouse, Prairie View A&M, Florida A&M, Southern University A&M) and of Los Alamos National Laboratory (LANL) for the purposes of building collaborations. [Invited & National]

433. October 5, 2012, SciPort Center, Shreveport, Louisiana. Annual Meeting of the Louisiana Space Consortium (LaSPACE) Council. Presentation: “Systemic Mentoring of Space Grant Scholars at the Timbuktu Academy (SGS-TA),” By Diola Bagayoko and Lashounda Franklin. [State]

432. August 27, 2012, Office building of Louisiana Department of Economic Development. Presentation: “*Theoretically Designing Materials with Desired Properties*,” by Diola Bagayoko. This LASiGMA presentation was intended to promote collaborations with corporations and businesses. [State]

431. September 18, 2012, Rome, Italy. Presentation: “*Ab-initio Calculations of Accurate Electronic Properties of InP and GaP*” by Y. Malozovsky, L. Franklin, E. C. Ekuma\*, G. L. Zhao, and D. Bagayoko. [International]

430. July 30, 2012, Philadelphia, Pennsylvania. Meeting of the American Association of Physics Teachers (AAPT). Invited Presentation: “*Demystifying the Mentoring of Minority Students at the Timbuktu Academy*,” by D. Bagayoko. [National]

429. July 23, 2012, Marriott Hotel, Baton Rouge, Louisiana. LASiGMA 2<sup>nd</sup> Annual Symposium. Oral presentation: “*Self Consistent Calculations of Electronic Properties of Systems with Energy or Band Gaps*,” by Diola Bagayoko, Chinedu E. Ekuma, and Lashounda Franklin. Audience: over 100 faculty researchers, postdocs, undergraduate and graduate students from LA Universities. [Local]

428. June 21, 2012. Kirikkale University, Kirikkale, Turkey. Invited Presentation: “*Ab-initio, Self Consistent, Predictive Calculations of Electronic Properties of Semiconductors and other Materials*” by D. Bagayoko. This presentation, at the invitation of Kirikkale University, was to establish collaborations. [Invited & International]

427. June 20, 2012, Istanbul, Turkey. Higher Education Council of Turkey (equivalent of State Boards of Regents in the US), Invited Presentation: “*Recruiting in Physics following the Model of the Timbuktu Academy*” by Diola Bagayoko and Patrick Mensah. The audience included members of the Council, chancellors of universities, deans, and some department heads. [Invited & International]

426. June 12-15, 2012, Washington Hilton and Towers, Washington, D.C.. Joint Annual Meeting (JAM) of NSF-HRD funded programs. Poster Presentation: “*Pillars of Success – Financial Support, Academic, Social, and Professional Integrations*” (enabled by the 10-Strand Systemic Mentoring model of the Timbuktu Academy and LS-LAMP) by Diola Bagayoko and Luria Young. [National]

425. June 6, 2012. Office of Jones Walker Law Firm in Baton Rouge, LA. Presentation: “*Theoretically Designing Materials with Desired Properties*” by Diola Bagayoko. Presentation aimed at establishing links with corporations and businesses with interests in properties of materials. [Local]

424. April 27, 2012. Capital High School, Baton Rouge, Louisiana. Invited Presentation: *A STEM CHARGE*. STEM means Science, Technology, Engineering, and Mathematics. Audience: over 300 high school students. [Invited & Local]

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423. March 22, 2012, Department of Physics, Lehigh University, Bethlehem, PA. Invited presentation: "*Ab-initio, Self-consistent, Predictive Calculations of Properties of Semiconductors (and other materials with an energy or a band gap)*" by D. Bagayoko. [Invited, National]
422. February 27, 2012, Boston, MA. American Physical Society Annual Meeting. "*Self Consistent Calculations of Electronic Properties of Systems with an Energy or a Band Gap*" D, Bagayoko, L. Franklin, E. C. Ekuma, and Y. Malozovsky. [National]
421. February 28, 2012, Boston, MA. American Physical Society Annual Meeting. "*First Principle Ab-initio study of TiO<sub>2</sub>*," C. E. Ekuma, M. Jarrell, J. Moreno, and D. Bagayoko [National]
420. February 27, 2012, Boston, MA. American Physical Society Annual Meeting. "Electronic properties of InP in terms of an ab-initio LDA," Y. Malozovsky, L. Franklin, E. C. Ekuma, G. L. Zhao, and D. Bagayoko. [National]
419. February 16, 2012, National Superconducting Cyclotron Laboratory (NSCL), Michigan State University (MSU). Invited Presentation: "*Competitiveness through Systemic Mentoring: The Model of the Timbuktu Academy*" by D. Bagayoko. [Invited & National]
418. February 11, 2012, Ouagadougou, Burkina Faso, Day of the Diaspora and 2012 Triennale on Education and Training in Africa. Invited Presentation: Science, Technology, and the Diaspora as Key Factors of Development, by D. Bagayoko. [Invited & International]
417. November 18, 2011, North Carolina A&T State University (NCA&T), Greensboro, NC. . "*Competitive Teaching, Mentoring, and Learning, as Verified by Research, with an Enhanced Infrastructure.*" An invited Presentation by D. Bagayoko to faculty members in Biology, Chemistry, and Student Services. [Invited & National]
416. October 15, 2011. "*Pathways to Successful Careers in Stem: A personal journey guided by mentors.*" D. Bagayoko. An invited presentation to the first LASiGMA Student Retreat at LSU, Baton Rouge, Louisiana. [Invited & Local]
415. September 22-24, 2011. 69<sup>th</sup> Annual Convention of the National Association for the Advancement of Colored People (NAACP), and "Education Summit" of the Louisiana State Chapter, Ferriday, LA, and Natchez, MS. Invited Panel Presentation: "*Sounding the Alarm Concerning the Dismantling of Public Education.*" D. Bagayoko. [Invited, State]
414. September 22, 2011. Annual Joint Conference of the National Society of Black Physicists and that of Hispanic Physicists (NSBP/NSHP), Austin, Texas. Invited Presentation: "*Our Collaboration with the Department of Studies and Research (DSR) in Physics, in Mali.*" D. Bagayoko [Invited, National and International]
413. September 22, 2011. Annual Joint Conference of the National Society of Black Physicists and that of Hispanic Physicists (NSBP/NSHP), Austin, Texas. Presentation: "*Electronic Band Structure of MnX (X = Si, Ge).*" E. C. Ekuma, J. Moreno, M. Jarrell, and D. Bagayoko. [National and International]
412. August, 2011. "*Molecular Dynamics Computation and Visualization of an Energy Material.*" Sanjay Kodiyalam, Amitava Jana, Diola Bagayoko. Claiborne Building, Baton Rouge, Louisiana. [Local]

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411. August 2011. "First principle *a-initio* study of  $TiO_2$  and  $PbTe$ ." E. C. Ekuma, M. Jarrell, J. Moreno, D. J. Singh, and D. Bagayoko. LASiGMA All-Hands Meeting, Claiborne Building, Baton Rouge, LA. [Local]

410. June 30, 2011. AAPT/APS Workshop for 100 New Physics Faculty Members, Greenbelt, MD. Invited presentation: "Systemic Mentoring for Diversity and Competitiveness" D. Bagayoko.[Invited & National]

409. June 7, 2011. NSF Joint Annual Meeting, Washington, D.C., USA. Presentation" "A Tale of Continuing Success for LS-LAMP." D. Bagayoko. [National]

408. June 3, 2011, Room 240, Blanks Hall, Southern University and A&M College, Baton Rouge, Louisiana. An invited presentation at the workshop of the MIND Alliance for Minorities with Disability in Science, Technology, Engineering, and Mathematics (STEM): Invited presentation: "Essentials of Mentoring for Practical Applications." Audience: 27 Minority Students with Disability, 6 Teachers, counselors, and Sign language translators. [Invited & Local]

407. LASiGMA All Hands Meeting, Claiborne Building, Baton Rouge, Louisiana. May 28, 2011. "Density Functional Description of  $SrTiO_3$  and  $PbTe$ ," a poster presentation by E. C. Ekuma, M. Jarrell, J. Moreno, D. J. Singh, and D. Bagayoko.[Local]

406. May 27, 2011, Amphitheater, College of Political Science and Law, University of Bamako, Bamako, Mali. Invited Presentation: "Migration et Mobilité en Faveur du Développement." Audience: 200 students, faculty, and officials. [Invited & International]

405. May 4, 2011. Massachusetts Institute of Technology (MIT), Boston, MA. Audience: 100 mentees, mentors, and staff. Invited presentation: "The Importance of Mentoring: for Mentees, Mentors, and their Organizations." D. Bagayoko.[Invited & National]

404. May 10, 2011. University of Louisiana at Lafayette (ULL), STAGE summer research program (REU), in the Mathematics Department: "Academic & Research Excellence by Design," an invited presentation to 20 college undergraduate student research and five (5) faculty members. [Invited & State]

403. March 23, 2011, Dallas, Texas. March Meeting of the American Physical Society. Presentation: "Calculated Electronic Properties of Rutile  $TiO_2$  and Cubic  $SrTiO_3$ ." E. C. Ekuma and D. Bagayoko. Audience: Approximately 100 researchers and graduate students. [Regional]

402. February 26, 2011. "Novel Results of LDA and BZW Method." D. Bagayoko, L. Franklin, E. C. Ekuma, and G. L. Zhao. Louisiana Academy of Science. University of Louisiana at Monroe, LA. [State]

401. January 19 – 21, 2011, Vanderbilt University and Fisk University, Nashville, TN. Invited presentations: "Systemic Mentoring for Competitiveness: The Model of the Timbuktu Academy." D. Bagayoko. Audience: 50 faculty and graduate students.[Invited & National]

400. November 18, 2010, Columbia State University, Columbus, GA, LA. Invited presentation: "Systemic Mentoring Model for Competitiveness: The Model of the Timbuktu Academy." D. Bagayoko. Audience: 40 faculty and students. [Invited & National]

399. November 15, 2010, School of Architecture, Southern University and A&M College, Baton Rouge, LA. Invited presentation: "The Law of Human Performance & Academic Success by Design." D. Bagayoko. Audience: 6 faculty and 60 undergraduate students. [Invited & Local]

398. October 29, 2010, Freshman Seminar Presentation, Southern University and A&M College, Baton Rouge, LA. Invited presentation: "*The Law of Human Performance and Excellence by Design.*" D. Bagayoko. Audience: 250 students and some faculty members. [Invited & Local]

397. October 22, 2010, 77<sup>th</sup> Annual Meeting of the Southeastern Section of the American Physical Society (APS), Louisiana State University, Baton Rouge, LA. Invited presentation: "*Preparing Minority Students for Graduate School: The Model of the Timbuktu Academy.*" D. Bagayoko. Audience: 30 faculty and students. [Invited & Local]

396. October 22, 2010, 77<sup>th</sup> Annual Meeting of the Southeastern Section of the American Physical Society (APS), Louisiana State University, Baton Rouge, LA. Invited presentation: "*Ab-initio, Predictive Calculations for Optoelectronic and Advanced Materials Research.*" D. Bagayoko. Audience: 20 faculty and students. [Invited & Local]

395. October 15, 2010, LaSIGMA Industry-Academia Workshop, Baton Rouge, LA. Presentation: "*Transformative Materials Research and Practical Applications in Industry.*" D. Bagayoko. Audience: faculty and students. [Local]

394. October 6, 2010, Department of Physics Colloquium, Southern University, Baton Rouge, LA. Presentation: "*A Mathematical Solution to the Theoretical Underestimation of Energy & Band Gaps and Applications.*" D. Bagayoko. Audience: faculty and students. [Local]

393. September 30, 2010, LaSIGMA Seminar Series, Baton Rouge, LA. Presentation: "*A Mathematical Solution to the Theoretical Underestimation of Energy & Band Gaps and Applications.*" D. Bagayoko. Audience: faculty and students. [State]

392. July 25 – August 12, 2010, Malian Symposium, Bamako, Mali. Invited Presentation: "*Systemic Mentoring for Diversity and Competitiveness*" D. Bagayoko. Audience: faculty and students. [Invited & International]

391. June 30-July 1, 2010, American Association of Physics Teachers (AAPT) Physics Faculty Meeting, Greenbelt, MD. Invited Presentation: "*Diversity and Retention (A Tale of Systemic Mentoring)*" D. Bagayoko. Audience: 100 new physics faculty members [Invited & National]

390. June 5-9, 2010, Joint Annual Meeting of the National Science Foundation, Washington, DC. Poster Presentation: "*The Louis Stokes Louisiana Alliance for Minority Participation – Annual Summary of Accomplishments.*" [National]

389. April 27, 2010, University of New Orleans (UNO). Higher Education Forum. Invited presentation: "*The State's Mistreatment of SUNO and Budget Crisis*" D. Bagayoko. Audience: 50 faculty members and 50 graduate students. [State]

388. March 29, 2010, Department of Physics, Beijing University, Beijing, China. Invited presentation: "*A mathematical solution to the band gap underestimation: predictive calculations of properties of semiconductors.*" D. Bagayoko. Audience: 40 faculty (10) and graduate students (30). [Invited & International]

387. March 9, 2010, Baker High School, Baker, Louisiana. Invited teacher in-service workshop: "*The law of human performance and school excellence by design (avoiding or closing academic achievement*

- gaps)." D. Bagayoko. Audience: 45 high school teachers and school administrators and staff. [Invited & State]
386. February 27, 2010, Louisiana State University at Alexandria (LSU-A). Annual conference of the Louisiana Academy of Science (LAS). "*Density functional theory description of electronic properties of wurtzite zinc oxide (w-ZnO)*," L. Franklin, G. L. Zhao and D. Bagayoko. [Local]
385. February 27, 2010, Louisiana State University at Alexandria (LSU-A). Annual conference of the Louisiana Academy of Science (LAS). "*Density functional theory description of electronic properties of wurtzite cadmium sulfide (w-CdS)*," E. C. Ekuma, G. L. Zhao, L. Franklin, J. T. Wang and D. Bagayoko. [Local]
384. February 17, 2010, Southern University Laboratory School. Invited teacher in-service workshop: "*Educational and scientific foundations for regular, graded homework assignments*," by D. Bagayoko. Audience: 33 teachers and school administrators. [Invited & Local]
383. February 13, 2010, Marriott Washington, Wardman Park. Joint Meeting of the American Physical Society (APS). Invited Presentation: "*Systemic Mentoring for competitiveness*." Audience: 30 researchers and policy makers. [Invited, National and International]
382. February 13, 2010, Omni Shoreham Hotel, Washington, D.C. Annual meeting of the National Society of Black Physicists (NSBP). "*Predictive calculations of properties of materials*," D. Bagayoko, G. L. Zhao, L. Franklin, and E. C. Ekuma. Audience: 60 researchers (from Laboratories and universities). [National and International]
381. November 18, 2009, Southern University Laboratory School. Invited Teacher In-Service Presentation: "*The Law of Human Performance and Applications to Mastery Teaching and Learning of English (grammar)*." Audience: 33 Teachers and School Administrators. [Invited & Local]
380. November 14, 2009, AAPT and APS Workshop for New Physics Faculty Members, Greenbelt, Maryland. Invited Presentation: "*Systemic Mentoring for Diversity and Competitiveness*." Audience: 75 New Physics Faculty Members. [Invited, National and International]
379. October 30, 2009, MIND Alliance for STEM Education National Conference, Catholic Student Center, Southern University and A&M College, Baton Rouge, Louisiana. Invited Presentation: "*The Mentoring Culture for Minority Students with Disability*." Audience: over 100 students with disability, faculty, and staff (from SUBR and Hunter College). [Local]
378. September 19, 2009, Dillard University, New Orleans, Louisiana. A day long invited workshop presentation on "*Developing Responsive and Competitive BORSF Enhancement Proposals*." Audience: 15 faculty members. [Invited & State]
377. September 16, 2009, Department of Biology, North Carolina A&T State University, Greensboro, NC. Invited Seminar Presentation: "*Systemic Mentoring for Competitiveness: The Model of the Timbuktu Academy*." Audience: 40 faculty members and graduate and undergraduate students. [Invited & National]
376. August 6, 2009, J. K. Haynes Elementary Charter School. Invited Teacher In-Service Presentation: "*The Law of Human Performance and School Excellence by Design*." Audience: 20 teachers and school administrators. [Invited & State]

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375. June 28, 2009, AAPT & APS Workshop for New Physics Faculty Members. Invited presentation: "*Systemic Mentoring for Diversity and the Competitiveness of Mentees and Mentors.*" Audience: 80 new physics faculty members. [Invited, National and International]
374. June 9, 2009, Joint Annual Meeting of the National Science Foundation, Washington, DC. Poster Presentation: *The Louis Stokes Louisiana Alliance for Minority Participation – Annual Summary of Accomplishments.* [National]
373. March 15, 2009, Annual Meeting of the Thurgood Marshall College Fund (TMCFF), Marriott Hotel, New Orleans, Louisiana. Acceptance speech for the Distinguished Faculty Award. [National]
372. March, 12, 14, 17, and 19, 2009, Northeast High School, Iberville Parish, *ACT Preparation sessions* for 30-50 high school students (depending on the dates). Each session lasted two (2) hours. [State]
371. March 11, 2009, Northeast Elementary School, Pride, Louisiana. Presentation: "*Forces and Motions*" with Applications. D. Bagayoko. Audience: 40 6<sup>th</sup> graders, all males, 13 White and 27 African Americans. [State]
370. Thursday, January 22, 2009, Northeast Elementary School, Pride, Louisiana. Presentation: "*Forces and Motions*" with Applications. D. Bagayoko. Audience: 30 6<sup>th</sup> graders, all females, 7 Whites and 23 African Americans. [State]
369. November 9, 2008, American Center for Physics, College Park, MD. 2008 American Association of Physics Teachers (AAPT) and American Physical Society (APS) Department Chairs Conference. Invited, Plenary Presentation: "*Systemic Mentoring for the Competitiveness of Both the Mentees and Mentors.*" Audience: 100 new physics faculty members from across the country. 75 males and 25 females; 95 Whites, 4 others, and 1 African American. [Invited & National]
368. August 3, 2008. International Conference Center, Bamako, Mali. 5<sup>th</sup> Malian Symposium of Applied Sciences. Invited, Plenary Presentation: "*Principles and Methods for Remodeling Higher Education and Research.*" D. Bagayoko. (Audience: 150 faculty and administrators, 100 college students (graduate and undergraduate) [Invited, National & International]
367. June 21, 2008. Southern Sun-Newlands Hotel, Cape Town, South Africa. GLOBE Learning Expedition (GLE) and 12<sup>th</sup> Annual GLOBE Conference. Invited, Plenary Presentation: "GLOBE Science and Sustainability." D. Bagayoko. (Audience: 40 faculty members and GLOBE country coordinators) [Invited, National & International]
366. June 18, 2008. Omni Shoreham Hotel, Washington D.C. National Science Foundation (NSF) 2008 Joint Annual Meeting (JAM). Poster presentation: "*Louis Stokes Louisiana Alliance for Minority Participation (LS-LAMP) Program.*" D. Bagayoko. (Potential Audience: over 200 faculty and 200 graduate students) [National]
365. June 7, 2008. American Center for Physics, College Park, MD. 2008 American Association of Physics Teachers (AAPT) and American Physical Society (APS) Department Chairs Conference. Invited, Plenary Presentation: "*Contemporary Competitiveness through the Integration of Education and Research by Systemic Mentoring.*" D. Bagayoko. (Audience: 110 Physics Department Chairs in the US) [Invited & National]

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364. April 29, 2008. Prescott Middle School, Baton Rouge, LA. The Louisiana State Scholars Initiative. One (1) hour presentation: *"Preparing for High School and for College."* D. Bagayoko. (Audience: 30 8<sup>th</sup> grade students) [Local]
363. April 19, 2008. Southern University and A&M College, Baton Rouge, LA. Delta Sigma Theta ( $\Delta\Sigma\Theta$ ) International Program. Presentation: *"Mali: History and Culture."* D. Bagayoko. (Audience: 45 individuals in the community) [Local]
362. April 4-5, 2008. Baton Rouge Community College (BRCC), Baton Rouge, LA. 180<sup>th</sup> Two Year College Chemistry Consortium (2YC<sub>3</sub>) Conference. Invited Presentation: *"The Power Law of Human Performance and Applications for Superior Learning."* D. Bagayoko. (Audience: 70 Community College students) [Invited & Local]
361. April 4-5, 2008. Baton Rouge Community College (BRCC), Baton Rouge, LA. 180<sup>th</sup> Two Year College Chemistry Consortium (2YC<sub>3</sub>) Conference. Invited, Plenary Presentation: *"Preparing Students for Global Change: Quality Teaching and Mentoring are the Keys."* D. Bagayoko. (Audience: 150 chemistry researchers and faculty members) [Invited & Local]
360. March 11, 2008, March Meeting of the American Physical Society (APS), New Orleans, Louisiana. Invited Presentation: *A Mathematical Solution to the Theoretical Band Gap Underestimation: Predictive Calculations of Properties of Semiconductors.* D. Bagayoko. Audience: 30 Researchers from around the US and the world. 28 Males and 12 Females. [Invited, National & International]
359. March 6, 2008, Science with Africa Conference, organized by the United Nations Economic Commission for Africa and the African Union in Addis Ababa, Ethiopia. Invited Presentation: *"Inventing a Better Future for Africa with GLOBE."* D. Bagayoko. Attendance: 150 officials from African Governments, International Organizations, and University Professors. 110 Males, 40 Females. [Invited, National & International]
358. February 21, 2008, National, Joint Conference of the National Society of Black Physicists (NSBP) and of the National Society of Hispanic Physicists (NSHP), Shoreham Hotel, Washington, DC. Presentation: *"Preparing Effectively for Graduate School."* Audience: 35 College students and 8 faculty members. [National & International]
357. February 1, 2008, Children's Charter School, Baton Rouge, Louisiana. Two-hour Teacher Workshop: *"The Law of Human Performance and the Cultivation of Academic Excellence."* Audience: 30 elementary school teachers and administrators. [Local]
356. January 30, 2008, Southern University at New Orleans (SUNO). Invited Presentation: *"Academic Success by Design."* Audience: 70 college undergraduate students and 10 faculty members. [Invited & State]
355. January 24, 2008. Sophie B. Wright Charter School, New Orleans, Louisiana. Two hour workshop presentation: *"The law of human performance and school excellence by design."* Audience: 34 K-8 teachers. [State]
354. January 23, 2008, Children's Charter School, Baton Rouge, Louisiana. Parent Workshop Presentation: *"Scientific Advice to Parents."* Audience: 30 parents of elementary school students. [Local]

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353. December 11, 2007, Dar es Salaam, Tanzania. Fourth International Conference of the African Materials Research Society (AMRS). Invited, Plenary Presentation: "*A solution to the band gap catastrophe: Predictive Calculations of Properties of Semiconductors and Nuclei.*" Audience: 120 researchers from around the world. [Invited & International]
352. December 4, 2007, Prescott Middle School, Baton Rouge, Louisiana. Parents' Night. Presentation: "*School Excellence by Design: The untold story (i.e., the role of parents/guardians).*" Audience: 50 parents, 45 students, and 20 others. [Local]
351. December 1, 2007, Magnolia Room, Southern University and A&M College. Half a day follow-up parent and student meeting of STEP. Presentation: "*Academic Achievements by Design: The Roles of Parents and of Students.*" Audience: 12 parents, 12 students, and 10 others. [Local]
350. November 29, 2007, Glen Oaks Middle School, Baton Rouge, Louisiana. Parent Meeting: Presentation: "*Passing LEAP and iLEAP by Design: The untold story (i.e., parental role).*" D. Bagayoko. Audience: Parents, a few student teachers. [Local]
349. October 26, 2007, Appalachian State University, Boone, North Carolina. "*Systemic Mentoring for Competitiveness: The Model of the Timbuktu Academy.*" Audience: Faculty members and graduate and undergraduate students. [National]
348. October 26, 2007, Appalachian State University, Boone, North Carolina. "*THE BZW Method: Predictive Calculations of Properties of Semiconductors.*" Audience: Faculty members and students of the Department of Physics. [National]
347. October 12, 2007, Crestworth Pre-Engineering Magnet School (Academy). Three hour teacher workshop. Presentation: "*The Law of Human Performance and School Excellence by Design.*" Audience: 15 middle school teachers. [Local]
346. September 29, 2007, Dillard University, New Orleans, Louisiana. Day-long BORSF Proposal Development Workshop. Presentation: "*Developing Responsive and Competitive Enhancement Proposals.*" Audience: 24 faculty members. [State]
345. September 22, 2007, Teacher Workshop at Prescott Middle School, Baton Rouge, Louisiana. Presentation: "*The law of human performance and school excellence by design.*" Audience for the three hour presentation: 26 middle school teachers. [Local]
344. September 6, 2006, Faculty Workshop of the Office of Grants and Sponsored Programs, Southern University and AM& College in Baton Rouge. Presentations: "*Developing Responsive and Competitive RCS/ITBS Proposals.*" D. Bagayoko. Audience: 12 faculty members. [Local]
343. August 2, 2007, San Antonio, Texas, USA. Annual, International Conference of the GLOBE program. Presentation: "*A four-parameter fit of average daily air temperature data from selected GLOBE schools and applications.*" Siaka Sangaré, Komakan Konaté, and Diola Bagayoko. Audience: 70 GLOBE participants from around the world. [National & International]
342. July 26-29, St. Louis, Missouri. International Conference of Applied Scholastics International. Presentation: "*Bridging from Educational Theory to Practical Classroom Use.*" Audience: Approximately 50 teachers from around the US and the World. [Invited, National & International]

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341. June 7, 2007. Peabody Hall, College of Education, Louisiana State University: Facilitator for Advance Baton Rouge's Conference on "New Lessons, New Leaders." Presentation on "Community of Learners." Audience: 4 groups of 7 teachers each, for a total of 28. [Local]
340. April 24, 2007. Riversdal, South Africa. GLOBE Learning Expedition Meeting and GLOBE Africa Consortium Meeting: Invited, Plenary Presentation: "Inviting a Better Future for Africa with GLOBE ([www.globe.gov](http://www.globe.gov))." Audience: GLOBE Coordinators for 23 Countries, 20 of which are African. [Invited & International]
339. May 29, 2007, New Diamond and Nano Carbon Conference, Osaka, Japan. Presentation" "Electronic Structure of  $C_{60}$  Semiconductor Under Controlled Doping," by G. L. Zhao, S. Yang, D. Bagayoko, J. Tang, and Z. J. Wang. [National & International]
338. April 18, 2007. Glen Oaks Middle School, Baton Rouge, Louisiana. Workshop Presentation: "Reading across the Curriculum: Reading Excellence by Design – in All Subjects." Audience: 56 middle school teachers; 44 AA (34 F, 10 M); 8 Whites (3 F, 5 M); and 4 Hispanic Americans (3 F, 1 M). [Local]
337. April 11, 2007; Albany State University, Albany, Georgia: Luncheon Presentation: Audience: 25 faculty members and academic deans and department heads. Invited Presentation: "Systemic Student Mentoring for Competitiveness." Audience: 25 university faculty members, department heads, and deans.[Invited & National]
336. Saturday March 31, 2007, Delinont Elementary School, Baton Rouge, Louisiana: *The Law of Human Performance and the Promotion of Academic Excellence: Avoiding or Closing Academic Achievement Gaps*. Three-hour workshop for 38 teachers. [Local]
335. March 22, 2007, Auditorium I, College of Science and Technology, University of Bamako, Bamako, Mali. Conference Presentation on: « *Etudier aux USA au delà de la Maîtrise* ». Audience: 200 4th Year and Graduate Students and Faculty Members, University of Bamako. [Invited & International]
334. March 16, 2007. Annual Conference of the Louisiana Academy of Science (LAS) at Southern University and A&M College in Baton Rouge (SUBR). Invited presentation: "Mapping Concepts for Superior Teaching and Learning." Audience: 15 college faculty members. [Invited & State]
333. March 16, 2007. Annual Conference of the Louisiana Academy of Science (LAS) at Southern University and A&M College in Baton Rouge (SUBR): "Modeling and Analysis of GLOBE Average Air Temperature Data and Application," by S. Sangaré, K. Konaté, and D. Bagayoko. Audience: 17 college faculty members. [State]
332. March 16, 2007. Annual Conference of the Louisiana Academy of Science (LAS) at Southern University and A&M College in Baton Rouge (SUBR): "Predictions of the Electronic Structure and Related Properties of Calcium Hexaboride ( $CaB_6$ )," by L. Franklin, H. Jin, G. L. Zhao, and D. Bagayoko. Audience: Faculty members and graduate students. [State]
331. March 16, 2007. Annual Conference of the Louisiana Academy of Science (LAS) at Southern University and A&M College in Baton Rouge (SUBR): "Electronic Structure and Related Properties of Rutile  $TiO_2$ ," by H. Jin, G. L. Zhao, and D. Bagayoko. Audience: College faculty members and graduate and undergraduate students. [State]

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330. March 15, 2007, Dalton Elementary, Baton Rouge, Louisiana. Parents' Meeting; Presentation on: "*The Critical Role of Parents in Promoting Academic Excellence.*" Audience: 70 parents of Elementary School students. [Local]
329. March 7, 2007, Convention Center, Denver, Colorado, USA. Annual March Meeting of the American Physics Society (APS). Presentation: "*A Correct Density Functional Description of Semiconductors,*" by D. Bagayoko, G. L. Zhao, L. Franklin, and H. Jin. Audience: 50 researchers across the world (faculty, graduate students, and other researchers). [National & International]
328. March 6, 2007, Convention Center, Denver, Colorado, USA. Annual March Meeting of the American Physics Society (APS). "*A Proposed New Measurement of the Superconducting Gap of  $YBa_2Cu_3O_7$ ,*" by G. L. Zhao and D. Bagayoko. Audience: Research physicists across the world. [National & International]
327. March 5, 2007, Convention Center, Denver, Colorado, USA. Annual March Meeting of the American Physics Society (APS). Presentation: "*Examination of the Properties of Ab-Initio Calculations of the Electronic Structure of GaAs and In As,*" by G. L. Zha, H. Jin, and D. Bagayoko. Audience: researchers across the world. [National & International]
326. Saturday February 24, 2007, in the Library of Dalton Elementary School. Teacher workshop presentation on "*The Law of Human Performance and the Cultivation of Academic Excellence from Pre-K to Graduate School and Beyond.*" Audience: 25 Elementary school teachers: 22 African American (18 F & 4 M), 2 White Females, and 1 Hispanic American Female. [Local]
325. Saturday, February 24, 2007, in the Cafeteria of Istrouma High School, Baton Rouge, Louisiana. Community School Summit for Parents and Students. Two presentation of one hour each on "*The Law of Human Performance*" for Attaining High Academic Achievements. Audience: Parents and Teachers. [Local]
324. Wednesday February 21, 2007, in the Library of Glen Oaks Middle School, Baton Rouge, LA. Teacher workshop presentation on "*Educational and Scientific Foundations for Regular, Graded Homework Assignments - Congruent in Scope and in Depth with the Curriculum and Grade Level Expectations.*" Audience: 56 middle school teachers; 44 AA (34 F, 10 M); 8 Whites (3 F, 5 M); and 4 Hispanic Americans (3 F, 1 M). [Local]
323. February 10, 2007, in the Library of Southern University Laboratory School (SULS). Teaching workshop presentation: "*The law of human performance and the promotion of high academic achievements.*" Audience: 6 department heads and the principal at SULS. [Local]
322. February 15, 2007, in the Cafeteria of Glen Oaks Middle School. Meeting of Parents and students (8<sup>th</sup> grade only). Presentation: "*How to Pass LEAP without Stress or Anxiety: The Critical Role of Parents.*" Audience: 46 Parents and 30 8<sup>th</sup> grade, middle school students. [Local]
321. February 6, 2007, Magnolia Room, Mayberry Dining Hall, Southern University and A&M College in Baton Rouge. Weekly meeting of the Early Riser Kiwanis Club. Presentation: "*The Timbuktu Academy and its Outreach to K-12 Community*" Audience: 30 Faculty, business, and community leaders. [Local]
320. Thursday February 1, 2007. North Campus of Southern University at New Orleans (SUNO). Presentation to Faculty and a few Administrators on "*The Law of Human Performance and the*

*Cultivation of Academic Excellence from Pre-K to Graduate School and Beyond.*” Audience: 20 Faculty, Chairs, and Administrators. [State]

319. Thursday February 1, 1007. Tulane School of Medicine (TSM), New Orleans, LA. Visit and presentation on *“The Timbuktu Academy and LS-LAMP and Avenues of Partnership with TSM.”* Audience: Selected Tulane staff members and visiting staff and students from SUBR. [State]

318. Tuesday, January 30, 2007, in the Cafeteria of Prescott Middle School. Parents’ Meeting and presentation on *“Scientific Advice to Parents on their Critical Role in the Education of Their Children.”* Audience: 20 African American Parents and middle school students. [Local]

317. Wednesday January 24, 2007. Room 885, National Science Foundation (NSF), Arlington, VA. A presentation to 20 program officers and other officials of NSF on *“The Model of the Timbuktu Academy: Paradigm, Programs, Activities, and Results.”* Handouts including a printout of the presentation, the brochure of the Academy, and a CD with more then 15 publications of or on the Academy. [Invited & National]

316. Saturday January 20, 2007, in the Library of Prescott Middle School, Baton Rouge, Louisiana. *“The Law of Human Performance and Applications for Effective Teaching and Learning.”* Duration: 3 hours. Audience: 30 Middle School Teachers: 24 AA (21 F, 3 M), 2 HA (2F), and 4 Whites (3F, 1M). [Local]

315. Wednesday January 17, 2007, Sophie B. Wright Middle School, New Orleans, Louisiana. *“THE LAW OF HUMAN PERFORMANCE and the Cultivation of Academic Excellence: Avoiding or Closing Academic Achievement Gaps from Pre-K to Graduate School and Beyond.”* Duration: 3 hours. Audience: 27 Middle School Teachers: 22 AA (16 Females, 6 Males), 5 Whites (3 Females, 2 Males). [State]

314. January 16, 2007, Room 102 Lee Hall, Southern University and A&M College, Baton Rouge, Louisiana. Presentation on: *“A Scaffolding of Professionalism in Science: Accuracy, Precision, and Completeness (APC) in Communication and Application to Thought, Emotion, and Action Management (TEAM).”* A one hour presentation to 50 undergraduate Scholars of the Timbuktu Academy and of LS-LAMP. [Local]

313. Saturday January 14, 2007. *“The Charge for the Science Bowl Teams of the Timbuktu Academy.”* Duration: 30 minutes. Audience: 15 and 14 High and Middle School Students (African Americans) and 20 Parents. [Local]

312. Wednesday January 10, 2007. Cafeteria of Glen Oaks Middle School. *“The Role of Parents in the Education of Children.”* Audience: 20 Parents and 10 Middle School Students. [Local]

311. Saturday January 6, 2006. Sigma Delta Theta Sorority Inc. House on SUBR Campus: *“Careers in Science, Mathematics, Engineering, and Technology (STEM) for Girls.”* Handouts: Diagram of the Scientific Method, Studying Successfully, a Problem Solving Paradigm. 22 African American Girls (10 in Middle School and 12 in High School). [Local]

310. December 17, 2006; Faculty (College) of Science, Fayoum University, Fayoum, Egypt. *“Enhancement of College Science Teaching: The Model of the Timbuktu Academy.”* D. Bagayoko. Audience: 30 condensed matter faculty members and graduate students. [Invited & International]

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309. December 13, 2006; Department of Physics, Cairo, University, Cairo, Egypt. "*Predictive Calculations of Electronic and Related Properties of Materials.*" D. Bagayoko. Audience: 30 condensed matter faculty members and graduate students. [Invited & International]

308. November 7, 2006. Southern University Laboratory School (SULS). Presentation to the School Improvement Team (SIT): "*School Excellence by Design: A plan for total school transformation to attain 5-star status,*" D. Bagayoko. Audience: 15 members of the School Improvement Team, including the Principal (Dr. Derek Morgan) and the Assistant Principal (Ms. Williams). [Local]

307. October 28, 2006, Prescott Middle School Library. Presentation: "*The Law of Human Performance and Applications to Superior Teaching and Learning,*" D. Bagayoko [Local]

306. October 20, 2006, Board Meeting Room, Southern University and A&M College in Baton Rouge (SUBR). Presentation to the Board of Supervisors: "*The Timbuktu Academy: Paradigm, Programs, and Results,*" D. Bagayoko. Audience: 16 Board Members, 20 Administrators, and [Local]

305. October 18, 2006, Prescott Middle School Cafeteria. Presentation: "*Scientific Advice to Parent – To Promote Academic Excellence,*" D. Bagayoko. Audience: [Local]

304. Friday October 13, 2006, The Network 2006 Coalition of Mississippi and Louisiana Black Elected Officials Reception, Top Floor of the AmSouth Building, in Jackson, MS. Presentation: "*The Study Technology of Applied Scholastics, Inc.: A solution to Educational Problems in America.*" Audience: over 100 elected officials and guests from Mississippi and Louisiana. [National]

303. October 11, 2006, Barataria Room, LSU Union. Presentation to the Bridge to the Doctorate Scholars at LSU. "The Law of Human Performance and Excellence in Studying, Research, Communication, and Related Areas," D. Bagayoko. Audience: 20 African American Graduate Scholars in STEM fields. [Invited & State]

302. October 7, 2006, 8 PM. 10245 South Airline Highway, Baton Rouge, Louisiana, Inn Suites. An invited, keynote presentation on the occasion of the Celebration of the Nigerian Independence by the United Nigerians Association: "*As Nigeria Goes, so Goes Africa: Clear Reasons for Hope.*" D. Bagayoko: Audience: Approximately 370 (250 adults and 120 children). [Invited & Local]

301. 259 North Boulevard, Baton Rouge, Louisiana: An invited luncheon presentation to the Downtown Kiwanis Club on "*Majors Keys to the Success of the Implementation Reconstitution Plan of Prescott Middle School.*" D. Bagayoko. Audience: 35 Kiwanis Club Members. [Invited & Local]

300. September 26, 2006. Johannesburg, South Africa. A presentation on "Transfer of Knowledge Through Expatriate Nationals (TOKTEN)". Audience: 150 research scientists from Sub-Saharan Africa and the Diaspora and officials member organizations of the International Council of Science (ICSU). [Invited & International]

299. September 20, 2006. Glen Oaks Middle School, Baton Rouge, Louisiana: A workshop for teachers on "*The Law of Human Performance and the Cultivation of Academic Excellence: Avoiding or Closing Academic Achievement Gaps – from Pre-K through Graduate School.*" D. Bagayoko. Audience: 56 middle school teachers; 44 AA (34 F, 10 M); 8 Whites (3 F, 5 M); and 4 Hispanic Americans (3 F, 1 M). [Local]

298. September 12, 2006. Glen Oaks Middle School, Baton Rouge, Louisiana. A presentation to parents of Glen Oaks Middle School students on "*The Road to Academic Excellence: Scientific Advice to*

*Parents.*” D. Bagayoko. Audience: approximately 250 (50 teachers and teachers aids, 120 parents, and 80 students and their siblings) [Local]

297. August 30, 2006. Port Allen Middle School, Port Allen, Louisiana. A presentation to parents of middle school students on “*The Road to Academic Excellence: The Key Role of Parents.*” D. Bagayoko. Audience: Approximately 250 persons (60 teachers, 130 parents, and 60 students). [Local]

296. August 12, 2006. Port Allen Middle School, Port Allen, Louisiana. A Day long Workshop for Teachers: “*The Law of Performance and the Cultivation of Academic Excellence: Avoiding or Closing Academic Achievement Gaps.*” D. Bagayoko. Audience: TO COMPLETE xyz Middle School Teachers. [Local]

295. July 31, 2006, International Conference Center, Bamako, Mali. “*Analyse et Modélisation de Quelques Données de Température du Programme GLOBE.*” Siaka Sangaré, Komakan Konaté, and D. Bagayoko. Malian Symposium of Applied Sciences (MSAS) 2006. Audience: 30 researchers (faculty members and graduate students). [International]

294. July 29, 2006, International Conference Center, Bamako, Mali: “*Inventer un Avenir Meilleur.*” D. Bagayoko. A plenary, invited presentation, Malian Symposium of Applied Sciences (MSAS) 2006. Audience: 70 Univ. administrators, faculty members (across the world) and graduate and undergraduate students. [Invited & International]

293. June 2, 2006, Department of Physics, Beijing (Peking) University, Beijing, China. “*Ab-initio Predictions of electronic Properties of Materials: The Bagayoko, Zhao, and Williams (BZW) Method.*” D. Bagayoko (presenter) and g. L. Zhao. Audience: Researchers and graduate students, Department of Physics, University of Beijing. [Invited & International]

292. April 22, 2006, High Tech Classroom, Engineering Building, Southern University at Baton Rouge, Louisiana. Annual Meeting of the Association of Louisiana Faculty Senates (ALFS). “*The Post-Katrina Downsizing and Re-Missioning of Southern University at New Orleans (SUNO) – Implications for STEM Education*” D. Bagayoko. {Audience: 35 Faculty Representatives from Louisiana Public and Private Universities} [Local]

291. April 13, 2006, Cotillion Ball Room, Southern University and A&M College. “*System Mentoring at the Timbuktu Academy.*” D. Bagayoko. A Presentation at the Spring 2006 Meeting of the IceCube International Collaboration. [Audience: 45 International Researchers, 35 Males and 10 Females] [Invited, National & International]

290. April 1, 2006, Prescott Middle School, Baton Rouge, Louisiana. “*An Effective Approach to Teaching and Learning Reading: Reading Excellence by Design.*” D. Bagayoko. [Audience: ELA teachers at Prescott and one feeder school] [Local]

289. Wednesday February 23, 2006; Room 214, Williams Hall, LSU-Baton Rouge. “*The Power Law and the Law of Human Performance and the Creation of Educational, Research, and Professional Value-added.*” D. Bagayoko. [Audience: 5 African American and 2 Hispanic Graduate Students participating in the Bridge to the Doctorate Program (BDP)]. [Local]

288. March 15, 2006, APS March Meeting, Baltimore, Maryland, USA. “*Density Functional Band Gap of AlAs.*” Hua Jin, Guang-Lin Zhao, and Diola Bagayoko. [National & International]

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287. March 15, 2006, APS March Meeting, Baltimore, Maryland, USA. "*Calculated, Optical Properties of Wurtzite InN.*" D. Bagayoko, H. Jin, and G. L. Zhao. [National & International]
286. March 15, 2006, APS March Meeting, Baltimore, Maryland, USA. "*Predictions of Electronic and Optical Properties of Cubic InN.*" L. Franklin, H. Jin, G. L. Zhao, and D. Bagayoko. [National & International]
285. March 15, 2006, APS March Meeting, Baltimore, Maryland, USA. "*Optical Properties of Aligned Carbon Nanotube Mats for Photonic Applications.*" G. L. Zhao, D. Bagayoko, and L. Yang. [National & International]
284. March 14, 2006, APS March Meeting, Baltimore, Maryland, USA. "*Ab-initio Simulations of the Growth of Short Carbon Nanobells.*" G. L. Zhao, and D. Bagayoko. [National & International]
283. February 21, 2006, 7PM – 7:30 PM, Prescott Middle School, Baton Rouge, Louisiana. "*Preparing for and Passing iLEAP and LEAP: Relevant and Correct Practice.*" D. Bagayoko. A presentation to parents at Prescott Middle School. [50 Parents; 40 Females; African American]. [Local]
282. February 21, 2006. 5:30 PM to 6:30 PM, Glen Oak Park Elementary, Baton Rouge, Louisiana. "*The Secrets of Excellence and of Passing Tests: Relevant and Correct Practice*" and "*The Scientific Method: Illustration with the Simple Pendulum.*" D. Bagayoko. Presentation to parents and students at Glen Oak Park Elementary [35 Parents, 30 females; African American) and 45 students (25 females and 20 males; African American). Hands one illustration of the scientific method for 8 students and 3 parents, and 1 teacher. [Local]
281. February 15, 2006, Prescott Middle School, Baton Rouge, Louisiana. "*Synthesizing and Applying Essentials: Educational Reforms & Research-based approaches.*" D. Bagayoko. [Audience: 67; 55 AA, 12 Whites, and 1 Hispanic; 60 Middle School Teachers and 7 administrators]. [Local]
280. Saturday February 11, 2006, East Iberville Pre-K-12 School, St. Gabriel, Louisiana. "*The Law of Human Performance and the Attainment of Academic Excellence: Avoiding or closing Academic Achievement Gaps, from Pre-K to Graduate School and Beyond.*" D. Bagayoko. [Audience: 19; 15 African Americans, 4 Whites; 13 Elementary, 3 Middle, and 4 High School Teachers]. [State]
279. Saturday, January 28, 2006, Prescott Middle School, Baton Rouge, Louisiana. "SYNTHESIZING AND APPLYING ESSENTIALS: The LHP, the 10-Strands of Competitive Education, the PSP, Cognitive Condensation, and More *Through classroom and homework activities, test anxieties can be avoided.*" D. Bagayoko. Audience: 20 Prescott Teachers.[State]
278. January 17, 2006, Auditorium, College of Sciences and Technology, University of Bamako, Bamako, Mali. "*La Physique: Son Importance et Sa Contribution à la Société.*" D. Bagayoko. At the year of Physics (2005) commemorative conference. Audience: 550 students (undergraduates and graduates, and 10 faculty members). [Invited, National & International]
277. December 13, 2005, Prescott Middle School Cafeteria: General, School-wide Parent Meeting. "The Road To Academic Excellence." Audience: Parents, teachers, and students. Over 350 attendees. [Local]
276. November 5, 2005, Prescott Middle School, Baton Rouge, Louisiana. "*An Effective Approach to Teaching and Learning Reading: Reading Excellence by Design.*" Diola Bagayoko. Audience: 20 individuals, including 13 Teachers from Prescott Middle, 4 from Delmont Elementary. [for NASA]

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Report: 16 African Americans & 4 Whites; 18 Females & 2 Males; 16 at a Middle School and 4 at an Elementary School] [Local]

275. October 21, 2005. Room 152 Coates Hall, LSU-Baton Rouge. *"Demystifying Physics 2201: Concept Mapping, and Applications."* A presentation to 20 LA-STEM Scholars at LSU on General Physics I, Mechanics. D. Bagayoko. Audience: 20 College students at LSU. [For NASA Report: Approximately ½ were males and 1/2 were Whites.] [Local]

274. October 19, 2005. Glen Oaks Park Elementary School, East Baton Rouge Parish. *"The Laws of Human Performance and Excellence in Education."* D. Bagayoko. A presentation to 40 Elementary School Students and 45 Parents on the ways and means of cultivating academic excellence. [Local]

273. September 21, 2005, Library, Prescott Middle School. Professional Development Workshop: "The Law of Human Performance and Excellence in Education: Avoiding or Closing Academic Achievement Gaps," by D. Bagayoko. Audience: 74 Middle School Teachers at Prescott Middle. [Local]

272. September 14, 2005. Prescott Middle School Open House Night. *"Efforts and Excellence and the Distributed Responsibilities and Shared Credits"* D. Bagayoko. 60 Middle School Students, 25 Teachers, and 40 Parents. [For NASA Report: Students (40 Females and 20 Males; African Americans); Teachers (21 Females and 4 Males); Parents (35 Females, 5 Males, African Americans)] [Local]

271. September 12, 2005, University of Texas at Corpus Christy, Texas. *"Aligning GLOBE and State Standards and its Importance for Teachers."* D. Bagayoko. Audience: 20 GLOBE officials and partnership leaders. [For NASA Report: 10 Males and 10 Females; 7 Minorities and 13 Whites] [National]

270. August 20, 2005. Garyville Math and Science Magnet School, Garyville, Louisiana. Four hour Professional Development workshop. *"High Academic Achievement for All: Avoiding and Closing Academic Achievement Gaps, from Pre-K to Graduate School and Beyond."* D. Bagayoko. Audience: 24 K-8 teacher, counselors, and Principal. [For NASA Report: 20 females and 4 males; 18 African Americans and 6 Whites] [Local]

269. August 11, 2005, High Tech Classroom, Engineering Building, SUBR. A presentation to the visiting TEAM from Naval Sea Systems Command. *"The Timbuktu Academy: Paradigm, Programs, Activities, and Results."* D. Bagayoko. Audience: 45 SUBR NAVSEA visitors (4), Deans and vice Chancellors, and faculty – Mostly African American. 30 males and 15 females. [Local]

268. August 4, 2004. Tulane-Xavier Bio-Engineering Center, New Orleans, La. *"Student Recruitment."* D. Bagayoko. Audience: 47 University researchers and graduate students. [About 1/2 White and 1/2 Female] [State]

267. July 13, 2005, New Orleans Convention Center, New Orleans, Louisiana. *"High Academic Achievements for All: Avoiding and Closing Academic Achievement Gaps."* D. Bagayoko. Two presentations: 10:45-11:45 AM and 1:45-2:45 PM. Audience: 70 and 85 K-12 school administrators, teachers, and staff. [State]

266. June 21, 2005. Hotel Meridien President, Dakar, Senegal. *"Educational Competitiveness: The Model of the Timbuktu Academy."* D. Bagayoko. Audience: 40 researchers, faculty, and educational officials from the US, Senegal, and other African Countries. [Invited & International]

265. June 21, 2005. Hotel Meridien President, Dakar, Senegal. "*Science Education and Research for Sustainable Development.*" D. Bagayoko. Audience: 35 researchers, faculty, and educational officials from the US, Senegal, and other African Countries. [Invited & International]
264. June 9-11, 2005, Beijing, China. China International Conference on Nanoscience and Technology. "*Ab-initio Simulations of the Growth and Structural Properties of Short Carbon Nanobells.*" G. L. Zhao (Presenter), D. Bagayoko, and E. G. Wang. [Invited & International]
263. June 9-11, 2005, Beijing, China. China International Conference on Nanoscience and Technology. "*A Universal Relation Between the Densities of States Near van Hove Singularities and the Effective Electron Masses in 1-Dimensional Semiconductors.*" G. L. Zhao (Presenter) and D. Bagayoko. [Invited & International]
262. Saturday May 14, 2005, Room 142 w. James Hall, SUBR, Baton Rouge, LA. "*Developing a Responsive and Competitive Proposal.*" D. Bagayoko. A day-long proposal development workshop for 40 teachers from Banks Elementary School. [Local]
261. Monday April 25, 2005. Washington, DC. Joint Annual Meeting of Project Directors of the Human Resource Development (HRD) Division of the National Science Foundation (NSF). "*The Louis Stokes Louisiana Alliance for Minority Participation (LS-LAMP) and the Timbuktu Academy.*" D. Bagayoko. Audience: It is estimated that at least 150-200 of the many hundreds of attendees saw the presentations. [National]
260. April 15, 2005. Dillard University's Annual Student Research Symposium. Dillard, New Orleans. "*Efforts and the Attainment of Excellence.*" D. Bagayoko. Audience: 60 African American, undergraduate STEM majors and 10 faculty members. [State]
259. March 15, 2005, SUBR School of Nursing Auditorium, Baton Rouge, LA. "*Girls in Science, Technology, Engineering, and Mathematics (STEM).*" D. Bagayoko. Audience: 30 K-12 Female Students and 40 adults (females). The audience was entirely African American. [Local]
258. March 25, 2005. Los Angeles, CA. March Meeting of the American Physical Society (APS). "*Structural, Elastic, and Electronic Properties of Deformed Carbon Nanotubes under Uniaxial Strain.*" A. Pullen SUBR & (Caltech), G. L. Zhao, D. Bagayoko, and L. Yang (NASA), Bull. APS, Vol. 50, No. 1, Page 1420 (2005). [National & International]
257. March 23, 2005. Los Angeles, CA. March Meeting of the American Physical Society (APS). "*Re-examination of Ab-initio Calculation of the Electronic Structure of Zn Se, Ge, and GaAs.*" G. L. Zhao, L. Franklin, and D. Bagayoko, Bull. APS, Vol. 50, No. 1, Page 1073 (2005). [National & International]
256. March 22, 2005. Los Angeles, CA. March Meeting of the American Physical Society (APS). "*True LDA Band Gaps of Wurtzite and Cubic Indium Nitride (*w-InN* and *c-InN*).*" D. Bagayoko, G. L. Zhao, and L. Franklin. Bull. APS, Vol. 50, No. 1, Page 617 (2005). [National & International]
255. February 26, 2005. Marriott Washington Hotel, Washington, D.C. 2005 National Conference of Quality Education for Minorities (QEM) Network. "*An Ultimate Part of Solutions to Disparities: A Competitive Education and the Related 'Ways and Means'.*" D. Bagayoko. Audience: 35 University officials and faculty members. [National]
254. February 18, 2005. Orlando, Florida, Disneyland. 2005 National Conference of the National Society of Black Physicists (NSBP) and of the National Society of Hispanic Physicists (NSHP). "*Local*

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*Density Functional Description of Electronic Properties of Wurtzite Zinc Oxide (ZnO).*" D. Bagayoko, G. L. Zhao, and L. Franklin. Audience: 17 faculty members, graduate students, and federal lab researchers.[National & International]

253. February 17, 2005. Orlando, Florida, Disneyland. 2005 National Conference of the National Society of Black Physicists (NSBP) and of the National Society of Hispanic Physicists (NSHP). "*A Competitive Edge for Recruitment: The Versatility and Wonders of Physics.*" D. Bagayoko. Audience: 20 faculty members, graduate students, and federal lab researchers. [National & International]

252. February 12, 2005. Radisson Hotel, New Orleans, LA. "*Empowerment for Academic Excellence: Avoiding or Closing Academic Achievement Gaps.*" D. Bagayoko. Audience: 150 faculty members, program officers, students, etc., from HBCU-UP programs across the country. [State]

251. January 4, 2005. International Conference on College Teaching and Learning. Board Resort, Disneyland, Orlando, Florida. "*Mapping The Concept of Change.*" D. Bagayoko, S. Hasan, and T. Reese. Audience: 40 faculty members and researchers from around the world. [National & International]

250. January 3, 2005. International Conference on College Teaching and Learning. Board Resort, Disneyland, Orlando, Florida. "*Mapping Basic Mechanics Concepts.*" D. Bagayoko and S. Hasan. Audience: 33 faculty members and researchers from around the world. [National & International]

249. December 7, 2004. Henton Room, Student Union, SUBR: *The Research and Experience Base of the Timbuktu Institute, Inc.* A presentation to 7-10 officials (BESE, Local School Board, Legislature, and Community). [Local]

248. December 1, 2004. Tensas Parish Schools (Davidson, Newellton, and Academy). Three (3) Presentations on "*The Value of Education and Careers in Science and Technology.*" D. Bagayoko. Audience: Davidson High: 127 students and (49 males, 78 females; 126 Blacks, 1 White) and 14 teachers; Newellton High: 83 Students (30 males, 53 females; 82 Blacks, 1 White) and 14 teachers (3 males, 11 females; 2 Blacks, 12 Whites); St. Joseph Academy: 50 Students (1 Black, 49 Whites; 17 males, 33 females) and 5 teachers. [Local]

247. November 19, 2004. Green T. Lindon Elementary School, Youngsville, Louisiana. Three Presentations: "*The Hands-on Scientific Method for 2<sup>nd</sup> Grade Students.*" D. Bagayoko. Audience: Three classes of eighteen (18) students for a total of fifty four (54) students [6 Blacks, 48 Whites; 29 males, 25 females]. [Local]

246. November 17, 2004. J. K. Haynes Elementary Charter School, Baton Rouge, Louisiana. Presentation: "*Academic Excellence by Design.*" D. Bagayoko. Audience: Twenty seven (27) elementary school teachers and staff [3] of J. K. Haynes Elementary Charter School and of Children's Charter School [4 males, 23 females; 4 Whites, 23 Blacks]. [Local]

245. November 2, 2004. Vermilion School System, Vermilion Parish, Louisiana. Two Hour Presentation: "*Teaching Effective Problem-Solving.*" Audience: 29 Teachers (8 males, 21 females; 1 Black, 28 White; 15 elementary, 10 middle, and 4 high school teachers). [Local]

244. October 28, 2004. Central Private School, Baker, Louisiana. Presentation: "*Careers in Science and Technology and the English and Mathematics It Takes.*" D. Bagayoko. Audience: Fifty (50) middle school students (8<sup>th</sup> grade) and four (4) teachers. [Local]

243. October 22, 2004. Magnolia Room, Mayberry Cafeteria, Southern University and A&M, Baton Rouge (SUBR), Louisiana. Presentation: "*Faculty Expectations and Roles.*" D. Bagayoko. Audience: Fifty (50) – including officials of SU System and campuses and new faculty members from all five campuses. [Local]

242. October 19, 2004. Capital City Rotary Club, Baton Rouge, Louisiana. Presentation: "*The Timbuktu Academy's Paradigm of Education: The Reason It Received The 2002 US Presidential Award For Excellence.*" D. Bagayoko. Audience: Ten (10) members of the Capital City Rotary Club. [Local]

241. October 8, 2004. Hotel Meridien President, Dakar, Senegal. First Conference of Intellectual from Africa and the Diaspora (CIAD). Presentation: "*A Comprehensive Approach to the Science Education, Research, and Development.*" D. Bagayoko. Audience: Fifty (50) scientists and policy makers from Africa and the Diaspora. [National & International]

240. October 1, 2004. Evangeline Elementary School, Evangeline, Louisiana. Presentation: "*Careers in Science and Technology and the English and Mathematics It Takes.*" D. Bagayoko. Audience: Sixty (60) 6<sup>th</sup> through 8<sup>th</sup> grade students. [Local]

239. September 13, 2004. Clay Young's Morning Show, On Wooddale Boulevard, Baton Rouge. Thirty Minute Interview: "*Closing Academic Achievement Gaps.*" D. Bagayoko. Audience: in Thousands (in Baton Rouge and surrounding parishes). [Local]

238. September 11, 2004. Press Box, A. W. Mumford Stadium, SUBR. Radio Interview: "*The Timbuktu Academy: Its Programs That Cultivate Academic Excellence (and close achievement gaps).*" D. Bagayoko. Audience: in Thousands (pre-game show the SU Sport Network). [Local]

237. September 8, 2004. Catahoula Parish, Louisiana. Presentations: "*Careers in Science and Technology and the English and Mathematics It Takes.*" D. Bagayoko. Audience: Three (3) presentations at three (3) different schools at audiences of eighty-seven (87), ninety (90), and two hundred eighteen (218) high school students respectively. [Local]

236. September 7, 2004. Conference Room in the Agricultural Research and Extension Center contiguous to the campus of SUBR, Baton Rouge. Presentation: "*An Overview of the Board of Regents Support Fund Program and The Development of Competitive Proposals.*" D. Bagayoko. Audience: Thirty (30) faculty members, including department chairs and two deans (Business and Public Policy). [Local]

235. August 7, 2004. University Cheick Anta Diop, Dakar, Senegal. Interview with Radio France Internationale (RFI): "*The Significance of the BZW Method for Materials Research and Development and of the 2004 MSAS Conference.*" D. Bagayoko and Ouateni Diallo. Audience: In hundreds of Thousands (RFI is broadcast over the entire continent of Africa and others). [Invited & International]

234. August 6, 2004. University Cheick Anta Diop, Dakar, Senegal. Présentation: "*La Loi de la Performance Humane: Applications des Mathématiques au Développement.*" D. Bagayoko. Fifty (50) mostly mathematics faculty members and researchers from around the world. [Invited & International]

233. August 3, 2004. Solar Energy Research Center (CRES in French), University of Bamako, Mali. Presentation: "*Predictive Calculations of Electronic Properties of Atoms, Molecules, and Semiconductors.*" D. Bagayoko. Audience: One hundred twenty (90) science, mathematics, and engineering researchers and university faculty from 14 countries around the world. [Invited & International]

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232. August 2, 2004. Solar Energy Research Center (CRES in French), University of Bamako, Mali. Presentation: "*Education, Recherche, et le Développement Compétitif.*" D. Bagayoko. Audience: One hundred twenty (120) science, mathematics, and engineering researchers and University faculty from 14 countries around the world. [Invited & International]

231. July 22, 2004. Chase Suites, Corporate Boulevard, Baton Rouge, Louisiana. Presentation (at 6:00 PM): "*The Scientific Method for All.*" D. Bagayoko. Audience: Twenty four (24) 7<sup>th</sup> through 12 grade students. [Local]

230. July 22, 2004. School of Nursing, Southern University and A&M College, Baton Rouge (SUBR), Louisiana (at 3:00 PM). Presentation: "*Two Significant Others for Effective Professional Development.*" By D. Bagayoko, Luria Stubblefield, Ella L. Kelley, and Saleem Hasan. Audience: Ten (10) Conferees, mostly faculty members and teachers. [State]

229. July 21, 2004. High Technology Classroom, School of Engineering, SUBR, Louisiana. Presentation: "*The Timbuktu Academy: Paradigm, Programs, Activities, and Results.*" D. Bagayoko. Audience: Fifty (50) officials from The US Navy and SUBR, including Admiral Ann Rondeau and several officers of the Navy, Chancellor Edward Jackson, the vice chancellors, deans, department chairs, and key faculty and staff members. [National]

228. July 12, 2004. First Floor, Higgins Hall, Southern University and A&M College, Baton Rouge (SUBR). Presentation: "*Internship Experiences and the Law of Human Performance.*" D. Bagayoko. Audience: Fifteen (15) McNair Scholars at SUBR. [Local]

227. July 7, 2004. National Science Foundation, Arlington, VA. Presentation: "*The Louis Stokes Louisiana Alliance for Minority Participation (LS-LAMP): Logical framework, operation, and results.*" D. Bagayoko. Audience: three (3) members of a national review panel, three (3) NSF program officers, and three (3) representative from Louisiana. [Invited & Local, out of State]

226. May 29, 2004. New Jersey Institute of Technology, Newark, New Jersey. Presentation: "*The Creation of Educational Value Added: From Pre-K to College and Beyond.*" D. Bagayoko. Audience: 31 attendees, mostly professionals and university faculty members. [National]

225. May 28, 2004. Rutgers University, Rutgers, New Jersey. National Science Foundation (NSF) funded 16<sup>th</sup> International Workshop on New Developments in Condensed Matter Theory. Poster Presentation: "*A Mathematical Solution of the Band Gap Catastrophe.*" D. Bagayoko. Audience: Over 100 condensed matter theorists, including over 40 graduate students. [National & International]

224. April 29, 2004. Springfield High School, Springfield, Louisiana, 8 AM to 12 Noon. "*Education, Job Tasks, and Rewards for Your Career in Science.*" D. Bagayoko. Audience: 93 students in 4 different classes and 8 teachers. [Invited & Local]

223. April 23, 2004. Albany Middle School, Albany, Louisiana. "*Careers in Science, Mathematics, and Engineering, and the English and Mathematics It Takes.*" D. Bagayoko. Audience: 65 Middle School Students in 3 different classes and 6 teachers. [Invited & Local]

222. April 21, 2004. Brighter Horizon School, Wooddale Boulevard, Baton Rouge, Louisiana. "*Careers in Science, Mathematics, and Engineering, and the English and Mathematics It Takes.*" D. Bagayoko. 25 African American High School Students (mostly females) and 4 teachers. [Invited & Local]

221. April 13, 2004. Baton Rouge Community College's Science Club. "*Careers in Science, Mathematics, and Engineering, and the English and Mathematics It Takes.*" D. Bagayoko. Audience: 50 BRCC Students and 5 Staff Members. [Invited & Local]
220. April 2, 2004. Dillard University, New Orleans, LA. The White House Initiative for HBCU's. "*Winning a Federal Grant.*" D. Bagayoko as the representative of the Southern University System. Audience: 52 faculty members from HBCU's around the country. [Invited & Local]
219. March 6, 2004. Baton Rouge Sigma Foundation. "*Careers in Science, Mathematics, and Engineering, and the English and Mathematics It Takes.*" D. Bagayoko. Audience: 30 African-American girls and 4 staff members. [Invited & Local]
218. March 4, 2004. St. Charles Elementary, New Orleans, LA. "*The Scientific Method for all.*" D. Bagayoko. Audience: 133 students (72 males, 61 females); 112 white and 21 black) and 15 teachers (all female, 1 black). [Local]
217. February 24, 2004. Lawrence Berkeley Laboratory, Berkeley, California. "*Ab-initio, Predictive Calculations of Energy Gaps.*" D. Bagayoko. Audience: 7 research scientists and 3 undergraduate students from Jackson State University. [Local, out of State]
216. February 23, 2003. Lawrence Berkeley Laboratory, Berkeley, California: "*Outreach, Diversity, and Systemic Mentoring.*" D. Bagayoko. Audience: 37 Researchers, UC Berkeley faculty members, and Laboratory staff. [Local, out of State]
215. February 21, 2004. Omni Shoreham Hotel, Washington, DC. Joint National Conference of the National Society of Black Physicists and Black Physics Students and of the National Society of Hispanic Physicists. "*Closing and Avoiding Achievement Gaps: From Pre-K to Graduate School and Beyond.*" D. Bagayoko. Audience: 35 scientists, educators, policy makers, and graduate students. [National]
214. February 5, 2004. Cut Off Elementary, Cut Off, Louisiana, 1:30 PM to 2:20 PM. "*The Scientific Method for All.*" D. Bagayoko and Monika Wright. Audience: 80 elementary school students and 7 Teachers. [Local]
213. February 3, 2004. Community School for Apprenticeship Learning (CSAL), Baton Rouge, Louisiana. "*Careers in Science, Mathematics, and Engineering, and the English and Mathematics It Takes.*" D. Bagayoko. Audience: 19 middle and high school students, and 3 teachers. [Local]
212. January 21, 2004. St. Rita Elementary School, Harahan, Louisiana. 3 PM- 4 PM. "*Educational Reform and the Ten Strands of Competitive Education.*" D. Bagayoko. Professional development for 17 teachers. [Local]
211. January 21, 2004. St. Rita Elementary School, Harahan, Louisiana, 8 AM to 3 PM. "*Careers in Science, Mathematics, and Engineering, and the English and Mathematics It Takes.*" D. Bagayoko. Audience: 4 different classes of 20-25 students (for a total over 90 students and 3 teachers). [Local]
210. January 9, 2004. St. Angela Merici School, Metairie, Louisiana. "*Careers in Science, Mathematics, and Engineering, and the English and Mathematics It Takes.*" D. Bagayoko. Audience: 20 eighth grade students and 2 teachers. [Local]

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209. January 8, 2004. Egan Elementary, Egan, Louisiana. "*The Scientific Method for All.*" D. Bagayoko. Audience: 22 elementary school students and 3 teachers. [Local]

208. November 22, 2003. Sheraton Hotel, New Orleans, Louisiana. "Mentoring for Global Competitiveness." D. Bagayoko and Luria Stubblefield. Audience: 28 faculty members and a few students. [State]

207. November 22, 2003. Sheraton Hotel, New Orleans, Louisiana. "*Preparing For Global Competitiveness: Utilizing Internet tools in Research, Learning, and Teaching.*" D. Bagayoko. Audience: 117 undergraduate students and 38 faculty members and research scientists. [State]

206. November 21, 2003. Green T. Elementary School, Youngsville, Louisiana. "*The Scientific Method for All.*" Audience: different classes for 20-25 students for a total over 80 students and 6 teachers. [Local]

205. November 19, 2003. J. K. Haynes Elementary Charter School, Baton Rouge, Louisiana. "*Keys to Competitiveness in Teaching and Learning: The Power Of Relevant Practice In Learning.*" D. Bagayoko. Audience: 12 Teachers and 3 School Administrators. [Local]

204. Saturday, October 18, 2003. in Bamako, Mali, West Africa. Interview with Jeune Afrique Economie on "*The Power Law of Performance and the Promotion of Intellectual Excellence.*" Appeared throughout Africa and the rest of the francophone world. [Invited & International]

203. October 15, 2003. in Bamako, Mali, West Africa. Interview with Radio France Internationale (RFI) on "*The Diaspora (Intelligentsia) and Development.*" Aired throughout Africa on October 16, 2003. [Invited & International]

202. August 28, 2003. 9-10 AM, in Yaounde, Cameroon, West Africa. "*Higher Education, Research, and GLOBE.*" A presentation to Global Learning and Observations to Benefit the Environment (GLOBE) workshop participants from 9 countries and the US. D. Bagayoko. Audience: 57 participants. [International]

201. August 20, 2003. 10:00 AM- 2:00 PM. "*Grantsmanship, BORSF, and Mentoring for Competitiveness.*" A Presentation to new faculty members in the School of Architecture, SUBR. D. Bagayoko. [Invited & Local]

200. June 18, 2003. "*A National, Exemplary Educational Program: The Timbuktu Academy.*" Department of the Navy, Office of Naval Research (ONR), Arlington, VA. Audience: 30 DoD and ONR official and 7 educational project directors. [Invited & National]

199. June 3, 2003. 11:00 AM. Department of Foreign Languages, SUBR. Presentation: "*Culture of Mali.*" D. Bagayoko. Audience: 15 African-American students mostly majoring in French. [Local]

198. June 2, 2003. Louisiana School of the Deaf on Bright Side lane. Presentation to the LSU LaSIP and LINC project: "*Scientific Inquiry and Applications in Classroom Teaching.*" D. Bagayoko. Audience: 41 elementary and middle school teachers. [Local]

197. May 28, 2003. Houston Intercontinental Hotel, Houston, Texas. NACME 2003 Forum. Presentation: "*The Model of the Timbuktu Academy, a 2002 US Presidential Awardee for Excellence in Science, Mathematics, and Engineering Mentoring.*" D. Bagayoko. Audience: 22 faculty members and professionals. [Invited & National]

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196. May 13, 2003. Mire Elementary School (1<sup>st</sup>-6<sup>th</sup> grades), Mire, Louisiana (St. Martin Parish). Presentation: *Careers in Science and Engineering, and the English and Mathematics it Takes*. Audience: 120 6<sup>th</sup>-8<sup>th</sup> graders. [Local]
195. April 1, 2003. St. Charles Elementary School, Thibodeaux, Louisiana. D. Bagayoko assisted by Ms. Paulette Johnson. Presentation: *"The Scientific Method for All."* Audience: 64 2<sup>nd</sup> and 3<sup>rd</sup> graders, and five teachers. [Local]
194. March 19, 2003. Forest Height Elementary School, Baton Rouge, Louisiana. Professional Development Activity. Presentation: *"The Scientific Basis for High Expectations for All Students."* Audience: 34 teachers and administrators (4). [Local]
193. March 15, 2003. Pre-service Workshop, College of Education, Southern University and A&M College in Baton Rouge. Presentation: *"Correlations Between GLOBE and Science and Mathematics Content Standards."* Audience: 30 Education Students (23) and Faculty. [Local]
192. March 8, 2003. Airport Hilton, New Orleans, Louisiana. National Science Foundation (NSF)-Funded Careers Workshop for Junior Faculty Member, Quality Education for Minority (QEM) Network. Presentation: *"Integrating Research and Education."* Audience: 75 Junior University faculty members, 5 Professionals (from QEM and NSF) [Invited & National]
191. March 5, 2003. Austin, Texas. March Meeting of the American Physical Society (APS). Presentation: *"Calculated Electronic Properties of Zinc Oxide (ZnO)."* D. Bagayoko and G. L. Zhao. Audience: 35 Physics researchers. [National & International]
190. March 3, 2003. Austin, Texas. March Meeting of the American Physical Society (APS). Presentation: *"Ab-initio Simulation for the Growth Mechanism of CN<sub>x</sub> Nanobells."* G. L. Zhao, D. Bagayoko, A. Pullen, and E.G. Wang. [National & International]
189. February 15, 2003. National Conference of Black Physicists and Black Physics Students, Spelman College, Atlanta, Georgia. Presentation: *"Education and Outreach Activities of the Timbuktu Academy."* Diola Bagayoko and Terrence Reese. Audience: 60 physics faculty members, researchers, and students. [National]
188. February 14, 2003. Chancellor's Mentoring Symposium, Louisiana State University, Baton Rouge, Louisiana. Presentation: *"Mentoring: The Integration of the Cognitive and Affective Domains for Competitiveness."* D. Bagayoko. Audience: 30 university faculty, administrators, and staff. [State]
187. February 6, 2003. Our Lady of Lourdes School, Slidell, Louisiana. Presentation: *"The Versatility and Wonders of Physics."* Audience: 60 students, 1 teacher. [Local]
186. February 4, 2003. Dwight D. Eisenhower Elementary School, New Orleans, Louisiana. Presentation: *"The Scientific Method for All."* Audience: 30 students and 1 teacher. [Local]
185. January 30, 2003. Clemson University, Greenville, South Carolina. Presentation: *"Addressing the Academic Achievement Gaps Between Minority Students and their Peers."* Audience: 40 [Local, out of State]

184. January 28, 2003. Merrydale Elementary, Baton Rouge, Louisiana. Presentation: *Avoiding or Closing the Academic Achievement Gaps*. Audience: 75 parents and 11 teachers. [Local]
183. January 20, 2003. San Diego, California. Fourth International Conference on New Theories, Discoveries, and Applications of Superconductors and Related Material. G. L. Zhao, A. Pullen, and D. Bagayoko. Presentation: *"The Metallic Nature of Boron Layers in Magnesium Diboride."* [National & International]
182. January 20, 2003. Fayoun and Cairo, Egypt, International Conference on Physics Education. Presentation: *"Implementation of CD-Physics at Southern University and A&M College."* [International]
181. January 3, 2003. Merrydale Elementary, Baton Rouge, Louisiana. Presentation: *"The Secret of Mastery Learning: The Power Law of Practice."* Audience: 34 teachers. [Local]
180. December 3, 2002. Haynesville High School, Haynesville, Louisiana. Presentation: *"The Versatility and Wonders of Physics."* Audience: 60 students, 2 teachers. [Local]
179. November 22, 2002. Lorenger Elementary School, Lorenger, Louisiana. Presentation: *"The Scientific Method for All."* Audience: 120 students, 9 teachers. [Local]
178. November 11, 2002. Albany Middle School, Albany, Louisiana. Presentation: *"The Scientific Method for All."* Audience: 80 students and 6 teachers. [Local]
177. October 21, 2002. Louisiana Tech University, Ruston, Louisiana. Louisiana Conference on Commercial Applications of Microsystems, Materials, and Nanotechnologies. G. L. Zhao, L. Torrence-Franklin, and D. Bagayoko. Presentation: *"Electronic Properties of Carbon Nanobells for Field Emission Applications."* [State]
176. October 21, 2002. Department of Science and Mathematics Education (SMED), Southern University and A&M College-Baton Rouge (SUBR), and Louisiana State University (LSU). Presentation: *"The Certainty of Response Index and Misconceptions in Science and Mathematics."* Audience: 30 faculty members and Graduate Students. [Local]
175. July 10, 2002. Bamako, Mali, Faculty of Science and Technology, University of Mali at Bamako. Second Malian Symposium for Applied Sciences (MSAS). Robert L. Ford and D. Bagayoko. Presentation (by Bagayoko in French): *"GLOBE: An Ideal Platform for Science Education and Global Climate Change Research (GCCR)."* [International]
174. July 12, 2002. Same location as given above. Presentation: *"The GLOBE Program."* Dr. Rebecca Boger and Dr. Diola Bagayoko (Bagayoko translated, live, from English to French.). Audience: 35 researchers, faculty members, and graduate students. [International]
173. July 8, 2002. Bamako, Mali, Faculty of Science and Technology, University of Mali at Bamako. Second Malian Symposium for Applied Sciences (MSAS). Presentation: *"BZW Results for the Band Gaps of Bulk, Nanoscale, and Novel Semiconductors."* Audience: 75 scientists and university officials. [International]
172. July 3, 2002. Bamako, Mali. International Conference of the Réseau Africain de Mathématiques Appliquées au Développement (RAMAD): Presentation: *"A Mathematical Solution to the Calculated, Unoccupied, Low Energy Catastrophe."* D. Bagayoko. Audience: 130 mathematicians, researchers, and officials of the University of Mali at Bamako. [International]

171. July 1, 2002. Bamako, Mali. International Conference of the Réseau Africain de Mathématiques Appliquées au Développement (RAMAD): Presentation: "*Fitting GLOBE Data for Global Climate Change Research.*" D. Bagayoko. Audience: 85 mathematicians and scientists. [International]
170. June 3, 2002. Joint Seminars of The Department of Science and Mathematics Education (SMED), Southern University-Baton Rouge, and Louisiana State University (LSU), Baton Rouge, Louisiana. Presentation: "*Scientific Inquiry.*" Audience: 25 teachers and university faculty. [Local]
169. May 17, 2002. Church Point Elementary School, Church Point, Louisiana. Presentation: *Careers in Science, Technology, Engineering, and Mathematics and the English and Mathematics It Takes.* Audience: 78 students [Local]
168. May 14, 2002. St. George Catholic Elementary School, Baton Rouge, Louisiana. Presentation: "*Careers in Science, Technology, Engineering, and Mathematics and the English and Mathematics It Takes.*" Audience: 167 students [Local]
167. May 9, 2002. Breaux Bridge Primary School, Breaux Bridge, Louisiana. Presentation: "*The Scientific Method for All.*" Audience: 140 students. [Local]
166. May 3, 2002. St. Pius Elementary School, Lafayette, Louisiana. Presentation: "*The Scientific Method for All.*" Audience: 140 students. [Local]
165. April 25, 2002. Our Lady of Grace Catholic School, Reserve, Louisiana. Presentation: "*Careers in Science, Technology, Engineering, and Mathematics and the English and Mathematics It Takes.*" Audience: 120 students. [local]
164. April 23, 2002. Higgins High School, Marrero, Louisiana. Presentation: "*Careers in Science, Technology, Engineering, and Mathematics and the English and Mathematics It Takes.*" Audience: 55 students. [Local]
163. April 16, 2002. Jones Creek Adventist Academy, Baton Rouge, Louisiana. Presentation: "*Careers in Science, Technology, Engineering, and Mathematics and the English and Mathematics It Takes.*" Audience: 27 students. [Local]
162. April 9, 2002. Jones Creek Adventist Academy, Baton Rouge, Louisiana. Presentation: "*The Scientific Method for All.*" Audience: 24 students. [Local]
161. March 27, 2002. Sheraton Hotel, New Orleans, Louisiana. 2002 National Conference of NOBCCChE. Presentation: "*Ab-initio Predictive Calculations of Properties of Atoms, Molecules, and Solids.*" By Diola Bagayoko, G. L. Zhao, Troy Williams, LaShounda Torrence-Franklin, Yixin Luo, and Tommy Dodson. Audience: 20. [National]
160. March 26, 2002. North Site Junior High School, Jennings, Louisiana. Presentation: "*Careers In Science Mathematics Engineering and Technology (SMET) and the English and Mathematics it Takes.*" By Diola Bagayoko. [Local]
159. March 25, 2002. Sheraton Hotel, New Orleans, Louisiana. 2002 National Conference of NOBCCChE. Presentation: "*The Arts and Science of Mentoring at the Timbuktu Academy.*" By Diola Bagayoko and Ella Kelley. Audience: 45. [National]

158. March 22, 2002. Washington, D.C. Twenty-seventh National Annual Conference of NAFEO. Presentation: "*An Innovative and Effective Model for Student Retention in STEM Disciplines: The Timbuktu Academy.*" By Diola Bagayoko. Audience: 30. [National]
157. March 19, 2002. Indianapolis, Indiana. 2002 March Meeting of the American Physical Society (APS). Presentation: "*Ab-initio Calculations of the Electronic Structures of Selected Carbon Nanotubes.*" By Diola Bagayoko and G. L. Zhao. Audience: 100. [National & International]
156. March 19, 2002. Louisiana State University, Baton Rouge, Louisiana. 2002 Conference of the Louisiana Academy of Sciences. Presentation: "*Correctly Calculated Band Gaps of Semiconductors.*" By Diola Bagayoko, G. L. Zhao, Saleem Hasan. [Local]
155. March 14, 2002. Alabama University and A&M College, Huntsville, Alabama. 2002 Joint National Conference of NSBP and NCBPS. Presentation: *The Timbuktu Academy: Systemic Mentoring, Physics Education, and Economic Competitiveness.* By Diola Bagayoko. Audience: 200. [National]
154. January 16, 2002. J. K. Haynes Elementary Charter School, Baton Rouge, Louisiana. An Action Plan for J. K. Haynes Elementary Charter School. Presentation: *Avoiding or Closing Academic Achievement Gaps.* By Diola Bagayoko. Audience: 20 teachers. [Local]
153. February 19, 2002. Clemson University, Clemson, South Carolina. Seminar. Presentation: *Avoiding or Closing Academic Achievement Gaps: From Elementary School to College.* By Diola Bagayoko. Audience: 25. [Local, out of State]
152. February 13, 2002. Jennings High School, Jennings, Louisiana. In-Service Workshop for Jefferson Davis Parish School System. Presentation: *The Secret of Mastery Learning: The Power Law of Human Performance (An Action Plan for Teachers & Allies).* By Diola Bagayoko. Audience: 35 teachers. [Local]
151. December 9, 2001. Auditorium, Forest Heights Elementary School, Baton Rouge, Louisiana. School Excellence Workshop. Presentation: *Avoiding or Closing Academic Achievement Gaps: An Action Plan for Teachers, Parents, Students, Schools and Others.* By Diola Bagayoko. Audience: 30 teachers. [Local]
150. November 9, 2001. Auditorium, Faculty (College) of Sciences and Technology, University of Mali, Bamako, Mali, West Africa. Conference presentation: "*La Loi de la Performance Humaine et ses Applications pour l'enseignement, l'apprentissage, et la recherche,*" By Diola Bagayoko. Audience: 1,100 students and 30 professors. [International]
149. October 29, 2001. Cotonou, Benin, West Africa. 2<sup>nd</sup> International Symposium on Contemporary Problems in Mathematical Physics (COPROMATH2). Presentation: *A Mathematical Solution to the Band Gap Catastrophe.* By Diola Bagayoko, G. L. Zhao, Saleem Hasan. Audience: 40. [International]
148. October 29, 2001. Cotonou, Benin, West Africa. 2<sup>nd</sup> International Symposium on Contemporary Problems in Mathematical Physics (COPROMATH2). Presentation: *Mathematical Physics Education: The Model of the Timbuktu Academy.* By Diola Bagayoko and Amadou Guisse'. Audience: 50 [International]
147. October 4-5, 2001. Jackson State University, Jackson Mississippi. The Tennessee State University AOL-Time Warner HBCU Digital Divide Conference. Presentation: *Reverse Digital Divide: A Case Study at the Timbuktu Academy and a Model for the Future.* By Diola Bagayoko. Audience: 140.

[Invited & National]

146. Environmental Technology Consortium Summit Conference; Technology Transfer: *Closing the Basic and Applied Research Divide*. Presentation: PIPELINES and the GLOBE Program. Audience: well over 50 faculty and staff members. [Local]

145. August 22, 2001. Louisiana State University-Geology Building. LA 2<sup>nd</sup> Annual Conference on Micro-fabrication and Materials Science. Presentation: *Ab-initio Calculation of the Electronic Structure of Carbon Nanotubes*, by D. Bagayoko, G. L. Zhao, and S. Hasan. [Local]

144. August 8-9, 2001. Gaithersburg, Maryland. National Institute of Standards and Technology (NIST) SURF Program Closing Symposium; Bagayoko chaired the second (on 8/8) and last (on 8/9) sessions. Audience: 64 student presenters, NIST Scientists and Administrators. [Local, out of State]

143. August 7, 2001. Auburn University, Auburn. Alabama. Sixth Applied Diamond Conference/Second Frontier Carbon Technology Joint Conference (ADC/FCT-2001). Presentation: *Ab-initio description and prediction of properties of carbon-based and other non-metallic materials*. D. Bagayoko, G. L. Zhao, and S. Hasan. [National & International]

142. July 1-7, 2001. Singapore. International Conference on Materials for Advanced Technologies; Symposium on Materials Science Education. Presentation: *Basic and Advanced Research Training for the New Millennium: The Model of the Timbuktu Academy*-D. Bagayoko, R. Bobba, E. L. Kelley, and S. Hasan. [International]

141. June 22-23, 2001. Sheraton Hotel, Baton Rouge, LA. Louisiana Partnership Conference for Parents, Teachers, and Schools, LA Department of Education. Presentation: *"A Rosetta Stone for Competitive Education: A Road-Map for Parents, Teachers, and School Administrators."* Audience: 150 parents, 100 teachers, and many school administrators. [Local]

140. June 18-19, 2001. Double Tree Hotel, Arlington, VA. NSF Conference on Partnerships: *"Building a Foundation for Innovations."* Approximately 100 participants. Intervention: Breakaway Session. [Invited & National]

139. May 31, 2001. Radisson Hotel, Hampton, VA. Annual AME Conference: *"Reverse Digital Divide: A Case Study in the Department of Physics at SUBR."* Audience: 60 Participants. [National]

138. May 1, 2001. Embassy Suites, Des Moines Iowa. Closing Ceremony of Science Bound. Presentation: *"Growing Toward Success."* Audience: 300 students, parents, and officials. [Local, out of State]

137. April 28, 2001. Ramada Inn Hotel, Baton Rouge, LA. Annual Leadership Conference of Phi Delta Kappa International Fraternity. Presentation: *"Addressing Academic Achievement Gaps."* Audience: over 50 parents and professionals. [Local]

136. April 24, 2001. Department of Physics, University of South Carolina, Columbia, SC. *"The Model of the Timbuktu Academy (From Causes to Effects)."* Audience: 15 faculty members and graduate students. [Local, out of state]

135. April 11, 2001. Forest Heights Elementary School, Baton Rouge, LA. Issue: Preparation for Field Trip to Houston. Audience: 20 Elementary Students, two Teachers, and the Principal. [Local]

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134. April 11, 2001. Crestworth Middle School, Baton Rouge, Louisiana. Presentation: "*GLOBE and Educational Reforms.*" Audience: 40 teachers, school administrators, and staff members. [Local]
133. April 9, 2001. Health Research Center, SUBR. Presentation: "*Developing Strategies for Parental Involvement in Support of GLOBE.*" [Local]
132. April 7, 2001. Crestworth Middle School, Baton Rouge, LA. Presentation: "*Hands-on, Mind-on GLOBE Activities.*" Audience: 20 teachers, administrators, and staff members. [Local]
131. March 29, 2001. Lafayette School System Office, Lafayette, LA. Presentation: "*The GLOBE Program.*" Audience: 15 school administrators and science teachers. [Local]
130. March 23, 2001. Washington Hilton, Washington, D.C. 15th Annual NAFEO High Technology Student Expo. "*The Law of Performance and Excellence in Research.*" 100 undergraduate students and 14 faculty members. [National]
129. February 22, 2001. 6:30-7:30 PM. Phi Delta Kappa International, Educational Fraternity. Moore Hall Auditorium, SUBR. "*How to Prepare for Standardized Tests (LEAP and Others).*" Audience: 50 students and parents. [Local]
128. February 21, 2001. 2:45-3:45 PM. SU Laboratory School. *Benchmarks and Educational Reforms.* Audience: Thirty six (36) K-12<sup>th</sup> grade teachers and school administrators and staff members. [Local]
127. February 11-13, 2001. Annual DOE-EPSCoR and LS-LAMP Conference, New Orleans Radisson Hotel. "*Avoiding (or Closing) the Academic Achievement Gaps.* Audience: Over 100. [State]
126. February 6-8, 2001. First Louisiana Reading Summit. Lafayette Hilton, Lafayette, Louisiana. "*The Genesis of Genius, A Scientific Explanation Of The Creation Of Educational Value Added From Pre-K To Graduate School And Beyond.* Audience: over 70 attended. Over 100 received viewgraphs. [State]
125. February 5, 2001. "*The Global Learning And Observations To Benefit The Environment (GLOBE) As A Tool For The Implementation Of K-12<sup>th</sup> Grade Science, Mathematics, And Engineering Education Reform.*" Audience: 31 members of the Magnet Curriculum Committee of East Baton Rouge Parish School System. [Local]
124. January 27, 2001. 9 AM to 1 PM workshop on ACT preparation. Peabody Magnet High School, Alexandria, Louisiana. "*ACT English, Reading, Science Reasoning, and Mathematics.*" Audience: Over 60 students from 9 AM to 1 PM. [Local]
123. January, 2001. Hawaii. Third International Conference on New Theories, Discoveries and Applications of Superconductors and Related Materials (NEW3SC-01), Hawaii. Presentation: "*Predicted Electronic Properties of Cubic Si<sub>3</sub>N<sub>4</sub>.*" D. Bagayoko and G. L. Zhao. [National & International]
122. January, 2001. Hawaii. Third International Conference on New Theories, Discoveries and Applications of Superconductors and Related Materials (NEW3SC-01), Hawaii. Presentation: "*Anomalous Isotope Effect in Narrow Band Superconductors.*" G. L. Zhao and D. Bagayoko. [National & International]

Curriculum Vita of D. Bagayoko, Ph.D., as of Spring 2019

121. October 21, 2000. Auditorium, School of Nursing, SUBR. SU Virtual Weekend Conference on Distance Learning. Presentation: "*GLOBE and Web Integration in Teaching and Learning-Precollege and Pre-service Education.*" Audience: 70. [Local]

120. October 18, 2000. Blue and Gold Room of the Student Union at Southern University and A&M College in Baton Rouge. Presentation on "*A Rosetta Stone for Competitive Education.*" [Local]

119. Saturday, October 7, 2000. Dillard University, New Orleans, Louisiana. 9 AM-3 PM presentation on: "*Developing Responsive and Competitive (LEQSF) Enhancement Proposals.*" Audience: 30. (Similarly on 09/23/00 from 1 PM to 5 PM; 09/14/00 from 1 PM to 5 PM.) [Local]

118. August 17-18, 2000. Advanced Materials Research Institute, University of New Orleans, Louisiana. Presentation: "*Materials Science Research and Education at SUBR.*" Audience: 80. [State]

117. August 17-18, 2000. Advanced Materials Research Institute (AMRI), University of New Orleans, Louisiana. Presentation: "*The BZW Method for Accurate Calculations of Electronic and Related Properties of Semiconductors.*" G. L. Zhao and D. Bagayoko. Audience: 70. [State]

116. August 9, 2000. Blue and Gold Room, SUBR Student Union. A Presentation to the Explanation of Academic Achievement Levels Using the Law of Human Performance. D. Bagayoko on "*The Genesis of Genius.*" Over Forty (40) pre-college students and parents. [Local]

115. July, 2000. International GLOBE Conference, Annapolis, Maryland. Presentation: "*Expanding GLOBE Participation: An Emerging Model for Diversification.*" R. L. Ford and D. Bagayoko. Audience: over 120 GOLBE teachers and scientists from around the world. [Invited, National & International]

114. March 27, 2000. Annual DOE-EPSCoR and LS-LAMP Conference, Baton Rouge's Holiday Inn South. "*The Integrated Law of Human Performance, Mentoring, and You,*" D. Bagayoko. Audience: 100. [State]

113. March 22, 2000. Orientation of Teachers for the Global learning and Observation to Benefit the Environment (GLOBE). "*A Rosetta Stone for Competitive Education,*" D. Bagayoko. Audience: 70. [Local]

112. March 21, 2000. March Meeting of the American Physical Society (APS), Minneapolis, MN. "*Predicted Electronic Properties of Cubic  $Si_3N_4$ ,*" D. Bagayoko and G. L. Zhao, Bull. Amer. Phys. Soc., March 2000. <http://www.aps.org/meet/MAR00/baps/abs/S1780011.html> [National & International]

111. March 21, 2000. March Meeting of the American Physical Society (APS), Minneapolis, MN. "*Polaronic Effects in Ferroelectrics.*" Y. M. Malozovsky, J. D. Fan, D. Bagayoko, and J. T. Wang. Bull. Amer. Phys. Soc., March 2000. <http://www.aps.org/meet/MAR00/baps/abs/S5800007.html> [National & International]

110. March 24 2000. March Meeting of the American Physical Society (APS), Minneapolis, MN. "*Ab-initio Computations for the Absorption Edge of AlN.*" Y. X. Luo, G. L. Zhao, and D. Bagayoko. Bull. Amer. Phys. Soc., March, 2000. <http://www.aps.org/meet/MAR00/baps/abs/S8960007.html> [National & International]

109. March 24 2000. March Meeting of the American Physical Society (APS), Minneapolis, MN. "The BZW Method and the Electronic Properties of ZnSe." L. Torrence, G. L. Zhao, and D. Bagayoko. Bull. Amer. Phys. Soc., March 2000. <http://www.aps.org/meet/MAR00/baps/abs/S8970006.html>  
[National & International]

108. March 21, 2000. March Meeting of the American Physical Society (APS), Minneapolis, MN. "The BZW Method and Calculations for the Electronic Properties of Ge." G. L. Zhao and D. Bagayoko. Bull. Amer. Phys. Soc., March 2000. <http://www.aps.org/meet/MAR00/baps/abs/S8150013.html>  
[National & International]

107. March 17, 2000. Annual Meeting of the National Society of Black Physicists and Annual, National Conference of Black Physics Students (NCBPS), Greensboro, NC. "The Timbuktu Academy: The Science Of Creating Education, Research, And Professional Value Added." D. Bagayoko (Audience: 30). "Review of Mechanics." D. Bagayoko. Audience: 40 students. [National]

106. March 4, 2000. Annual, National, Mardi Gras Conference, Baton Rouge, Louisiana. "Predictive Calculations of Electronic and Related Properties of Materials." D. Bagayoko. Audience: 70. [Local]

105. February 16-20, 2000. National Summit on Africa, Washington, D.C., Bagayoko was an official Louisiana Delegate and a representative of the Southern University System. [National]

104. February 15, 2000. Annual Meeting of the National Association for Equal Opportunity (NAFEO) in Higher Education, Washington, D.C., Hilton and Towers. *Session Chair* for students' technical presentations, NAFEO High Tech Expo. Speaker: "Why to Attend Graduate School." D. Bagayoko. (Audience: 100.) [National]

103. February 12, 2000. Annual Conference of the Quality Education for Minority (QEM) Network, Washington, D.C., Panel presentation on "Fundamentals of Mentoring and Networking." D. Bagayoko. [Invited & National]

102. June 25, 1999. SUBR Student Union, Southern University and A&M College-Baton Rouge. The 1999 National Meeting of the Council of Historically Black Graduate Schools (CHBGS). One hour, Invited Presentation: "Graduate Research for the 21<sup>st</sup> Century." [Local]

101. June 3, 1999. Circus Circus Hotel, Las Vegas, Nevada. Second International Conference on New Theories, Discoveries, and Applications of Superconductors and Related Materials (NEW<sup>3</sup>SC-2). Invited Plenary Presentation: "Predictive, Ab-initio Computations of Properties of Ferroelectric Material." D. Bagayoko and G. L. Zhao. Audience: 120 physicists from around the world. [National & International]

100. June 2, 1999. Circus Circus Hotel, Las Vegas, Nevada. Second International Conference on New Theories, Discoveries, and Applications of Superconductors and Related Materials (NEW<sup>3</sup>SC-2). Presentation: "Ab-initio Calculations for the Superconducting Properties of YBa<sub>2</sub>Cu<sub>3</sub>O<sub>7</sub> (YBCO)." G. L. Zhao and D. Bagayoko. Audience: 120 physicists from around the world. [National & International]

99. May 8, 1999. New Orleans, Louisiana. NAACP Daisy Bates, National, Educational Symposium. Invited Presentation: "Minorities in Science." D. Bagayoko. [Invited & National]

98. April 13-14, 1999. Pennington Center, Baton Rouge, Louisiana. "Links for Success," Annual Statewide Conference of the Louisiana Experimental Program to Stimulate Competitive Research (EPSCoR), Chair and Speaker for the Session on *Materials (i.e., Research, Development, and Related Economic Potential)*. [Local]

97. March 27, 1999. Atlanta, Georgia, Centennial Meeting of the American Physical Society. Presentation: "*Predicted Properties of 3C-SiC and 4H-SiC*". G. L. Zhao and D. Bagayoko. *Bulletin, American Physical Society, 1999*. [National & International]

96. March 26, 1999. Atlanta, Georgia, Centennial Meeting of the American Physical Society. Presentation: "*Predictive Calculations of Electronic Properties of Semiconductors*." D. Bagayoko, G. L. Zhao, and T. D. Williams. *3/26/99 Bulletin, American Physical Society, 1999*. [National & International]

95. March 23, 1999. Grambling, Louisiana. Presentation: "*Developing a Responsive and Competitive BRSF Proposal*." A half-day workshop at Grambling State University. [State]

94. March 22, 1999. Atlanta, Georgia, Centennial Meeting of the American Physical Society. Presentation: "*Calculated Properties of Ferroelectric BaTiO<sub>3</sub>*." D. Bagayoko, G. L. Zhao, J. D. Fan and J. T. Wang. *Bulletin, American Physical Society, 1999*. [National & International]

93. March 21, 1999. Atlanta, Georgia, Annual Meeting for the National Society of Black Physicists (NSBP). Presentation: "*Predictive Calculations of Properties of Molecules, Clusters, and Semiconductors*," D. Bagayoko, G. L. Zhao, and T. D. Williams. [National]

92. March 6, 1999. School of Nursing Auditorium, Southern University and A&M College, Baton Rouge, Louisiana. Presentation: "*Mentoring, the Perspective of US Presidential Award Winners*." Presentation by Diola Bagayoko. [Local]

91. November 16-17, 1998. National Conference on Mentoring at Duke University. Durham, North Carolina. Presentation: "*Institutionalizing Systemic Mentoring—the Example of SUBR*." Audience of 120. [Invited & National]

90. October 30-31, 1998. Louisiana State University (LSU). National Conference on Mentoring for the 21<sup>st</sup> Century. Invited Plenary Presentation: "*Towards a Scientific Basis for Systemic Mentoring*." Audience of 100. [State]

89. July 29-30, 1998. US Workforce Development Workshop, organized by the National Science and Technology Committee (NSTC) and the White House Office of Science and Technology (OST), Washington, Renaissance Hotel, Washington, D.C. Presentation: "*Developing National Resources, US Presidential Awardees for Excellence in Mentoring*." Audience estimated at 110 national leaders. [Invited & National]

88. May 12, 1998. SUBR's Planning Week, Cotillion Ballroom, Student Union. Panel Presentation: "*Systemic Mentoring and Student Retention*." (The presentation and accompanying handout placed systemic mentoring on a rigorous scientific footing, underscored the intrinsic need for mentoring for enhanced student retention.) Audience of 400 faculty and staff members. [Local]

87. May 13, 1998. SUBR Planning Week, Cotillion Ballroom, Student Union. Speaker at the grant-writing workshop: "*The Development Of Responsive And Competitive Proposals*"; funding to be acquired is for basic and state-of-the art equipment and resources for the integration of new knowledge, telecommunication and internet technologies, and of reform-imbued new models into teaching, mentoring, and learning. Audience: 143 faculty and staff members—from 8 am to 12 Noon. [Local]

86. April 17, 1998. 12<sup>th</sup> Student High Tech Expo, 23<sup>rd</sup> National Conference of the National Association for Equal Opportunity (NAFEO) in Higher Education, Washington Hilton and Towers, Washington,

D.C. Chair of Presentations, Editor of Technical Abstracts, and Speaker: *"Writing a Technical Paper and Making a Technical Presentation—a guide for students."* [National]

85. March 16-20, 1998. Los Angeles, California. March Meeting of the American Physical Society (APS). Presentation: *"A Spurious Effect and LDA Prediction of the Correct Band Gap in BaTiO<sub>3</sub>."* D. Bagayoko, G. L. Zhao, and Troy D. Williams. Bulletin, APS, Vol. 43, No. 1, p. 846, (1998). [National & International]

84. March 16-20, 1998. Los Angeles, California. March Meeting of the American Physical Society (APS). Presentation: *"The Electronic Structure and Optical Properties of RuO<sub>2</sub>."* Troy D. Williams and D. Bagayoko. Bulletin, APS, Vol. 43, No. 1, p. 927, (1998). [National & International]

83. March 16-20, Los Angeles, California. March Meeting of the American Physical Society. Presentation: *"Self-Consistent Calculation of the Correct Band-Gap and Low Energy Conduction Bands in Gallium-Nitride."* G. L. Zhao and D. Bagayoko. Bulletin, APS, Vol. 43, No. 1, p. 797, (1998). [National & International]

82. March 16-20, 1998. Los Angeles, California. March meeting of the American Physical Society (APS). Presentation: *"Pseudo-gap in High Tc Superconductor YBa<sub>2</sub>Cu<sub>3</sub>O<sub>7</sub> (YBCO)."* G. L. Zhao and D. Bagayoko. Bulletin, APS, Vol. 43, No. 1, p. 666, (1998). [National & International]

81. March 16-20, 1998. Los Angeles, California. March meeting of the American Physical Society (APS). Presentation: *"A Molecular Dynamics Simulation of the Two-dimensional Cu-O Chain Structure in YBa<sub>2</sub>Cu<sub>3</sub>O<sub>6+x</sub> (YBCO)."* G. L. Zhao and D. Bagayoko. Bulletin, APS, Vol. 43, No. 1, p. 666, (1998). [National & International]

80. March 19, 1998. Baton Rouge Hilton Hotel, 1998 Statewide Research Conference of DOE/EPSCoR and of the Louisiana alliance for Minority Participation (LAMP). Plenary, keynote address by Bagayoko on *"Strengthening the Science, Mathematics, Engineering, and Technology (SMET) Pipeline."* [State]

79. February 19-24, 1998. Baton Rouge Hilton Hotel, Louisiana, USA. New Theories, Discoveries, and Applications of Superconductivity (NEW3SC) International Conference: *"A Molecular Dynamics Simulation of the Two-Dimensional Cu-O Chain Structure in YBa<sub>2</sub>Cu<sub>3</sub>O<sub>6+x</sub>."* T. Edis, J.D. Fan, D. Bagayoko, G.L. Zhao, Y.M. Malozovsky, J.T. Wang. [National & International]

78. February 19-24, 1998. Baton Rouge Hilton Hotel, Louisiana, USA. New Theories, Discoveries, and Applications of Superconductivity (NEW3SC) International Conference: *"The Superconducting Gap and Pseudo-gap in YBa<sub>2</sub>Cu<sub>3</sub>O<sub>7</sub>."* G.L. Zhao and D. Bagayoko, Published in the International Journal of Modern Physics, (1998). [National & International]

77. February 19-24, 1998. Baton Rouge Hilton Hotel, Louisiana, USA. New Theories, Discoveries, and Applications of Superconductivity (NEW3SC) International Conference: *"The Half-Metallic Behavior in La<sub>3/4</sub>Ca<sub>1/4</sub>MnO<sub>3</sub>."* D. Bagayoko, G.L. Zhao, J.D. Fan and J.T. Wang. [National & International]

76. February 19-24, 1998. Baton Rouge Hilton Hotel, Louisiana, USA. New Theories, Discoveries, and Applications of Superconductivity (NEW3SC) International Conference: *"Temperature Dependence of Conductivity and Isotope Effect in the Colossal Magnetoresistance,"* Y.M. Malozovsky, J.D. Fan, and D. Bagayoko. [National & International]

75. February 21, 1998. Baton Rouge Hilton Hotel, Louisiana, USA. New Theories, Discoveries, and Application of Superconductivity (NEW3SC) International Conference: Invited. Keynote Address: "*New Theories, Discoveries, and Applications Of Super-Mentoring,*" D. Bagayoko. [National & International]

74. January 30-31, 1998. 5<sup>th</sup> Annual LaCEPT Statewide Conference, LSU Union, Baton Rouge, Louisiana. Session Chair and Panelist: "*The Less That is More, Implication of TIMSS for Undergraduate Education and Teacher Preparation.*" 3/30/98, 2:15 to 3:30 PM. [State]

73. January 16, 1998. Ascension Seminar on Curriculum Reform. Presentation: College Connection Panelist to address *high school to college transition issues*. D. Bagayoko [Local]

72. December 1-4, 1997. New Orleans, Louisiana. 13<sup>th</sup> National Conference of the Experimental Program to Stimulate Competitive Research (EPSCoR). Invited presentation: "*Mentoring, An Enabling Process For Quality Learning, ...*" D. Bagayoko. [National]

71. August 7, 1997. Rehabilitation Capacity Building, Region VI Consortium: Grant Writing, Technical Assistance, and Follow-Up Workshop, Parkway Hilton Hotel, Dallas, Texas. Audience of thirty (32) faculty and staff members from HBCUs. Invited Presentation: "*Mentoring and Grant Writing.*" [Regional]

70. July, 1997. 1997 MainSTey National Workshop. Baton Rouge Hilton Hotel, Baton Rouge, Louisiana. Audience: thirty (30) science faculty members from HBCUs. Invited Presentation: "*Mentoring: An Enabling Process for Quality Learning.*" [Local]

69. May 23, 1997. 1997 MainSTey National Conference. Baton Rouge Hilton Hotel, Baton Rouge, Louisiana. Audience of twenty five (25) faculty members from HBCUs. Invited Presentation: "*MENTORING: An Enabling Process for Quality Learning.*" [Local]

68. April 28, 1997. Regional Workshop on Grant Writing. This workshop was partly co-sponsored by the US Presidential Award for Excellence in Science, Mathematics, and Engineering Mentoring for the focus on proposal development for students and junior faculty mentoring projects. Audience: one hundred twenty (120) university faculty and staff. Invited Luncheon Speech/Presentation: "*Mentoring: For Students and for Faculty Members.*" [Regional]

67. April 18, 1997. National Science Foundation (NSF) sponsored National Conference on the Role of Social and Behavioral Sciences in the Alliances for Minority Participation (AMP) Programs. Invited speaker at the plenary session: "*MENTORING: A Strategy for Increasing Minority Participation.*" Audience of about one hundred (100). [Invited & National]

66. April 11, 1997. National Conference of NAFEO. *Session Chair, for six hours*, of College High Tech Expo presentations by students. Eight SUBR students presented at this session co-sponsored by LAMP and the US Presidential Award for Excellence in Mentoring. Audience: a minimum of eighty (80) college students and faculty members. [National]

65. April 5, 1997. National Beta Kappa Chi Conference at the Baton Rouge Hilton Hotel, Baton Rouge, Louisiana. Presentation: "*The Model of the Timbuktu Academy.*" [Local]

64. April 3, 1997. National Convention of the National Science Teachers Association, New Orleans Convention Center, New Orleans, Louisiana. Chair of the Session on "*The Systemic Educational Reform Efforts of the Louisiana Alliance for Minority Participation*" [National]
63. March 19, 1997. National meeting of the American Physical Society, Presentation by (G. L. Zhao, D. Bagayoko, J. D. Fan, and J. T. Wang): "*Ab-Initio Calculations of the Electronic Structure and Charge Transfer in Ferroelectric BaTiO<sub>3</sub>*." Audience: Thirty five (35) researchers. [National & International]
62. March 20, 1997. National meeting of the American Physical Society, Presentation by (G. L. Zhao, D. Bagayoko, J. Callaway): "*Techniques in Solving Anisotropic Eliashberg Gap Equations for Studies of High T<sub>c</sub> Superconductors*." Audience: Thirty (30) researchers. [National & International]
61. February 7, 1997. 1997 National Conference of Quality Education for Minorities (QEM) Network. Chair of the session on "*Student Mentoring and Educational Reform Models that Work*." [National]
60. February 7, 1997. Annual of the Louisiana Academy of Science (LAS), Alexandria, Louisiana: Presentation (Troy Williams--Graduate Student, D. Bagayoko and N. Brener): "*Electronic Structure and Fermi Surface of RuO<sub>2</sub>*." [State]
59. February 7, 1997. Annual Meeting of the Louisiana Academy of Science (LAS), Alexandria, Louisiana. Presentation (D. Bagayoko, G. L. Zhao, J. D. Fan, and J. T. Wang): "*First Principle Study of the Electronic Structure and Polarization of in ferroelectric BaTiO<sub>3</sub>*." [State]
58. February 7, 1997. Annual meeting of the Louisiana Academy of Science (LAS), Alexandria, Louisiana. Presentation (LaKindra Francis--Undergraduate Student, Dr. Lisa Karem (NIST), and D. Bagayoko): "*Optimization and Spectrophotometric Comparisons of Radiometric Dye, TTC, in Gelatin and Agar Models: Gamma and Electron Beam Irradiations*." [State]
57. February 7, 1997. Annual meeting of the Louisiana Academy of Science (LAS), Alexandria, Louisiana: Presentation (G. L. Zhao, D. Bagayoko, and J. Callaway): "*Temperature Dependence of the Anisotropic Gap in High T<sub>c</sub> Superconductor YBa<sub>2</sub>Cu<sub>3</sub>O<sub>7</sub>*." [State]
56. February 7, 1997. Annual meeting of the Louisiana Academy of Science (LAS), Alexandria, LA. Presentation (D. Bagayoko and T. Williams - Graduate Student): "*A Comprehensive Approach to Student Mentoring*." [State]
55. January 31, 1997. Annual Conference, Louisiana Collaborative for Excellence in the Preparation of Teachers (LaCEPT). Panelist to discuss "*Educational Reforms as Applied to the Teaching and Learning of College Physics*." Audience: Twenty five (25) faculty members. [State]
54. November 25, 1996. State-wide DOE/EPSCoR Conference, Doubletree Hotels, Metairie, Louisiana: Invited Presentation: "*Creating Educational Value Added. Who is Responsible?*" Audience: Eighty (80) students, federal and university researchers and staff members. [State]
53. November, 13, 1996. Retention 2000 National Conference, University of Maryland at College Park, Maryland. Presentation: "*Expectations, Motivations, and Student Retention*." Audience of Eighty Seven (87) teachers, school and college personnel. [National]
52. September 25, 1996. Renaissance Mayflower Hotel, Washington, D.C. Presidential Awards for

Excellence in Science, Mathematics, and Engineering Mentoring, Mentoring for the 21<sup>st</sup> Century: A symposium. Panelist for a Plenary Session on "*Developing Effective Mentoring Models.*" Audience: Over Sixty Five (65) National leaders, Awardees, university officials. [Invited & National]

51. August 22, 1996. Invited speaker from 9 AM thru 2 PM. Workshop sponsored by the Office of Research and Strategic Initiatives at SUBR. Presentation: "*LEQSF/BRSF Funding Opportunities and the Development of a Responsive and Competitive Proposal.*" Audience: Sixty Five (65) SUBR faculty and staff members. [Invited & Local]

50. July 29, 1996. Greater New Orleans' Collaborative for Excellence in the Preparation of Teachers (LaCEPT) invited workshop presenters on "*A Review of National Educational Standards: What Next - for Higher Education.*" Conference Room 111, SUNO's College of Education Building. [State]

49. March 18-22, 1996. American Physical Society's March Meeting in St. Louis, MO. Presentation: "*Electronic Structure and Fermi Surface of RuO<sub>2</sub>*" - co-authors include Mr. Troy D. Williams, NASA-USRP and Timbuktu Academy Undergraduate Scholar. [National & International]

48. March 18-22, 1996. American Physical Society's March Meeting in St. Louis, MO. Presentation: "*Electronic Structure and Fermi Surface of RhO<sub>2</sub>*" - co-authors include Mr. Robert J. Smith, NASA-USRP and Timbuktu Academy Undergraduate Scholar. [National & International]

47. March 27, 1996. National Society of Black Physicists - Annual Conference at Fisk University in Nashville, TN. Presentation: "*3d Impurities in Aluminum and New Developments*" [National]

46. February 15-17, 1996; Fifth Anniversary Conference of the Quality Education for Minorities (QEM) Network Conference, Washington, D.C. *Acceptance Notes* for the *Exemplary Undergraduate Training Program Award*, received by the Timbuktu Academy. [National]

45. January 25, 1996. Louisiana EPSCoR Conference, Baton Rouge Hilton. Title of Panel Presentation: "*Expectations: Federal and Academic.*" and Chair, January 26 Session on the Louisiana Alliance for Minority Participation (LAMP). [State]

44. January 27, 1996. Louisiana Systemic Initiative (LaSIP) and Louisiana Collaborative for Excellence in the Preparation of Teacher (LaCEPT) Conference: *Chair of the Session* on Cyber Prof., i.e. Utilizing the Internet for Instruction. [State]

43. January 19, 1996. Young Astronaut Conference of Southern University Laboratory School, with the US Space Foundation: *Presentation* to over 300 precollege students. [Local]

42. June 15, 1995. EST Workshop on Teaching for Advanced Placement, Trinity University, San Antonio, Texas (Trinity University). Presentation: "*Concept Maps for Classical Mechanics: Newton's Second Law and the Work-Energy Theorem.*" [National]

41. April 27, 1995; 5th Annual Phillip L. Young Research Symposium, Grambling State University, Grambling, LA. Invited Presentation: "*Gateways to Successful Graduate Studies.*" [Local]

40. April 21-22, 1995. Statewide Conference of the Quality Education for Minority (QEM) Network, New Orleans, LA. Presentation: "*The Model of the Timbuktu Academy.*" Member, Panel on Developing Statewide Strategies for Quality Education for Minorities. [Invited & National]

39. March 26, 1994. Mathematics and Science Education Leadership Development Institute, Southern University at New Orleans, LA. Presentation: "*The Timbuktu Academy.*" (Audience of 70; 150 sets of hand-out distributed). [Local]

38. March 25, 1994. Conference of the American Society of Engineering Education/Gulf Southwest Region, Baton Rouge, Louisiana. Presentation: "*A Paradigm for SEM Undergraduate Education: Educating Engineers for the 21st Century.*" (initial audience reached: 110; potential audience of thousands to be reached by the already published proceedings, available in libraries). [Regional]

37. March 23, 1994. March Meeting of the American Physical Society (APS), Pittsburg, PA. Poster Presentation: "*Magnetism and Dilute AlFe Clusters and Alloys.*" by D. Bagayoko; W. Sheppard (NSF-RCMS Undergraduate Scholar), C. R. Grant (ONR Supported Undergraduate Scholar), N. Brener, J. Callaway. [National & International]

36. March 22, 1994. March Meeting of the American Physical Society (APS), Pittsburgh, Pennsylvania. Poster Presentation: "*Electronic Structure of MnO<sub>2</sub>.*" by T. Williams, R. Smith, Carl Grant (ONR supported Scholar), D. Bagayoko, N. Brener, J. Tyler, and J. Callaway. (5000 attended this meeting; 70 saw the presentation, others read the abstract.) [National & International]

35. February 24, 1994. Louisiana State-wide Conference for Research Stimulus and for Human Resource Development, Baton Rouge, Louisiana. Presentation: "*Mentoring Students In (or For) SEM Fields: the Model of the Timbuktu Academy.*" (Initial audience of 20; several hundreds to be reached by presentation package mailed to them). [State]

34. February 23, 1994. Aerospace Forum, Louisiana Space Consortium, Baton Rouge, Louisiana. Presentation: "*Mentoring Students In (or For) SEM Fields: The Model of the Timbuktu Academy.*" (Initial audience of 85, including 40 precollege teachers; hundreds more to be reached by the presentation viewgraphs to appear in the Proceedings). [State]

33. January 11, 1994. Workshop, Department of Biology, Southern University at New Orleans (SUNO). Four (4) hour presentation: "*Effective Teaching.*" (Audience of 10 professors). January 10, 1994. Faculty Convocation, Southern University and A&M College. Presentation: "*Cognitive Condensation for Mastery Teaching and Learning.*" (Audience of more than 300 college faculty members). [Local]

32. December 2, 1993. National Title III Workshop, Washington, D.C. Presentation: "*Improvements in Physics Instruction: The Model of the Timbuktu Academy.*" (Audience of 55; plus 45 requests for 41 page presentation package.) [National]

31. October 6, 1993. National Conference of the Society of Research Administrators, New Orleans, Louisiana. Presentation: "*The Role of State in the Support of Research.*" [National]

30. June 4, 1993. 1993 Forum of the National Action Council for Minorities in Engineering (NACME), Washington, D.C. Presentation: "*A Paradigm for Undergraduate Education: Applications to Engineering Retention.*" [National]

29. April, 1993. Science and Technology Symposium of the NAFEO, Washington, D.C. Presentation: "*The Dynamics of Retention: A Review and a Prescription.*" [National]

28. February 12, 1993. National Meeting of the American Association for the Advancement of Science (AAAS), Boston, MA. Presentation: "*The Dynamics of Retention, a Review and a Prescription.*" [National & International]

27. October 14, 1992. Retention 2000. a National Conference organized by the Recruitment Office of the University of Maryland at College Park, College Park, MD. Presentation: "*Retention Revisited.*" [National]
26. September 26, 1992. National Conference on Diversity in the Scientific and Technological Work Force, National Science Foundation, Washington, D.C. Presentation: "*The Model of the Timbuktu Academy.*" [National]
25. May 7, 1992. National Institute for Standards and Technologies, Gaithersburg, Maryland. Presentation: "*Magnetism in Al-Transition Metal (3d) Alloys,*" D. Bagayoko. [National]
24. May 1, 1992. National Conference of the National Society of Black Physicists (NSBP-92), Jackson, Mississippi. Presentation: "*Cohesive and Magnetic Properties of Free Al18FE Clusters.*" D. Bagayoko; W. Sheppard, and D. Wallace (Undergraduate Scholars at SUBR). [National]
23. April 30, 1992. National Conference of the National Society of Black Physicists (NSBP-92), Jackson, Mississippi. Presentation: "*Cognitive Condensation and the Science of Science Teaching and Learning,*" D. Bagayoko; B. Pillot, E. Pillot, M. Briscoe, and M. Wright (the four latter presenters are Undergraduate Scholars at SUBR). [National]
22. April 23, 1992. National Conference of the National Organization for the Professional Advancement of Black Chemists and Chemical Engineers (NOBBCHE), April 23, 1992. Presentation: "*Models of Outreach Programs, Theory and Practice.*" Diola Bagayoko. [National]
21. March 18, 1992. Symposium of NAFEO Science and Technology Advisory Committee, Washington, D.C. Presentation: "*Retention: A Review of the Literature and the Model of the Timbuktu Academy.*" Diola Bagayoko. [National]
20. December 14, 1991. National Science Teachers Association (NSTA) Conference in New Orleans, LA. Presentation: "*Cognitive Condensation and the Teaching and Learning of Science.*" D. Bagayoko [National]
19. November 8-10, 1990. Southwestern Theoretical Chemistry Conference, University of Texas at El Paso, El Paso Texas. Presentation: "*Electronic and Magnetic Properties of Iron Impurities in Aluminum.*" D. Bagayoko [Regional]
18. May 1990. First HBCU Conference on the Physics of Materials and Materials Science, Washington, D.C. Presentation: "*3d Impurities in Aluminum: Progress and Prospect.*" D. Bagayoko. [National]
17. March 1990. Annual Meeting of the American Physical Society (APS), Anaheim, California. Presentation: "*Density Functional Prediction of a Kondo System.*" D. Bagayoko, N. Brener, and J. Callaway. [National & International]
16. March 1990. Annual Meeting of the American Physical Society (APS), Anaheim, California. Presentation: "*Band Structure and Related Properties of Silver.*" G. Fuster, N. Brener, J. Callaway, and D. Bagayoko. (Actual presentation made by Dr. G. Fuster). [National & International]

15. February 1990. Annual Conference of Louisiana Academy of Science, Southern University, Baton Rouge, Louisiana. Presentation: "*The VWN Potential and the Electronic and Structural Properties of Nickel.*" D. Bagayoko and S. Dhar. (Presented by Dhar). [State]
14. November 1989. Southwest Conference on Theoretical Chemistry, Austin, Texas. Presentation: "*Electronic Structure of Cobalt Dimer in LSDA.*" S. Dhar, D. Bagayoko, and N. Kestner. (Presented by Dhar). [Regional]
13. April 1989. Meeting of the National Society of Black Physicists in Holmdell, New Jersey. Presentation: "*Structural and Magnetic Properties of Nickel.*" D. Bagayoko and Zelda Y. Gills (*Undergraduate Student*). [National]
12. March 1989. Meeting of the American Physical Society, St. Louis, MO. Presentation: "*Magnetic Structure of BCC and FCC Chromium.*" J. Tyler (IBM, Kingston), N. Brener and J. Callaway (LSU), and D. Bagayoko (Southern University and A&M College). Bull. Am. Phys. Soc. Vol.34, 648 (1989). [National & International]
11. April 1988. Meeting of the National Society of Black Physicists, Lincoln University, Lincoln, Pennsylvania. Presentation: "*Accurate Electronic and Total Energies of Metals.*" D. Bagayoko [National]
10. March 1987. Meeting of the American Physical Society, New York, NY. Presentation: "*Electronic and Magnetic Properties of 3d Impurities in Aluminum.*" D. Bagayoko, N. Brener, D. Kanhere, and J. Callaway, Bull. Am. Phys. Soc. March (1987). [National & International]
09. March 1986. Meeting of the American Physical Society, Las Vegas, Nevada, Presentation: "*The Electronic Structure of Chromium and Manganese Impurities in Copper.*" D. Bagayoko, P. Blaha, and J. Callaway, Bull. Am. Phys. Soc. 31,254 (1986). [National & International]
08. March 1986. Meeting of the American Physical Society in Las Vegas. Contribution: "*Temperature Dependent Band Structure of Nickel.*" G. Fuster, D. Bagayoko, N. Brener, and J. Callaway, Bull. Am. Phys. Soc. 31, 561 (1986). [National & International]
07. March 1985. Meeting of the American Physical Society, Baltimore, Maryland. Presentation: "*Temperature Dependence of the Band Structure of Nickel.*" D. Bagayoko, G. Fuster, and J. Callaway, Bull. Am. Phys. Soc. 30, 615 (1985). [National & International]
06. March 1985. Meeting of the American Physical Society, Baltimore, Maryland. Presentation: "*On Variational Solutions of the Dirac Equation.*" D. Bagayoko; C. Dorsey, and B. Nicholas (*Undergraduate Students at SUBR*), Bull. Am. Phys. Soc. 30, 614 (1985). [International]
05. July 1984. Condensed Matter Workshop, International Centre for Theoretical Physics (ICTP), Trieste, Italy. Several presentations on the "Band Structures of Metals." [International]
04. March 1983. Sanibel International Symposium on the Theory of Atoms, Molecules and Solids, Palm Coast, Florida. Presentation: "*Contraction of Gaussian Basis Sets and the Total Energy of FCC Copper.*" [International]
03. March 1982. Meeting of the American Physical Society, Dallas, Texas. Presentation: "*Total Energy of Metallic Lithium.*" X. Zou, D. Bagayoko, and J. Callaway, Bull. Am. Phys. Soc. 27, 158 (1982). [International]

02. November 1981. Meeting of the American Physical Society in New York. Presentation: "*Contraction of Gaussian Basis Sets for Solid State Calculations.*" D. Bagayoko, Bull. Am. Phys. Soc. 26, 1236 (1981). [International]

01. March 1980. Meeting of the American Physical Society, New York, NY. Presentation: "*Band Structure, Optical Properties, and Compton Profile of Copper.*" D. Bagayoko, D. G. Laurent, S. P. Singhal, and J. Callaway, Bull. Am. Phys. Soc. 25, 347 (1980). [International]

A minimum of ten (10) major and non-technical presentations are made per year on subjects ranging from "Proposal Development," "Teaching and Learning," and "Culture," to "the Dynamics of Higher Education." A minimum of ten (10) local presentations are made per year to precollege and college students and faculty members.

FACILITIES  
AND  
PROPERTY  
COMMITTEE

# **FACILITIES AND PROPERTY COMMITTEE**

*(Following Academic Affairs Committee)*  
**2nd Floor J.S. Clark Administration Building**  
**Board of Supervisors Meeting Room**  
**Baton Rouge, Louisiana**  
**Friday, October 18, 2019**  
**9:00 AM**

## **AGENDA**

1. Call to Order
2. Roll Call
3. Adoption of the Agenda
4. Public Comments
5. Action Item(s):
  - A. Request Approval of Property Transfer of Milam Street Kitchen Incubator and Community Kitchen (SUSLA)
6. Informational Item(s):
  - A. Priority Projects Updates, by Campuses
7. Other Business
8. Adjournment

## **MEMBERS**

Rev. Donald R. Henry – Chair, Dr. Rani Whitfield – Vice Chair,  
Mr. John Barthelemy, Dr. Leroy Davis, Mr. Richard Hilliard, Mrs. Ann Smith,  
Atty. Domoine D. Rutledge- Ex Officio



Dr. Rodney A. Ellis  
Chancellor



Monday, September 30, 2019

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

**RE: Approval of Property Transfer of Milam Street Kitchen Incubator and  
Community Kitchen**

Dr. Belton:

This communication is to request approval for the **Approval of Property Transfer of Milam Street Kitchen Incubator and Community Kitchen**. Per the attached memorandum from the SUSLA Facilities, Incorporated, as agreed on at the commencement of the project, the facility would be transferred/donated to Southern University at Shreveport (SUSLA). The project is completed and prepared for the implementation of programming that will take place at the facility.

I am therefore submitting this request for property transfer/donation for approval at October 18, 2019 SUS Board of Supervisors meeting. After your approval, SUSLA will be able to move forward straightway in getting the attached documents executed and filed with Caddo Parish. Once filed, the property donation transaction will be completed.

Thank you in advance for your kind consideration.

Respectfully submitted,

A handwritten signature in blue ink, appearing to read 'Rodney A. Ellis'.

Rodney A. Ellis, Ed.D.  
Chancellor

RAE/lw  
Attachment

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



## BUSINESS & COMMUNITY DEVELOPMENT CENTER

### MEMORANDUM

TO: Dr. Rodney Ellis, Chancellor

FROM: Darrin Dixon, Director of Small Business Development

THRU: Janice Sneed, Interim Vice Chancellor for Academic Affairs and Workforce Development

DATE: September 16, 2019

RE: Property Transfer of Milam Street Kitchen Incubator and Community Kitchen

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The construction of the Milam Street Kitchen Incubator and Community Kitchen (MS KICK) was completed in July 2019. SUSLA Facilities, Inc. (SFI) facilitated the construction in collaboration with the City of Shreveport. As agreed on at the commencement of the project, the facility would be transferred to Southern University at Shreveport (SUSLA) once the project was completed for the implementation of programming that will take place at the facility. We are requesting that you would take the necessary steps to complete the transfer of property from SFI to SUSLA. Attached is a copy of the executed consent form (signed by the City of Shreveport), which indicates that the City of Shreveport has given consent for SFI, Inc. to donate the MS KICK facility to Southern University-Shreveport (SUSLA). Also attached, please see the revised lease agreement between the City of Shreveport, LA and SUSLA. Once we receive the executed property lease agreement (signed by the City of Shreveport and SUSLA) and the executed donation agreement (signed by both SUSLA and SFI, Inc.), the executed documents will be filed with Caddo Parish and the property donation transaction will be complete.

4646 HILRY HUCKABY III, AVENUE  
SHREVEPORT, LOUISIANA 71107  
Phone (318) 670-9700 Fax (318) 670-6709  
[www.susla.edu](http://www.susla.edu)

LEASE AGREEMENT

This Lease Agreement ("Lease Agreement") is made and entered into on this \_\_\_\_ day of \_\_\_\_\_, 2019, by and between the City of Shreveport ("City"), a duly incorporated Louisiana municipal corporation in the State of Louisiana, represented herein by Adrian Perkins, Mayor, authorized to act herein, and Southern University at Shreveport ("Tenant"), a duly organized educational institution with its principal place of business in Shreveport, Louisiana, represented herein by Dr. Rodney A. Ellis, Chancellor, also authorized to act herein. City and Tenant will be collectively referred to hereinafter as the "Parties."

WITNESSETH

WHEREAS, City is the owner of the real property (i.e., the land) located at 1210 Milam Street, Shreveport, Louisiana (Caddo Parish), 71101, hereinafter referred to as the "Leased Premises (i.e., the land);" and

WHEREAS, Tenant desires to operate a kitchen incubator and community kitchen, which will be owned by Tenant. The kitchen incubator and community kitchen will include amenities such as a commercial kitchen, a conference room, office space/incubator workstations, an event space, a restaurant, food storage, and administrative offices. These uses are all related to community improvements that promote and enhance neighborhood redevelopment through physical community investment projects; and

WHEREAS, Tenant has requested and City desires to rent the Leased Premises (i.e., the land) to Tenant for such purposes;

WHEREAS, City has determined that the operations Tenant proposes are purposes which benefit the public by providing civic, recreational, educational, cultural, and social activities or opportunities to the public; and

WHEREAS, City declares and confirms that this lease is for a public purpose and constitutes a cooperative endeavor between City and Tenant for a public purpose as required by Article VII § 14(C) of the Constitution of the State of Louisiana and as otherwise authorized by the Constitution of the State of Louisiana, including but not limited to, the aforementioned provision.

NOW, THEREFORE, in consideration of the foregoing recitals, the mutual covenants of the Parties hereto and for other good and valuable consideration, City and Tenant agree as follows:

1. GRANT OF USE

A. In consideration of the covenants and agreements made by the respective Parties hereto, City devises and leases to Tenant and Tenant accepts from City the exclusive right and privilege to use, enjoy and occupy the Leased Premises (i.e., the land) for the purposes described herein, and subject to the terms and conditions contained herein.

B. The Leased Premises (i.e., the land) shall be used by Tenant for the operation of a kitchen incubator and community kitchen which furnishes support to micro-enterprises and small businesses who work in food production, small scale food manufacturing, and food preparation; provides educational opportunities for workforce and economic development; offers educational opportunities and community gatherings around healthy eating and living; and furnishes a training/event space for rental to individual and community groups for individual and social events hereinafter referred to as "permitted uses," all of which shall be subject to the terms and conditions of this Lease Agreement.

C. The Parties acknowledge, understand and agree that this Lease Agreement contemplates a lease by City of the Leased Premises (i.e., the land) and City shall provide only those services or perform those obligations specifically provided for in this Lease Agreement. All other services or obligations not specifically provided for herein shall be the responsibility of or be performed by Tenant.

## 2. TERM

A. Initial Term. Except as otherwise provided in Section 2(C) of this Lease Agreement, the Initial Term of this Lease Agreement shall commence on the day following the execution of this Lease Agreement by City and Tenant ("Commencement Date"), and shall end at midnight on December 31, 2029 ("Termination Date"), unless sooner canceled or terminated as provided herein.

B. Option to Renew. Provided Tenant is not in default of any of the terms of this Lease Agreement, and except as otherwise provided in Section 2(C) of this Lease Agreement, Tenant shall have the option to renew this Lease Agreement for two (2) additional ten (10) year terms ("Renewal Term"). The option to renew for the Renewal Term shall be deemed exercised unless either:

- (1) Tenant provides written notice to City of Tenant's election not to exercise the option for the Renewal Term no later than October 1 of the final year of the Initial Term; or
- (2) City provides written notice to Tenant of City's election for this Lease Agreement not to be renewed for the Renewal Term no later than June 1 of the final year of the Initial Term.

C. The foregoing provisions notwithstanding and pursuant to Section 2.03(a) of the Charter of the City of Shreveport, as amended, City and Tenant stipulate that this Lease Agreement shall be revocable by City at any time a public use of the Leased Premises (i.e., the land) shall be found to exist by the Shreveport City Council. City recognizes that Tenant will make substantial alterations, additions or improvements to the Leased Premises (i.e., the land) over the Term of this Lease Agreement which may not be recouped by Tenant should a public use of the Leased Premises (i.e., the land) be found to exist by the City Council prior to the expiration of the Initial Term or Renewal Term of this Lease Agreement. City hereby agrees that the right to revoke this Lease Agreement upon declaration of public use shall only be exercised by City giving Tenant notice of such revocation at least one hundred eighty (180) days in advance of the effective date of such revocation, and that the effective date of any such revocation shall be on the expiration date of the Initial Term or Renewal Term of this Lease Agreement.

D. Tenant shall have no right to claim, nor shall City have any obligation to pay any reimbursement, set-off or damages to Tenant for any remaining Renewal Term of this Lease Agreement and Tenant's failure to include a public purpose revocation clause in any subcontract, purchase order, agreement or any other document or writing related to this Lease Agreement shall not subject City to liability for lost profits or otherwise which may result from City's revocation of this Lease Agreement for this cause.

E. Notice of revocation of this Lease Agreement for this cause shall be given to Tenant in accordance with Section 15 of this Lease Agreement.

### 3. RENT AND UTILITIES

A. Tenant shall pay rent during the Initial Term and Renewal Term of this Lease Agreement in the amount of Six Hundred and No/100 (\$600.00) Dollars annually, due and payable on or before the last day of November of each year plus other valuable consideration. An essential part of the consideration and cause for the City agreeing to enter into this Lease Agreement with Tenant is the obligation for Tenant to expend not less than \$2,500,000 to construct improvements to be made to the Leased Premises (i.e., the land) for the purpose of constructing and operating a kitchen incubator and community kitchen. Tenant agrees to make (or has already made) such expenditure within 24 months following the inception of this Lease Agreement and to provide the City with proof of such expenditures, on request.

B. Tenant shall pay the cost of all utilities or other services consumed in its operations hereunder and shall, maintain the Leased Premises (i.e., the land) in its current condition, reasonable wear and tear excepted, repair and replace all electrical, mechanical, ventilation and other systems required hereunder and shall provide, at its expense, all electric lamps or tubes, air conditioning or heating filters, and any other expendable or consumable supplies or items necessary for its purposes hereunder. Tenant acknowledges and agrees that City shall have no liability for blackouts, brownouts, or any other cessation, interruption, or failure of the utilities.

C. In the event Tenant shall cease operations for a period of ninety (90) days or more, the remaining rental payments of the outstanding lease term (Initial Term or Renewal Term) set forth above shall become immediately due and owing.

### 4. CONDITION AND USE OF THE LEASED PREMISES

A. Tenant shall keep the Leased Premises (i.e., the land) clean and free of debris and trash. Tenant further agrees and understands that the Leased Premises (i.e., the land) is to remain free of hazardous conditions.

B. All garbage, trash and refuse resulting from Tenant's use of the Leased Premises (i.e., the land) for the purpose(s) stated herein shall be placed in appropriate containers at the holding area designated by City and shall be promptly removed by a solid waste contractor at Tenant's expense in accordance with applicable provisions of law.

C. Tenant shall do nothing, and shall permit nothing to be done, that may interfere with the drainage or sewerage systems, fire hydrants, heating and air conditioning systems, electrical systems, domestic hot or cold water line or fixtures, gas, fire suppression systems, fire alarm systems, or plumbing in the Leased Premises (i.e., the land). Tenant shall be responsible, at Tenant's expense, for any/all repairs, replacement or maintenance of any

system, line, fixture, or hydrant damaged or in need of maintenance as a result of Tenant's use of the Leased Premises (i.e., the land) for the purposes stated herein or use by Tenant's agents, sublessees or others deriving a right of use of the Leased Premises (i.e., the land) from Tenant pursuant to the terms of this Lease Agreement.

D. Tenant shall use its best effort to preventing grease, oils and other substances (collectively "deposits") from entering waste lines, drains, and sewers and shall be responsible for removal of all such deposits from lines, drains and sewers at Tenant's expense.

E. Tenant shall take appropriate action to exterminate and prevent the presence of rodents and other vermin in the Leased Premises (i.e., the land) at Tenant's expense.

F. Notwithstanding the need for investigation of circumstances, Tenant shall immediately remove and properly dispose of any deceased animals from the Leased Premises (i.e., the land).

G. Tenant shall, at Tenant's expense, preserve and maintain all landscaping currently existing on the Leased Premises (i.e., the land) during the Initial Term and the Renewal Term of this Lease Agreement and may, at Tenant's expense, install fencing and other decorative or security measures necessary for its operations hereunder. All fencing and other decorative or security measures shall be installed by Tenant in accordance with the provisions of Sections 5 and 6 of this Lease Agreement. Tenant may replace any and all landscaping currently existing on the Leased Premises (i.e., the land); however, any replacement landscaping shall be installed, preserved and maintained in accordance with applicable provisions of the City's Code of Ordinances, including but not limited to, the landscape requirements of the City's Zoning Ordinance and other applicable provisions of law.

## 5. ALTERATIONS TO LEASED PREMISES

A. Except as otherwise provided herein, Tenant shall be permitted to make alterations, additions, or improvements to the Leased Premises (i.e., the land) during the Initial Term or Renewal Term of this Lease Agreement subject to the conditions in provisions B – E of this Section.

B. All alterations, additions or improvements made by Tenant to the Leased Premises (i.e., the land) shall be made at Tenant's expense and shall, if and to the extent same cannot be removed from the Leased Premises (i.e., the land) without substantial damage to themselves or the Leased Premises (i.e., the land), immediately become the property of City upon the expiration or termination of this Lease Agreement without any obligation for payment by City to Tenant. For purposes of this paragraph, "substantial damage" shall mean any alteration of the Leased Premises (i.e., the land) such that the property decreases in value.

C. Plans and specifications for any alterations, additions or improvements to the Leased Premises (i.e., the land) of whatever nature shall be submitted to City for approval at least ten (10) working days prior to commencement of work by Tenant. Such alterations, additions or improvements shall be *ipso facto* approved by the City unless the City provides notice to Tenant within the aforementioned ten (10) day period that such alterations, additions or improvements are not approved. City shall not be unreasonable with respect to the approval or disapproval of any alterations, additions or improvements. All alterations, additions or improvements approved by City shall be performed in accordance with the laws of the State of Louisiana, applicable provisions of the City's Comprehensive Building Code and other applicable laws, statutes and regulations.

Notwithstanding anything to the contrary set forth herein, Tenant shall not be required to obtain City's approval of any alterations, additions or improvements within the Leased Premises (i.e., the land) which do not change the structural nature of the Leased Premises (i.e., the land). City and Tenant understand and agree that Tenant and others using the Leased Premises (i.e., the land) for the purposes set forth herein will at various times construct exhibits, displays and fixtures, install machinery and equipment and otherwise use the Lease Premises without changing its structural nature, and the City's approval is not required for such activities.

D. Tenant shall have ninety (90) days from the date of expiration, termination or revocation of this Lease Agreement to remove any alterations, additions or improvements made by tenant to the Leased Premises (i.e., the land) that can be removed from the Leased Premises (i.e., the land) without substantial damage to themselves or the Leased Premises (i.e., the land). Tenant shall be responsible, at its expense, for repair of any damage to the Leased Premises (i.e., the land) caused by the removal of any alteration, addition or improvement to the Leased Premises (i.e., the land). Any alterations, additions, or improvements not so removed by Tenant shall remain and become property of the City.

E. Tenant acknowledges, understands and agrees that no alterations, additions or improvements shall be performed to the Leased Premises (i.e., the land) which changes the structural integrity of the Leased Premises (i.e., the land).

## 6. MAINTENANCE AND REPAIR

A. Beginning on the Commencement Date of this Lease Agreement, and except as otherwise provided herein, City and Tenant shall be responsible for maintenance and repairs to and replacements of the Leased Premises (i.e., the land) as follows:

- (1) Tenant shall be responsible at its sole expense to maintain, repair and replace any damage to the foundation, walls, roof or ceiling of the kitchen incubator and community kitchen that is not caused by the fault of City or City's employees, sublessees, patrons, visitors or any other persons on or about the Leased Premises (i.e., the land) with the City's consent thereof. The foregoing provision notwithstanding, City acknowledges, understands and agrees that maintenance, repair or replacement of any damage to the foundation, walls, roof or ceiling of the kitchen incubator and community kitchen by Tenant pursuant to the provisions of this Section shall only be made or performed by Tenant at Tenant's option, and Tenant shall incur no liability to City for the exercise of the option to not maintain, repair or replace damage to the foundation, walls, roof or ceiling of the kitchen incubator and community kitchen. City acknowledges, understands and agrees that should Tenant elect to maintain, repair or replace damage to the foundation, walls, roof or ceiling of the kitchen incubator and community kitchen, Tenant shall be under no obligation for same beyond utilizing the proceeds of the insurance coverage for the kitchen incubator and community kitchen, if any. Tenant shall notify City (as appropriate) in writing of its decisions with regard to maintenance, repair or replacement of damage to the foundation, walls, roof or ceiling of the kitchen incubator and community kitchen in accordance with the provisions of Section 15 of this Lease Agreement and City shall have the option to terminate this Lease Agreement for cause as provided in Section 14 of this Lease Agreement

should Tenant decide to forego the maintenance, repair or replacement of damage to the kitchen incubator and community kitchen. Notwithstanding the provision of this sub-part, the Parties herein agree that Tenant shall be responsible for the repair or replacement of any damage to foundation, walls, roof or ceiling directly attributable to the improvements made to the kitchen incubator and community kitchen by Tenant; and

- (2) Tenant shall otherwise be responsible at its sole expense to maintain, repair and replace any damage to the kitchen incubator and community kitchen, including any equipment located thereof or therein, including lighting, fire suppression system, air conditioning and heating equipment, such that all buildings and equipment shall be operational and in a safe, clean, structurally sound and watertight condition, such work to include without limitation, structural repair and replacement, or reconstruction, as necessary, of mechanical, electrical, plumbing, heating, air conditioning, landscape, parking areas and paving.

B. Tenant shall take good care of the kitchen incubator and community kitchen and the Leased Premises (i.e., the land) and keep them both free from waste, nuisance or damage, including damage from termites or other pests throughout the Initial Term or Renewal Term of this Lease Agreement. At the expiration or termination of this Lease Agreement or Renewal Term for any cause, Tenant shall deliver the Leased Premises (i.e., the land) to City clean and free of trash and debris and in good repair and condition, reasonable wear and tear excepted.

## 7. INVENTORY

Within ten (10) days of the execution of this Lease Agreement, and except as otherwise provided herein, City and Tenant shall execute an Inventory of all furniture, fixtures and/or equipment provided for Tenant's use by City pursuant to this Lease Agreement. The Inventory shall be provided to Tenant in "as is" condition and Tenant shall return same to City upon the expiration or termination of this Lease Agreement, normal wear and tear excepted. Tenant shall be responsible for replacing or repairing any item of Inventory damaged by Tenant, Tenant's employees, sublessees, contractors, or sub-contractors during the Initial Term or Renewal Term of this Lease Agreement. The determination of whether any item of Inventory should be repaired or replaced shall be made by City based upon whether the cost to repair the item exceeds the cost to replace the item.

## 8. INDEMNITY AND HOLD HARMLESS

Tenant shall indemnify, defend and hold City harmless against any and all claims, demands, suits, judgments or sums of money to any Party accruing against City for loss of life or injury or damage to persons or property growing out of or resulting from, or by reason of any act and/or omission of Tenant, its agents, officers, servants, employees, contractors, lessees or sublessees, or resulting or arising from or in connection with Tenant's use of the Leased Premises (i.e., the land) pursuant to this Lease Agreement. Tenant shall also hold City harmless against any and all claims and/or liens for labor, services or materials furnished to Tenant in connection with Tenant's use of the Leased Premises (i.e., the land) pursuant to this Lease Agreement.

## 9. INSURANCE

A. Tenant shall, at its own expense, provide and maintain certain insurance in full force and effect at all times during the term of this Lease Agreement and any extensions thereto. Such insurance, at a minimum, shall include the following coverages and limits of liability:

B. Commercial General Liability Insurance in an amount not less than a combined single limit of \$1,000,000.00 per occurrence. This policy should be endorsed to name City as an additional insured. It is City's intent that the policy coverages should not be limited by an annual aggregate limitation. If this policy is to be limited by an aggregate annual limitation, the aggregate limitation shall not be less than \$2 Million; otherwise Tenant shall provide a \$1,000,000.00 per project aggregate applicable for the provisions of this Lease Agreement.

C. All coverage provided for herein shall be effective under insurance policies issued by solvent insurance carriers qualified to do business in the State of Louisiana and having an A.M. Best Company rating of B+VII or better. City reserves the right to inspect any and all insurance policies required pursuant to this Lease Agreement, prior to commencement of the lease term and anytime thereafter.

D. Proof that such insurance coverage exists shall be furnished to the City by means of a Certificate of Insurance form provided by City simultaneously with the execution of this Lease Agreement by Tenant. The said Certificate of Insurance shall name the City of Shreveport as an additional insured as indicated herein and shall include a provision that in case of cancellation or any material change in the coverage required herein, City shall be notified thirty (30) days prior to any such change or cancellation. Said provision shall include cancellation for non-payment of premium. Tenant shall be liable for its subcontractor's insurance coverage of the types and in the amounts stated above and shall furnish City with copies of such Certificates of Insurance.

E. Tenant and all of its insurers shall, in regard to the above stated insurance, waive all right of recovery or subrogation against City, its officers, agents or employees and its insurance company(ies).

F. Tenant shall be responsible for compliance with all safety rules and regulations of the Federal Occupational Safety and Health Act of 1970, as amended, and those of all applicable State acts, laws or regulations during the period of Tenant's occupancy of the Leased Premises (i.e., the land). Tenant shall indemnify City for fines, penalties and corrective measures that result from the acts of commission or omission of Tenant, its subcontractors, if any, agents, employees and assigns and Tenant's failure to comply with such safety rules and regulations.

G. City shall give Tenant prompt notice in writing of the institution of any suit or proceedings and permit Tenant to defend same, and will give all needed information, assistance, and authority to enable Tenant to do so. Tenant shall similarly give City immediate notice of any suit or action filed or prompt notice of any claim arising pursuant to the terms of this Lease Agreement and shall furnish immediately to City copies of all pertinent papers received by Tenant related to Tenant's operations, use and occupancy of the Leased Premises (i.e., the land) or the kitchen incubator and community kitchen.

H. City may maintain a fire and extended coverage insurance policy covering the Leased Premises (i.e., the Land) for the replacement value thereof.

I. City may, from time-to-time, modify the insurance requirements in this Lease Agreement to protect City's interest in the Leased Premises (i.e., the land).

#### 10. ASSIGNMENT/SUBLEASE

A. The provisions of this Lease Agreement shall inure to the benefit of and be binding upon the Parties hereto and their respective successors and assigns. Tenant shall not assign this Lease Agreement or transfer any interest in the same without the prior written consent of the Mayor of the City, provided, however, that Tenant may, without such written consent, from time to time, one or more times, sublease or grant rights to third Parties to use all or parts of the Leased Premises (i.e., the land) for the purposes for which the Leased Premises (i.e., the land) are hereby leased. The Mayor of the City may withhold consent to an assignment or sublease for any or no reason, if such withholding of consent is deemed in the best interest of City.

B. No assignment or sublease approved by City shall in any way release Tenant from its obligations under this Lease Agreement.

#### 11. ACKNOWLEDGMENT OF CONDITION OF LEASED PREMISES

A. Upon commencement of this Lease Agreement, Tenant agrees to accept the Leased Premises (i.e., the land) in "As Is" condition and acknowledges that the property which is the subject of this Lease Agreement (i.e., the land) may be defective in its premises. Tenant does explicitly assume this Lease Agreement and use of the Leased Premises (i.e., the land) with full liability at all times and to all persons for any and all defects of or on the Leased Premises (i.e., the land), known or unknown, whatsoever in accordance with the provisions of LSA-R.S. 9:3221 or other applicable provisions of law.

B. Tenant agrees to keep the Leased Premises (i.e., the land) in a safe condition and to indemnify, defend and hold City harmless from any and all liability and from any injury or damage(s) arising from or connected with the condition of the Leased Premises (i.e., the land) and/or Tenant's use of the same, provided that such obligation shall not include the obligation to indemnify, defend or hold City harmless for any obligation of City to maintain, repair and replace any damage to the Leased Premises (i.e., the land) that is not caused by the fault of Tenant or Tenant's employees, sublessees, patrons, visitors or any other persons on or about the Leased Premises (i.e., the land) with the Tenant's consent, as set forth in paragraph A of Section 6 of this Lease Agreement. City shall not be liable or responsible for any damage to Tenant's property or the property of others located on the Leased Premises (i.e., the land), nor for the loss of or damage to any property of Tenant or of others by theft or otherwise.

C. All property of Tenant kept in or stored on the Leased Premises (i.e., the land) shall be so kept or stored at Tenant's risk, and Tenant shall hold City harmless from any claims arising from or connected with or damage to or loss of any such property. City shall not be held accountable, responsible or liable to Tenant, Tenant's employees, sublessees, patrons, visitors or any other persons on or about the Leased Premises (i.e., the land) for any damage to person or property caused by, connected with, or arising from the conditions of the

Leased Premises (i.e., the land) or the act or negligence of Tenant, Tenant's employees, patrons, or others, nor by fire, explosion, steam, gas, electricity, water, rain, sleet, snow, hail, nor conditions related to the subsurface or from any other place, or by dampness or by occupants of contiguous or adjacent property, or the public, or from any damage caused by operations in connection with any construction or demolition, or by any other cause or catastrophe whatsoever.

## 12. TAXES

A. City shall be responsible for the payment of all *ad valorem* taxes or special assessments which may be lawfully levied or assessed against the Leased Premises (i.e., the land) by virtue of City's ownership of same during the Initial Term or Renewal Term of this Lease Agreement.

B. Tenant shall be responsible for the payment of all *ad valorem* taxes or special assessments which may be lawfully levied or assessed against the kitchen incubator and community kitchen (or Tenant-owned personal, movable property) which may be due and payable by reason of Tenant's interest in or use of the Leased Premises (i.e., the land), or transactions by Tenant with respect to its interest in this Lease Agreement or the use of the Leased Premises (i.e., the land) during the Initial Term or Renewal Term of this Lease Agreement.

## 13. RIGHT OF ENTRY

A. City, its agents, officers or assigns, shall have the right to enter the Leased Premises (i.e., the land) at any time throughout the Initial Term or Renewal Term of this Lease Agreement for the following purpose(s):

- (1) inspecting the general condition and state of repair of the Leased Premises (i.e., the land);
- (2) performing such maintenance as may be required of City pursuant to this Lease Agreement;
- (3) taking any emergency action which City deems necessary to protect the Leased Premises (i.e., the land); and
- (4) for any other lawful and reasonable purpose.

B. Notwithstanding an event that threatens immediate damage to person or property, City shall provide Tenant with twenty-four (24) hours notice of its intention to exercise the rights granted herein.

## 14. TERMINATION

A. Subject to the provisions below, and except as otherwise provided in Section 2(C) of this Lease Agreement, this Lease Agreement may be terminated by City or Tenant as follows:

B. Termination for Convenience: Tenant may, without cause, terminate this Lease Agreement in whole or in part at any time at its convenience after providing City advance written notice of such termination on or before November 1<sup>st</sup> of any year, in which case, such termination shall be effective at the end of (December 31<sup>st</sup>) of the year during which such notice is given, and Tenant shall incur no liability to City for such termination, except that such declaration shall accelerate the remaining payments for the current lease term. Tenant's failure to include a termination for convenience clause in any subcontract, purchase order, agreement or any other document or writing related to this Lease Agreement shall not subject City to liability to any sublessee or other person for lost profits or otherwise resulting from or in conjunction with Tenant's election to terminate this Lease Agreement for its convenience. City shall have no obligation to attempt to re-lease the Leased Premises (i.e., the land) to a third-Party.

C. Termination for Cause:

(1) City may terminate this Lease Agreement in whole or in part should Tenant fail to utilize the Leased Premises (i.e., the land) for one or more of the purpose(s) stated in Section 1 of this Lease Agreement for a period of ninety (90) days. City shall provide Tenant with at least forty-five (45) days advance written notice of its intention to terminate this Lease Agreement for such cause, and City shall incur no liability to Tenant for such termination. Tenant's failure to include a clause for termination for this reason in any subcontract, purchase order, agreement or any other document or writing related to this Lease Agreement shall not subject City to liability to any sublessee or other person for lost profits or otherwise resulting from or in conjunction with termination for this cause and Tenant expressly waives any damages, delay damages, or indirect costs which may arise from termination of this Lease Agreement in whole or in part for this cause.

(2) Either Party may terminate this Lease Agreement in whole or in part for: (1) default on the part of the other Party relating to this Lease Agreement in which case, the non-defaulting Party shall be entitled to all benefits, remedies, or rights afforded by law; or (2) upon or after the happening of any one of the following events:

- (i) The filing by any Party of a voluntary petition in bankruptcy;
- (ii) The institution of proceedings in bankruptcy against any Party and the adjudication of either Party to this Lease Agreement as bankrupt pursuant to such proceedings;
- (iii) The taking by a court of competent jurisdiction of either Party's assets pursuant to proceedings brought under the provisions of any Federal Reorganization Act. Any involuntary proceedings based on insolvency statutes shall not be the basis for termination unless the Party against whom the proceedings are instituted shall fail to secure the dismissal of the proceedings within one hundred twenty (120) days after the filing of such involuntary proceedings; and
- (iv) Damage or destruction of the Leased Premises (i.e., the land) by fire, tornado or other casualty to such an extent that it is rendered untenable or substantially unfit for the purpose for which it was leased, unless the same may be repaired by City or Tenant using the proceeds of insurance providing coverage for loss to the Leased Premises (i.e., the land) if any, or, City's exercise of its option to not maintain, repair or replace damage to the Leased Premises (i.e., the land) in accordance with the provisions of Section 6 of this Lease Agreement.

## 15. NOTICES

A. Any notice or communication hereunder shall be in writing, unless otherwise specified herein, and may be given by hand delivery or by registered or certified mail, return receipt requested. If given by registered or certified mail, the same shall be deemed to have been given and received when a registered or certified letter containing such notice, properly addressed, with postage prepaid, is deposited in the United States mail; and if given otherwise than by registered or certified mail, such notice shall be deemed to have been given when delivered to and received by the other Party to whom it is addressed. All notices or communications shall be given to the Parties hereto at their respective addresses as follows:

To City:	Mayor Adrian Perkins 505 Travis Street, Suite 200 Shreveport, LA 71101
With Copy To:	Office of the City Attorney Attn.: Mekisha Creal 505 Travis Street, Suite 420 Shreveport, Louisiana 71101
To Tenant:	Southern University at Shreveport Attn.: Dr. Rodney A. Ellis, Chancellor 3050 Dr. Martin Luther King Drive Shreveport, LA 71107

B. Notice may also be given to such other addresses as any Party may designate in writing from time to time.

## 16. PROHIBITED ACTIVITY

A. The Leased Premises (i.e., the land) shall not be used by Tenant or any sublessee at any time for any partisan political purpose or to further the election or defeat of any candidate for political office.

B. The Leased Premises (i.e., the land) shall not be used by Tenant or any sublessee at any time for any purpose or activity in violation of LSA-R.S. 14:106.

C. Tenant shall not permit the use of the Lease Premises (i.e., the land) for any purpose other than as stated in Section 1 of this Lease Agreement.

## 17. SURRENDER OF LEASED PREMISES

Upon the revocation, expiration, or termination of this Lease Agreement for any cause, Tenant shall immediately surrender possession of the Leased Premises (i.e., the land) to City's authorized representative. Should Tenant fail to deliver such possession, Tenant consents to pay liquidated damages in the amount of One Hundred and No/100 (\$100.00) Dollars per day for each day of Tenant's failure to surrender possession of the Leased Premises (i.e., the land).

## 18. HOLD OVER

Should Tenant continue to occupy the Leased Premises (i.e., the land) after the last day of the Initial Term or the last day of the Renewal Term if the option to renew is exercised, a tenancy from month-to-month only shall be created but not for any longer period, unless otherwise specifically provided by written agreement of City and Tenant. For purposes of this Section, rental payments shall increase to \$2,000.00 per month on such month-to-month status.

## 19. LIENS

A. Tenant shall keep the Leased Premises (i.e., the land) free from all levies, liens, attachments encumbrances or claims.

B. Tenant shall, at Tenant's option, within twenty (20) days after receiving notice of any lien for material or work performed or claimed to have been performed on the Leased Premises (i.e., the land) on Tenant's behalf, except for work contracted by City, either discharge the lien or obtain its release by posting an appropriate bond. If Tenant shall post a bond, it shall contest the validity of the lien, and agrees to hold City harmless for losses from such lien.

## 20. TITLE TO PERSONAL (MOVABLE) PROPERTY

Without prejudice to the rights of City to enforce its lessor's privilege, all personal (movable) property located in, or at the Leased Premises (i.e., the land) or otherwise constituting part of the Leased Premises (i.e., the land) shall at all times during the Initial Term or any Renewal Term of this Lease Agreement be owned by, and shall belong to, Tenant or Tenant's sublessee. All benefits and burdens of ownership of the foregoing shall be and remain in Tenant or such sublessee during the Initial Term or any Renewal Term of this Lease Agreement.

## 21. EVENT OF DEFAULT

- A. The following shall constitute an "Event of Default" under this Lease Agreement:
- (1) Default by either Party of any term or condition contained in this Lease Agreement; and
  - (2) Tenant's failure to pay all costs related to any work performed on the Leased Premises (i.e., the land).

B. Notwithstanding the foregoing, Tenant shall not be in default under this Lease Agreement following the occurrence of an Event of Default unless and until City has provided Tenant with a thirty (30) day opportunity for corrective action pursuant to a written notice. The notice shall specify the nature of the Event of Default and the actions required to be taken to cure the Event of Default, provided however, that if in City's reasonable judgment, said Event of Default is not capable of being cured within said thirty (30) day period, then Tenant shall have such additional time as City deems necessary to cure such Event of Default, provided however that such extension of time shall not be deemed a waiver of any rights and/or remedy of City with respect to this Lease Agreement. Notwithstanding the foregoing, if an Event of Default cannot be cured by reasonable corrective action by Tenant within the aforementioned periods, but Tenant has commenced reasonable corrective action to cure the Event of Default, then such periods shall be extended in Tenant's favor during the time that Tenant exercises reasonable diligence in pursuing such corrective action.

C. Upon the occurrence of an Event of Default which is not cured in accordance with the provisions of this Section, the non-defaulting Party shall be entitled to take such action as it deems necessary or advisable to protect and enforce its rights and remedies hereunder without impairing or otherwise affecting any of its rights and remedies under this Lease Agreement, in which case, the non-defaulting Party shall be entitled to reimbursement for all costs and expenses, including without limitation, court costs and reasonable attorney fees incurred by it with respect to such default and termination.

D. Notice of termination of this Lease Agreement on account of an Event of Default by either Party shall be by written notice to the defaulting Party in accordance with the provisions of Section 15 of this Lease Agreement.

## 22. FORFEITURE OF RIGHTS UPON DEFAULT

Upon termination of this Lease Agreement due to the default of Tenant, all rights, powers, privileges and authority granted to Tenant under this Lease Agreement shall immediately cease, and Tenant waives any and all claims it may have against City and its elected or appointed officers and employees who are acting within the scope of their duty that may arise as a result of such termination.

## 23. MEDIATION

A. The Parties agree that, prior to litigation, City and Tenant will make a good faith attempt to resolve any disputes relating to the interpretation and enforcement of their rights, obligations and remedies under this Lease Agreement by mediation in accordance with provision B of this Section.

B. With respect to any dispute between City and Tenant that may be resolved by litigation as provided hereinafter, City and Tenant shall attempt in good faith first to mediate such dispute and use their best efforts to reach agreement on the matters in dispute. Within five (5) days of the request of any Party, the requesting Party shall attempt to employ the services of a third person mutually acceptable to City and Tenant to conduct such mediation within five (5) days of his/her appointment. If City and Tenant are unable to agree on such third person or, if on completion of such mediation, the Parties are unable to agree and settle the dispute, either Party may then institute litigation as provided herein.

#### 24. COOPERATION BY CITY

Upon Tenant's request, City shall, without cost to Tenant, promptly join in and execute any instruments as Tenant may from time to time request to enable Tenant from time to time to use the Leased Premises (i.e., the land) in accordance with this Lease Agreement, provided Tenant's request is in reasonable and customary form and does not cause the Leased Premises (i.e., the land) to be encumbered as security for any obligation and does not otherwise expose the Leased Premises (i.e., the land) to any material risk of forfeiture during the Initial Term or Renewal Term of this Lease Agreement. Tenant agrees that the joinder by City in any application or instrument filed by Tenant under the preceding sentence: (i) shall not limit or otherwise affect the review of such application by the City or any department thereof charged with responsibility for such review; and (ii) shall not imply or guarantee that such application will be approved by the City, or its agencies or departments, acting in their public or police power capacity.

#### 25. ASSIGNMENT OF WARRANTIES

City hereby assigns to Tenant all of its rights, title and interest in and to all warranties regarding the construction or repair of the Leased Premises (i.e., the land), or any equipment or furnishing therein, and otherwise assigns to Tenant any benefits it may have in and to said warranties and agrees to take reasonable action to sign such documents or documentation as may be necessary upon written request of Tenant to effectuate the terms of this provision.

#### 26. DAMAGE OR DESTRUCTION OF LEASED PREMISES

A. If the Leased Premises (i.e., the land) should be damaged or destroyed by fire, tornado or other casualty through no fault of Tenant, Tenant shall immediately give written notice thereof to City.

B. Partial Damage or Destruction of Leased Premises (i.e., the land). If the Leased Premises (i.e., the land) should be damaged by fire, tornado or other casualty through no fault of Tenant and such damage affects the Leased Premises (i.e., the land), but not to such an extent that the rebuilding or repair cannot reasonably be completed within sixty (60) days from the date of written notification by Tenant to City of the happening of the damage, City shall, at its sole cost, proceed forthwith and use reasonable diligence to rebuild or repair the Leased Premises (i.e., the land) to substantially the condition it was in prior to such damage. City shall be under no obligation beyond utilizing the proceeds of insurance coverage upon the Leased Premises (i.e., the land). To pay for such work, City shall be entitled to use proceeds from any fire and extended coverage insurance policy of Tenant covering the Leased Premises (i.e., the land), provided that City shall not be entitled to use any proceeds that are not payable for the replacement of or repair of any damages to the Leased Premises (i.e., the land), such as proceeds payable for the loss of the kitchen incubator and community kitchen and Tenant's personal (movable) property or business interruption. Other than City's obligation to rebuild or repair the Leased Premises (i.e., the land) utilizing proceeds of insurance maintained by City and any proceeds of any insurance maintained by Tenant, if any, City shall have the option to rebuild or repair the Leased Premises (i.e., the land) to substantially the condition it was in prior to such damage.

C. Substantial or Total Damage or Destruction of Leased Premises (i.e., the land). If the Leased Premises (i.e., the land) should be substantially or totally destroyed by fire, tornado or other casualty through no fault of Tenant, or so damaged that the rebuilding or repairs cannot reasonably be completed within one hundred twenty (120) days from the date of written notification by Tenant to City of the happening of the damage, City shall include a reasonable estimate of the time it will take to restore the Leased Premises (i.e., the land) to at least the same condition existing immediately before such damage or destruction. If such period exceeds one hundred twenty (120) days from the date of destruction or damage, Tenant may, at its option, terminate this Lease Agreement by giving notice thereof to City within ten (10) days of its receipt of the estimate of time required to rebuild and/or repair the Leased Premises (i.e., the land), and this Lease Agreement shall be deemed to have terminated as of the date of such notification or upon such date as mutually agreed upon by City and Tenant. Tenant shall have no obligation hereunder, other than to pay rent accrued to the date of the destruction of the Leased Premises (i.e., the land). If Tenant either does not give notice to City that it has exercised its option to terminate this Lease Agreement or gives notice to City that it elects for this Lease Agreement to be maintained notwithstanding that such rebuilding and/or repair shall take more than one hundred twenty (120) days, then City shall proceed forthwith and use reasonable diligence to rebuild or repair the Leased Premises (i.e., the land) to substantially the condition it was in prior to such damage. City may use the proceeds of any insurance covering the Leased Premises (i.e., the land) to make such restoration, or if this Lease Agreement terminates, City shall be entitled to the entire proceeds of any and all policies of fire and extended coverage insurance on the Leased Premises (i.e., the land), including any policy of Tenant to the extent that the proceeds from the policy of City are insufficient, which may be paid in connection with the happening of the damage, provided that City shall not be entitled under any circumstance to use any proceeds that are not payable for the replacement of or repair of any damages to the Leased Premises (i.e., the land), such as proceeds payable for loss of the kitchen incubator and community kitchen and Tenant's personal (movable) property or business interruption.

D. Notwithstanding the foregoing paragraphs B and C of Section 26, City shall have no obligation to rebuild or repair the Leased Premises (i.e., the land) if the amount of the loss of exceeds fifty (50%) percent of the total value the Leased Premises (i.e., the land) as of the date of loss.

E. In the event the Leased Premises (i.e., the land) are damaged or destroyed by fire or other casualty through no fault of Tenant and Tenant thereby is deprived of the use of a portion of the Leased Premises (i.e., the land) during rebuilding or repair, an equitable adjustment in the rent shall be made. If the damage or destruction is so extensive that the Leased Premises (i.e., the land) are rendered untenable and Tenant is required to vacate the Leased Premises (i.e., the land) during rebuilding and repair, the whole of the rent shall be abated during the period of time which reasonably would be required to restore the Leased Premises (i.e., the land) to substantially the condition it was in prior to the happening of the damage, provided such damage is not caused by the negligence or fault of Tenant or its employees, agents, sublessees, customers or visitors.

## 27. SIGNS

Tenant shall be permitted the use of any electronic signs currently existing on the Leased Premises (i.e., the land). Further, Tenant may, at its expense, erect and install signs on the Leased Premises (i.e., the land). All signs shall be placed, erected and installed by Tenant in accordance with applicable provisions of City's Code of Ordinances and other applicable provisions of law.

28. COMPLIANCE WITH LAW; FAIR SHARE COMPLIANCE

Tenant shall comply with all applicable provisions of law, including but not limited to the requirements contained in Section 2-401 of the City's Code of Ordinances, the Fair Share Program For Equal Business Opportunity, in the purchase of equipment, materials, supplies, inventories and services reasonably required by Tenant in its operations of the kitchen incubator and community kitchen during the Initial Term or the Renewal Term of this Lease Agreement.

29. NON-EXCLUSIVE REMEDY

The remedies provided to the Parties herein upon termination shall not be considered exclusive, but instead shall be cumulative and shall not affect any other right or remedy available to either Party.

30. NON-WAIVER OF DEFAULT

The failure to take advantage of any default or breach of any term or condition of this Lease Agreement by either Party shall not be implied nor construed to be a waiver thereof. Waiver of a particular breach or default shall not be considered continuing as to a subsequent breach or default of the same nature.

31. NON-WAIVER OF REMEDIES

No failure of either Party to exercise any power or right given hereunder or to insist upon strict compliance by the other Party with its obligations hereunder, and no custom or practice of the Parties at variance with the terms hereof shall constitute a waiver of the other Party's right to demand at any time exact compliance with the terms hereof.

32. DELAY

It is expressly understood that failure or delay on the part of any Party hereto in the performance, in whole or in part, of the terms of this Lease Agreement, if such failure is attributable to acts of God, fire, flood, inevitable accidents, riots, insurrection, public commotion, embargo, emergency or governmental orders, regulations, priority, or other limitations or restrictions, or other unforeseen causes of interference with personnel, sales, source of supplies, production, transportation and delivery, and for any cause beyond the control of either Party hereto shall not constitute a breach hereof nor a default hereunder.

33. APPLICABLE LAW/VENUE

The Parties agree that this Lease Agreement shall be governed by the laws of the State of Louisiana, without reference to conflict of law provisions that may refer the resolution of such dispute to laws of another state for decision, and that the venue of any litigation arising under this Lease Agreement following mediation shall be in the First Judicial Caddo District Court, Caddo Parish, Louisiana or in the federal court having jurisdiction herein.

#### 34. NONDISCRIMINATION

Tenant, for itself, its successors in interest and assigns, as a part of the consideration hereof, does covenant and agree that: (1) no person shall be excluded from participation in, denied the benefits of, or otherwise be subjected to discrimination on the grounds of race, creed, color, sex, age, disability, ancestry, national origin, sexual orientation, gender identity, or political or religious affiliations in the use of the Leased Premises (i.e., the land) for Tenant's purposes with regard to this Lease Agreement; (2) in the furnishing of services thereon, no person shall be excluded from participation herein, denied the benefits of, or otherwise be subject to discrimination on the grounds of race, creed, color, sex, age, disability, ancestry, national origin, sexual orientation, gender identity or political or religious affiliation; and (3) no person shall be denied employment, promotion, or any other benefits of employment on the grounds of race, creed, color, sex, age, disability, ancestry, sexual orientation, gender identity, or political or religious affiliation, or national origin. To this end, Tenant covenants and agrees to comply with all applicable state, federal and local rules, executive orders and laws. Failure to comply with any of the terms of this provision shall be cause for termination of this Lease Agreement. To the extent that the indemnity provision may be interpreted to apply to matters agreed to in this provision, City shall not defend, indemnify or otherwise be accountable to Tenant or any third Party for any actions taken by Tenant contrary to the provisions of this Section.

#### 35. RECORDATION

An extract of this Lease Agreement may be recorded in the office of the Clerk of Court for the Parish of Caddo, which shall include the names and signatures of City and Tenant, the date of execution of this Lease Agreement, a description of any immovable property described herein (if any), the term of this Lease Agreement and the Renewal Term.

#### 36. COUNTERPARTS

This Lease Agreement may be simultaneously executed in one or more counterparts, each of which shall be an original and all of which shall constitute but one in the same instrument.

#### 37. SEVERABILITY

In the event any provision or item of this Lease Agreement is held invalid or unenforceable by any court, such invalidity shall not affect other provisions or items of this Lease Agreement which can be given effect without the invalid provisions or items, and to this end, the provisions of this Lease Agreement are hereby declared severable.

#### 38. CAPTIONS AND HEADINGS

The captions and headings throughout this Lease Agreement are for convenience and reference only and the words contained therein shall in no way be held or deemed to define, limit, describe, explain, modify, amplify or add to the interpretation, construction or meaning of any provision of this Lease Agreement or the scope or intent thereof, nor in any way affect the same.

### Consent to Property Donation

BE IT KNOWN that on the date hereinafter written, that the City of Shreveport, Louisiana, a duly organized Louisiana municipality, hereby provides its express written consent with respect to a property donation agreement (hereinafter referred to as "Donation Agreement") between:

SUSLA FACILITIES, INC., a Louisiana non-profit corporation, whose mailing address is 3050 Martin Luther King Drive, Shreveport, Louisiana 71107 (hereinafter referred to as "DONOR");

AND

SOUTHERN UNIVERSITY AT SHREVEPORT, a Louisiana educational institution, whose mailing address is 3050 Martin Luther King Drive, Shreveport, Louisiana 71107 (hereinafter referred to as "DONSEE");

Whereby the Donor will irrevocably give, grant, transfer, convey and donate, inter vivos unto the Donee all of its interest in the following described property, to-wit:

ALL BUILDINGS AND IMPROVEMENTS, KNOWN AS THE MILAM STREET KITCHEN INCUBATOR AND COMMUNITY KITCHEN, located at 1210 Milam Street, Shreveport, Louisiana, which buildings and improvements are located on the property legally described as LOT 1, MILAM & CHRISTIAN COMMERCIAL SUBDIVISION, a subdivision of the City of Shreveport, Caddo Parish, Louisiana, as per plat thereof recorded in Book 8050, page 131, of the Conveyance Records of Caddo Parish, Louisiana (hereinafter referred to as the "Property").

To have and to hold said Property unto said Donee, its successors and assigns forever.

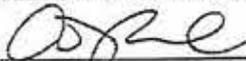
The Donation Agreement is subject to the following agreements:

1. *Kitchen Incubator/Community Kitchen Funding Agreement Between City of Shreveport and SUSLA Inc. an affiliate of Southern University at Shreveport dated October 16, 2017, between the City of Shreveport, Southern University at Shreveport and SUSLA Facilities, Inc.;*
2. *CDBG Program Income Public Facility Construction Funding Agreement Between City of Shreveport and SUSLA Inc. an Affiliate of Southern University at Shreveport dated October 16, 2017, between the City of Shreveport, Southern University at Shreveport and SUSLA Facilities, Inc.; and*
3. *CDBG Public Facility Construction Funding Agreement Between City of Shreveport and SUSLA Inc. an Affiliate of Southern University at Shreveport dated October 16, 2017, between the City of Shreveport, Southern University at Shreveport and SUSLA Facilities, Inc.*

The Donee declares and agrees that the Property shall be used by the Shreveport Campus of Southern University in furtherance of the Donee's educational mission.

THUS, DONE AND SIGNED on this 14<sup>th</sup> day of June, 2019, in Shreveport, Caddo Parish, Louisiana.

ON BEHALF OF THE CITY OF SHREVEPORT, LOUISIANA

  
Adrian Perkins, Mayor  
City of Shreveport

39. ENTIRE AGREEMENT

This Lease Agreement constitutes the entire agreement between the Parties relative to the lease of the Leased Premises (i.e., the land) and shall not be otherwise affected by any other purported undertaking, whether oral or written.

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THUS, DONE AND SIGNED on the \_\_\_\_ day of \_\_\_\_\_, 2019 in Shreveport, Louisiana, Caddo Parish, before me, the undersigned notary public, in the presence of the undersigned competent witnesses.

**CITY OF SHREVEPORT**

-----  
Adrian Perkins, MAYOR

WITNESSES

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THUS, DONE AND SIGNED on the \_\_\_\_ day of \_\_\_\_\_, 2019 in Shreveport, Caddo Parish, before me, the undersigned notary public, in the presence of the undersigned competent witnesses.

**SOUTHERN UNIVERSITY AT SHREVEPORT**

-----  
Dr. Rodney A. Ellis, Chancellor

WITNESSES

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STATE OF LOUISIANA

PARISH OF CADDO

ACT OF DONATION

BE IT KNOWN that on the date hereinafter written, before the undersigned Notary Public, duly commissioned and qualified in and for said Parish and State, and in the presence of the witnesses hereinafter named and undersigned, personally came and appeared:

**SUSLA FACILITIES, INC.**, a Louisiana non-profit corporation, whose mailing address is 3050 Martin Luther King Drive, Shreveport, Louisiana 71107, represented herein by Willie White, III, President (hereinafter referred to as the Donor);

AND

**SOUTHERN UNIVERSITY AT SHREVEPORT**, a Louisiana educational institution, whose mailing address is 3050 Martin Luther King Drive, Shreveport, Louisiana 71107, represented herein by Dr. Rodney Ellis, Chancellor (hereinafter referred to as the Donee);

who, after being duly sworn, did declare that, for and in consideration of DONOR's interest in the furtherance of the educational mission of the DONEE, DONOR does here, by these presents, irrevocably GIVE, GRANT, TRANSFER, CONVEY AND DONATE, inter vivos, unto the said DONEE all of its interest in the following described property, to-wit:

**ALL BUILDINGS AND IMPROVEMENTS, KNOWN AS THE MILAM STREET KITCHEN INCUBATOR AND COMMUNITY KITCHEN**, located at 1210 Milam Street, Shreveport, Louisiana, which buildings and improvements are located on the property legally described as LOT 1, MILAM & CHRISTIAN COMMERCIAL SUBDIVISION, a subdivision of the City of Shreveport, Caddo Parish, Louisiana, as per plat thereof recorded in Book 8050, page 131, of the Conveyance Records of Caddo Parish, Louisiana (hereinafter referred to as the Property).

TO HAVE AND TO HOLD said Property unto said DONEE, its successors and assigns forever.

This donation is subject to the following agreements:

1. *Kitchen Incubator/Community Kitchen Funding Agreement Between City of Shreveport and SUSLA Inc. an affiliate of Southern University at Shreveport* dated October 16, 2017, between the City of Shreveport, Southern University at Shreveport and SUSLA Facilities, Inc.;
2. *CDBG Program Income Public Facility Construction Funding Agreement Between City of Shreveport and SUSLA Inc. an Affiliate of Southern University at Shreveport*

dated October 16, 2017, between the City of Shreveport, Southern University at Shreveport and SUSLA Facilities, Inc.; and

3. *CDBG Public Facility Construction Funding Agreement Between City of Shreveport and SUSLA Inc. an Affiliate of Southern University at Shreveport* dated October 16, 2017, between the City of Shreveport, Southern University at Shreveport and SUSLA Facilities, Inc.

DONEE appears herein and declares that it accepts this donation with gratitude and accepts delivery of the Property in accordance with the terms set forth herein.

DONEE further declares and agrees that the Property herein donated shall be used by the Shreveport Campus of Southern University in furtherance of DONEE's educational mission.

All agreements herein and all the obligations herein assumed shall inure to the benefit of and be binding upon the successors and assigns of the respective parties.

DONOR and DONEE acknowledge and agree that the undersigned Notary Public has not performed a title examination on the Property described herein, nor has the Notary issued any title opinion with respect to this Property.

This donation may be signed in any number of counterparts, each of which shall be an original, but all of which taken together shall constitute one (1) agreement.

THUS DONE AND SIGNED on this \_\_\_\_\_ day of \_\_\_\_\_, 2019, in Shreveport, Caddo Parish, Louisiana, in the presence of the undersigned competent witnesses and me, Notary, after due reading of the whole.

WITNESSES:

SUSLA FACILITIES, INC.

\_\_\_\_\_

By \_\_\_\_\_

Print Name: \_\_\_\_\_

Willie White, III, President

\_\_\_\_\_

Print Name: \_\_\_\_\_

\_\_\_\_\_  
NOTARY PUBLIC

THUS DONE AND SIGNED on this \_\_\_\_\_ day of \_\_\_\_\_, 2019, in Shreveport, Caddo Parish, Louisiana, in the presence of the undersigned competent witnesses and me, Notary, after due reading of the whole.

WITNESSES:

SOUTHERN UNIVERSITY AT SHREVEPORT

\_\_\_\_\_

By \_\_\_\_\_

Print Name: \_\_\_\_\_

Dr. Rodney Ellis, Chancellor

\_\_\_\_\_

Print Name: \_\_\_\_\_



**SOUTHERN UNIVERSITY AND A&M COLLEGE SYSTEM**

J. S. CLARK ADMINISTRATION BUILDING  
3<sup>RD</sup> FLOOR

166 G. LEON NETTERVILLE DR.  
BATON ROUGE, LOUISIANA 70813

**OFFICE OF  
FACILITIES PLANNING**

(225)771-2786 OFFICE  
(225) 771-2922 FAX  
Eli\_Guillory@sus.edu

September 30, 2019

**Hon. Dr. Ray L. Belton**  
President of Southern University System  
4<sup>th</sup> Floor, J. S. Clark Adm. Building  
Baton Rouge, Louisiana 70813

**RE: Southern University System Office of Facilities Planning Project Updates**

Dear Dr. Belton,

We are transmitting the attached updated document report, which indicates the remarkable status of each campus building construction, renovations, building repairs/upgrades and facilities planning progress for your files.

Should you have any questions, please don't hesitate to call me. Your approval and sustained support of Southern University System Office of Facilities Planning is greatly appreciated.

Respectfully submitted,

A handwritten signature in blue ink, appearing to read "Eli G. Guillory III", with a large, sweeping flourish extending to the right.

**Eli G. Guillory III**  
Director of Facilities Planning

Attachments enclosed: Progress report and construction pictures

**Southern University and A&M College System**  
**Facilities and Property Report**  
**SU System Campuses Projects**

Eli G. Gullory III Oct. 2019

agency	Project Name	Project Budget	Funding Source	Approval Date	Completion Date	Comments	
1	SUAG	SUAG Arena - building exterior painting and wall system/roof canopy repairs	\$ 75,000.00	State	2018		Pending WBS no. from FP&C w/ approval
2	SUAG	Southwest Center for Rural Initiatives (Opelousas Ag Bldg.) - Mechanical system AC units replacement	\$ 105,221.95	State	2018	8/25/2019	Completed - Construction In Progress 6 mech. units replaced - 100% complete
3	SUAG	A. O. Williams Hall Mechanical HVAC system upgrades - Westside of Phase one - part 1 mech. units, coil upgrades.	\$ 140,000.00	State	2018	2019	Completed - 100% complete Mel Eng. and CMC - completed, pending recommendation of acceptance from the Designer - additional pending work by SUag for \$40k -Pending by FP&C seeking additional AFC funding \$1,500,000 and \$150,000 for Eng. Design
4	SUAG	SUAG - A. O. Williams Hall Renovations - Phase 1 westside, ext. wall flashing and de-brick masonry	\$ 2,764,000.00	Fed. Gov. NIFA	2015	2019	complete (pending to seek Capital Outlay funding for \$4,500,000 for phase 2 - Eastside )
5	SUAG	SUAG - A. O. Williams Hall Renovations - Phase 2 Eastside, ext. wall flashing, de-brick masonry and Mechanical System upgrades	\$ 4,500,000.00	State	2018		Pending approval by Fp&c of Capital Outlay funding for \$4,500,000 for phase 2 - Eastside / westside p1_ \$180,000 p2_ \$1,500,000 p5_ \$4,000,000
6	SUAG	Multipurpose Building	\$ 1,492,444.00	Fed. Gov.	2003	2018	complete (furniture funding is pending)
7	SUAG	Child Development Center - code upgrades	\$ 218,300.00	Fed. Gov.	Apr. 2018	2019	Complete
8	SUAG	Horticulture Storage Building Renovation	\$ 275,000.00	Fed. Gov.	2003	2017	Complete
9	SUAG	Pesticide Storage Building	\$ 250,000.00	Fed. Gov.	2003	2018	Complete
10	SUAG	Equipment Storage Shed Building	\$ 90,000.00	Fed. Gov.	2003	2018	Complete
11	SUAG	Meat Technology Roof Replacement	\$ 212,400.00	Fed. Gov.	Apr. 2018	2019	Complete
12	SUAG	A. O. Williams Hall - Mechanical AHU / Mech. Room equipment Repairs	\$ 140,000.00	State	10/20/2017	2019	completed
13	SUAG	New Mega Disaster Relief Shelter (for 2,500 beds)	\$ 24,375,000.00	State / Federal	Jan. 2019		Active - pending Fp&c approval of designer In Nov. 2019 - p2_ \$1,000,000 p5_ \$8,375,000 interagency GOHSEP\$15,000,000
14	SUAG	SUAG - Road/Street and Canal Soil Erosion Improvements at SUAG Experimental Farm Station 14600 Scenic Highway / US Hwy 61 (EBRP/Baker LA)	\$ 3,300,000.00	State	7/1/2018		pending state approval
15	SUAG	Existing Meat Processing Facility Expansion Additlon	\$ 1,225,000.00	State	7/1/2018		pending state approval
16	SUAG	Demolition of Barn building(s) of the 1960's and 1970's	\$ 103,500.00	State	6/1/2019		Active - pending planning and bidding by Fp&c Nov. 2019
17	SUBR	B. A. Little Dr. Road upgrade at SUPD & TT Allain Hall	\$ 151,775.00	Title 3	2018	2019	completed
18	SUBR	New Science Complex - program room/space planning phase	\$ 55,000.00	Title 3	2017	2019	completed

19	SUBR	New Science "STEM" Complex Building	\$ 46,000,000.00	State	7/1/2017		Pending full planning and Construction funding by State / DoA / Fp&c to proceed with design planning (p2 \$600,000 - July 2019) for construction
20	SUBR	J. B. Moore Hall Hi-Tech Smart Classroom Renovation	\$ 300,000.00	Title 3	Apr. 2016	2019	construction 100% complete
21	SUBR	SU Museum of Art - HVAC Mechanical System Repairs	\$ 127,112.00	State	10/11/2018	7/30/2019	completed - Construction in progress - 100% complete
22	SUBR	Air Handling Unit Repair - W. H. James Hall	\$ 350,000.00	State	10/20/2017	9/3/2018	completed - 100%
23	SUBR	Fan Coil Unit Repairs-JW Fisher hall	\$ 100,000.00	State	10/19/2017	7/30/2019	complete
24	SUBR	Fan Coil Unit Repairs-J. Lee Hall & Health Research Center	\$ 100,000.00	State	10/19/2017	7/30/2019	complete
25	SUBR	Mechanical Unit Repairs-WW Stewart Hall -Phase 1	\$ 100,000.00	State	10/19/2017	2019	Construction in progress - 100% complete
26	SUBR	Dehumidifying System Repair-Tourgee A. Debose Music Hall	\$ 225,000.00	State	10/19/2017		Active - Construction in progress 98% complete
27	SUBR	A.W. Mumford (Consent Decree ADA)	\$ 7,900,000.00	State		2016	Active - Construction in progress 98% complete (seek funding approval from Fp&c to upgrade perimeter roadway, walks, and streets)
28	SUBR	F.G. Clark Activity Center (Consent Decree ADA)	\$ 7,450,000.00	State		2018	Active - Construction in progress 98% complete (seek funding approval from Fp&c to upgrade perimeter roadway and parking)
29	SUBR	J.S. Clark Admin Building - Roof Replacement	\$ 216,558.00	State	12/20/2017		completed
30	SUBR	Frank Hayden Hall - Theatre Lobby Restrooms Phase 1 upgrades	\$ 150,000.00	Title 3	Apr. 2016		pending budget funding for planning & construction
31	SUBR	Ruffin Paul Central Plant - Loop Pump and Valve Replacement (Rebuild (2) Loop pumps and replace with new VFDs. Replace valves on top of aluminum cooling tower and replace safety rails)	\$ 212,000.00	State	7/27/2018		Active - pre bid meeting by Fp&c Oct 2019
32	SUBR	ADA Safety Compliance & Drainage Project at the Law Center	\$ 95,400.00	State	7/27/2018		Active - in the planning phase for bidding by Fp&c
33	SUBR	SU Laboratory School Gym Roof replacement/upgrades as required for interior protection of rain water migration.	\$ 300,000.00	State		2018	Pending WBS no. from FP&C approval
34	SUBR	SU Laboratory School Gym Locker Room upgrades	\$ 70,000.00	SUBR		2019	Jul-19 complete
35	SUBR	SU Laboratory School Elementary Buildings renovations	\$ 440,000.00	State		2019	Active - FP&C pending planning phase for Nov 2019
36	SUBR	Repairs of 100ft tower and parking lot lighting upgrades to LED's - West and East of F G Clark Activity Center (Disaster Relief Shelter)	\$ 175,000.00	State		2018	Active - FP&C pending planning phase for Nov 2019
37	SUBR	Upgrade lighting system for classrooms, exits and stairwells in various buildings	\$ 100,000.00	State		2018	Active - FP&C pending planning phase for Nov 2019
38	SUBR	Campus sidewalks repairs neutralizing trip hazards and ensuring wheelchair accessibility	\$ 55,542.00	State		2018	Active - construction in progress 98% complete - phase 2 is pending in Nov. 2019

39	SUBR	J. S. Clark Adm. Building - Upgrade chill water and hot water pumps and install new automated digital controls	\$ 160,000.00	State	2018		Active - FP&C pending planning phase for Nov 2018
40	SUBR	W. W. Stewart Hall Auditorium Mech. HVAC repairs/upgrades	\$ 255,414.00	State	2018		Active - FP&C pending planning phase for Nov 2019
41	SUBR	DOTD - Ravine Erosion Control & Road Improvements	\$ 10,000,000.00	DOTD	5/25/2017		Active - construction / low bid \$5,000,000 by Merrick LLC - pre-const. meeting 3.July2019 - installation of Box Culverts in Nov. 2019
42	SUBR	DOTD / FPAC Ravine Utility Line Erosion Control and Relocation	\$ 1,221,407.00	State	2016		Active - in progress - Designer AST Engineers pre-con 24.June2019 - Gallo Mech. bid \$400,000
43	SUBR	Music Building Annex - Music & Recording Studio	\$ 200,000.00	Title 3	2018		Active - planning CD's Construction Bid Documents @ 90% phase
44	SUBR	W. W. Stewart Hall First Floor Renovations - North	\$ 334,000.00	Title 3	2018		Active - programing & planning phase (Williams & Williams Architecture LLC) - bidding (low bidder - Miremont/Schoonmaker Construction Co. Aug. 12, 2019 @ \$303,000) 40% complete
45	SUBR	W. W. Stewart Hall Lobby Restrooms	\$ 160,000.00	Title 3	2018		Active - programing & planning phase by (Williams & Williams Architecture LLC) for bidding - const. in progress Integrity Builders 40% complete
46	SUBR	T. H. Harris Hall Window Replacement	\$ 50,000.00	State	2016	2017	Complete
47	SUBR	SUBR Gas Valve Replacement	\$ 4,028.00	State	2016	2017	Complete
48	SUBR	Underground Gas and Water Line Repairs	\$ 4,250.00	State	2016	2016	Complete
49	SUBR	T. T. Alain Hall ADA compliance	\$ 4,700.00	State	2016	2017	Complete
50	SUBR	Water Valve Replacement	\$ 287,631.35	State	2016	2017	Complete
51	SUBR	Fan Coil Unit Repair James B Moore	\$ 67,987.79	State	2016	2017	Complete
52	SUBR	James Lee Hall - Floor Tile Replacement	\$ 202,491.85	State	2016	2017	Complete
53	SUBR	Cade Library - Fire Alarm Replacement	\$ 279,166.00	State	2016	2017	Complete
54	SUBR	Cade Library - Elevator Repairs	\$ 15,000.00	State	2016	2017	Complete
55	SUBR	T. T. Alain ADA Renovation (Consent Decree)	\$ 1,010,000.00	State	2016	2018	Completed
56	SUBR	Tony Clayton Championship Plaza	\$ 465,000.00	SU Foundation	2017	2018	Completed
57	SUBR	Frank Hayden Hall - Theatre seating and wheelchair lift upgrades	\$ 255,000.00	Title 3	Apr. 2016	2018	completed
58	SUBR	Frank Hayden Hall - Theatre lighting upgrades	\$ 257,000.00	Title 3	Apr. 2016	2018	completed
59	SUBR	E. C. Harrison Street & sidewalk Replacement / Upgrades	\$ 404,000.00	Title 3	Apr. 2016	2018	completed
60	SUBR	School of Computer Science Renovation - phase 1 ( H. L. Thurman Jr. Hall - East Complex)	\$ 248,000.00	Title 3	Apr. 2016	2018	completed
61	SUBR	J. B. Cade Library 4th Floor Renovations	\$ 142,000.00	Title 3	Apr. 2016	2018	completed
62	SUBR	Roofing Replacement - J.S. Clark Annex Bldg.	\$ 165,733.57	State	11/17/2016	2016	Completed
63	SUBR	Roofing Replacement - Benjamin Kraft Bldg.	\$ 270,396.87	State	11/28/2016	2016	Completed

64	SUBR	Roofing Replacement - Southern University Museum of Art (SUMA)	\$ 41,200.00	State	11/29/2016	2017	Completed	
65	SUBR	Door Entrance ADA Repairs - multiple bldgs	\$ 51,500.00	State	12/16/2016	2018	Completed	
66	SUBR	Electrical Lighting Repair/Upgrades - Rodney Higgins Hall & Campus	\$ 77,250.00	State	12/19/2016	2018	Completed	
67	SUBR	Sidewalk & Curb Ramp Repairs for ADA Compliance	\$ 20,600.00	State	12/19/2016	2018	Completed	
68	SUBR	Roof Replacement - William Wallace Stewart Hall	\$ 339,900.00	State	2/9/2017	2017	Completed	
69	SUBR	Roof Replacement - Rodney G. Higgins Hall	\$ 229,478.12	State	2/9/2017	2018	Completed	
70	SUBR	Central Plant HVAC Replacement	\$ 231,383.60	State	2/9/2017	2018	Completed	
71	SUBR	Central Plant HVAC Replacement Phase 2	\$ 87,426.40	State	9/25/2017	2018	Completed	
72	SUBR	HVAC Renovations - Multiple Buildings	\$ 128,750.00	State	2/13/2017	2018	Completed	
73	SUBR	Benjamin Kraft Hall - Rooftop Mechanical Equipment Replacement	\$ 25,000.00	State	3/6/2018	2018	Completed	
74	SUBR	Rodney Higgins Hall - Rooftop Exhaust Fan Replacement	\$ 90,000.00	State	3/12/2018	2018	Completed	
75	SUBR	Student Health Center - Ravine Stabilization	\$ 133,900.00	State	7/24/2018	2018	Completed	
76	SUBR	Building Control Systems Rplmt-Mini Lab/Compliance Center	\$ 150,000.00	State	10/19/2017	2018	Completed	
77	SUBR	Cooling Tower Repairs-Ruffin Paul Sr. Central Plant - phase 1	\$ 225,000.00	State	10/19/2017	2017	Completed	
78	SUBR	Drainage/Culvert Repair at Steptoe Road	\$ 499,900.00	State		2016	2017	Completed - FP&C and DOTD
79	SUBR	SU Police Station Renovation	\$ 450,000.00	SUBR	Apr. 2016			Seeking funding approval for renovations by SUBR - pending approval
80	SUBR	J. B. Moore Hall I. T. Renovation	\$ 450,000.00	SUBR		2018		Active - programing phase - pending
81	SUBR	J. W. Fisher Renovations - classroom Labs hoods, lab casework, Mech., Elect, Window sys. Interior finishes upgrades	\$ 5,500,000.00	State / Private	2018 April / approved 2019 June			Active - planning phase w/ p/# 01-107-18-02 WBS-F.01003868 - Coleman Partners Architects (\$485,927) 6/2019 to 6/2020 planning. State \$3,500,000 p5 trailing funds / Interagency funding is pending for part of the AFC.
82	SUBR	Softball Complex Upgrades	\$ 500,000.00	SUBR		5/1/2019		master planning / construction in progress at 30% and seeking additional funding (\$500,000) for upgrades - review w/ BoR and Fp&c for capital outlay funding July 2019
83	SUBR	Demolition of Buildings- Arch. West, Jesse Owens, Lottie Anthony, Washington Hall, Old Hill Infirmary, Old Jones Hall	\$ 1,969,000.00	State		5/1/2019		Active - in the planning phase for bidding by Fp&c
84	SUBR	DOTD - Information Center @ SUBR Campus	\$ 5,625,876.00	State	Aug. 1998 / Aug. 2014			Active - in re-planning phase for bidding by DOTD Aug 2019 -
85								
86	SULC	Roof replacement	\$ 480,000.00	State		2016	2017	Completed
87	SUNO	Campus Wide Electrical & Lighting Repairs - Phase II - WBS:F.19002262	\$ 475,399.00	State		8/31/2018		Active - GVA Engineering, LLC Designer and bidding ( SUN Industries, LLC bid @ \$239,900 ) pre-const. meeting is pending
88	SUNO	Roofing Replacement - Cafeteria Bldg	\$ 226,385.00	State	11/29/2016	2018	Completed	

89	SUNO	Site Parking Lot Restoration Phase 1 & 2 - temporary fema trailers lake and park campus	\$ 2,154,840.00	FEMA	2015		Active - 75% complete- pending additional planning meeting w/ Fp&c. All South Eng. designer
90	SUNO	Univ. Center Replace 3 Air Handling Units	\$ 265,775.00	State	2016	2019	Complete
91	SUNO	Roofing Replacement - University Center Building	\$ 494,400.00	State	2016	2019	Complete
92	SUNO	University Center-Parking Lot Resurfacing, Sidewalk & lighting repairs	\$ 61,800.00	State	2016	2019	Complete
93	SUNO	Natural Science Building	\$ 27,750,000.00	FEMA	2015	2019	complete
94	SUNO	Arts & Humanities and Social Sciences	\$ 21,200,000.00	FEMA	2015	2019	complete
95	SUNO	Arts & Humanities and Social Sciences: Auditorium Bulldozer flooring upgrades (17,533 sf renovated flooring) Project No. 01-107-05B-13, Part No. F.01003889	\$ 400,000.00	FEMA	2019		Active - planning phase (chasm + fusion Architecture) for bidding in Oct. 2019
96	SUNO	Arts & Humanities and Social Sciences - Museum Renovation 2nd floor	\$ 398,496.00	FEMA	2019		Active - (chasm + fusion Architecture) planning phase for bidding - (additional displays funding of \$1,200,000 is pending)
97	SUNO	Maintenance Building Mechanical HVAC Controls & Equipment upgrades - WBS:F.19003791	\$ 126,604.00	State	2018		Active - planning and bidding by Fp&c / designer GVA Eng. - Industrial Mechanical G.C. bid \$74,600 - pending completion Oct 2019
98	SUNO	Campus sidewalk and parking lot upgrades / repairs for various locations on the Park Campus and Lake Campus	\$ 145,000.00	State	2018		Active - planning and bidding by Fp&c
99	SUNO	Campus wide Mechanical HVAC System Upgrades for various buildings ( Bashful Adm. Bldg) on the Park and Lake Campus WBS: F.19002259	\$ 334,307.00	State	2018		Active - planning by David Vivien Eng. and bidding Nov. 2018
100	SUNO	University Center 2nd & 3rd floor door replacements and painting of offices/restrooms/corridors.	\$ 200,000.00	State	2018		Pending Fp&c approval
101	SUNO	Natural Science 1st & 2nd Floors interior build-out spaces Phase 2	\$ 2,700,000.00	FEMA	2015		Active - planning phase by Sizeler Thompson Brown Architects w/ CD's 90% complete
102	SUNO	Demolition of existing Buildings - New Science and Old Science Buildings	\$ 1,393,000.00	FEMA	2015		Active - planning phase by Manning Architects w/ pre-design meeting Oct. 2019
103	SUNO	New Education and Human Development Building	\$ 11,608,000.00	FEMA	2015	2019	completed
104	SUNO	Roof Leaks & associated damage repair -Modular Buildings	\$ 29,772.10	State	2016	2017	Completed
105	SUNO	Washington Library HVAC	\$ 298,295.00	State	2016	2017	Completed
106	SUNO	Electrical Underground Wiring Repairs & Outdoor Lighting	\$ 48,734.00	State	2016	2018	Completed
107	SUNO	Mechanical Underground Piping Repairs	\$ 51,500.00	State	2016	2017	Completed
108	SUNO	Roofing Repair - New Science Bldg	\$ 36,153.00	State	6/13/2017	2017	Completed
109	SUNO	Emergency Chilled Water Valve Installation - L. Washington Memorial Library	\$ 10,300.00	State	6/13/2017	2017	Completed

110	SUNO	Electrical & Lighting Repairs/Replacements - Campus Wide	\$ 51,500.00	State	7/24/2017	2018	Completed
111	SUNO	University Center Pool Repairs	\$ 65,260.17	State	10/17/2017	2018	Completed
112	SUNO	Central Plant Building	\$ 6,097,000.00	FEMA	2015	2017	completed
113	SUNO	School of Social Work Building	\$ 10,257,000.00	FEMA	2015	2017	completed
114	SUSLA	Mechanical/HVAC System Repairs - Controls - WBS:F.19002199	\$ 476,000.00	State	7/27/2018		Active - pending planning & bidding - Purdie & Assoc. Eng. - planning Des. Dev. phase
115	SUSLA	ADA Restrooms upgrades Downtown Metro 3rd & 4th floors - WBS:F.19002255	\$ 117,873.00	State	2/8/2019		Active - pending planning by Fp&c - Designer McNew Architects
116	SUSLA	Multiple Buildings Elevator repairs - WBS:F.19002258	\$ 71,160.00	State	2/14/2019	9/1/2019	Complete
117	SUSLA	Allen Building School of Nursing Renovation (Downtown Texas St.)	\$ 3,500,000.00	State	2016	2019	Complete
118	SUSLA	Louis Collier Hall Science HVAC upgrades, Roofing repairs, Enhance Drainage.	\$ 192,710.00	Title III	2018		Active - 75% complete
119	SUSLA	Install keyless Entry Locks on MLK, Incubator and Metro Campus'	\$ 50,000.00	Title III	2018		Active - Pending
120	SUSLA	Campus Building Direction Signage	\$ 15,000.00	Title III	2018		Active - Pending bidding
121	SUSLA	Install Energy Efficient External LED Lighting	\$ 85,000.00	Title III	2018		Active - Pending
122	SUSLA	Admissions Office Renovations	\$ 10,000.00	Title III	2018		Active - Pending
123	SUSLA	MLK Restrooms Renovations	\$ 50,000.00	Title III	2018		Active - Pending
124	SUSLA	Campus HVAC System Repairs -WBS:F.19001175	\$ 194,698.00	State	1/30/2017		Active - 95% completion
125	SUSLA	Louis Collier Hall (Site campus drainage upgrade throughout the main campus) - WBS:F.19002260	\$ 47,828.00	State	2018		Active - pending planning by Fp&c for Designer
126	SUSLA	Mechanical System - Replace Air Handler Units and Duct system, Fan Coils, Exhaust Fans (Science Building (S07505), (Fine Arts, S07509 & Jesse Stone, S07511) Server Unit Repair (IT, Main Campus, S07503), Replace Fan Coil Unit Motors and (Administration S07503), Replace Pumps (Administration S07503) - WBS:F.19002216	\$ 515,000.00	State	2018		Active - pending planning & bidding
127	SUSLA	Replace Hot and Cold Water underground piping on campus (Administration S07503, NCR S07504, Science S07505, Fine Arts S07509, Jesse Stone S07511, PD & Facilities S07508, Library S07508, Physical Plant S07510, Shipping & Warehouse S12069, Health & Education S13204, Student Union S07507, Student Activity S15913, Women's and Minorities Small Business S15937, Jackson & Dental Hygiene Buildings)	\$ 150,000.00	State	2016		Pending WBS# funding approval by Fp&c.
128	SUSLA	Downtown Metro Building roof repairs and existing rooftop mechanical items removal - WBS:F.19002266	\$ 30,900.00	State	2019	2019	Completed

129	SUSLA	SUSLA -Campus Safety Compliance Projects - walks/doors/lighting repairs - WBS:F.19001176	\$ 97,850.00	State	1/30/2017	2018	Active - 75% complete	
130	SUSLA	SUSLA -HPER-Gymnasium Roofing Repairs	\$ 142,469.13	State	1/31/2017	2017	Completed	
131	SUSLA	SUSLA - Campus-wide LED Lighting	\$ 25,750.00	State	4/13/2017	2018	Completed	
132	SUSLA	SUSLA - Campus-wide ADA Compliance Projects	\$ 55,488.00	State	4/17/2017	2018	Completed	
133	SUSLA	Alphonse Jackson New Classroom Building	\$ 6,300,000.00	State		2015	2018	Completed
134	SUSLA	New Dental Hygiene Learning Center	\$ 900,000.00	one time state funding		2015	2017	Completed
<b>Total amount</b>			<b>\$ 237,607,128.91</b>					

**FINANCE  
COMMITTEE**

**FINANCE COMMITTEE**  
*(Following the Facilities and Property Committee)*  
**2nd Floor J.S. Clark Administration Building**  
**Board of Supervisors Meeting Room**  
**Baton Rouge, Louisiana**  
**Friday, October 18, 2019**  
**9:00 AM**

**AGENDA**

1. Call to Order
2. Roll Call
3. Adoption of the Agenda
4. Public Comments
5. Action Item(s):
  - A. Request Approval of Athletic Fee Increase (Effective Spring 2020 - SUBR)
  - B. Request Approval for FY20-21 Budget Requests (including Operational Plans)
    1. Southern University Board and System Administration
    2. Southern University and A&M College (SUBR)
    3. Southern University Law Center (SULC)
    4. Southern University New Orleans Campus (SUNO)
    5. Southern University Shreveport Campus (SUSLA)
    6. Southern University Agricultural Research and Extension Center (SUAREC)
6. Informational Item
  - A. Interim Financial Reports
7. Other Business
8. Adjournment

**MEMBERS**

Dr. Leon R. Tarver–Chair, Mr. Richard Hilliard–Vice Chair  
Dr. Leroy Davis, Dr. Curman L. Gaines, Mr. Sam Gilliam, Ms. Arlanda Williams,  
Atty. Domoine D. Rutledge- Ex Officio



October 9, 2019

President-Chancellor Belton,

The Southern University Department of Athletics has made significant strides in recent years. Most notably, our institution has restored athletic eligibility for all sports and we are headed towards a path of sustainability coupled with academic excellence. We pride ourselves on instituting continuous improvements which provide for a pleasurable experience for constituents, supporters, and most importantly our students.

As the Director of Athletics, I have consistently sought ways to help further advance the mission and collective vision of our department with our students at the center of all decisions. We believe that our greatest challenge in this pursuit of excellence is funding. As you may be aware, the academic grant which we have received from the NCAA is coming to an end this fiscal year. This will require the supplanting of funds from our athletic budget to continuously service our student athletes without interruption.

Also, by 2021 (as mandated by NCAA Title IX) our institution will be mandated to provide full scholarships for female golf athletes, along with the necessary budget line items to support his sport ranging from salaries, travel, insurance, equitable facilities, etc. Our department has also engaged in discussions with students on the Baton Rouge campus to improve the student experience annually for not only football, but for all sports which fall under the auspice of the Athletic Department. Specifically, various special events will be added to enhance the student game day experience, and all students with a valid ID will be able to enter all home sporting events free of charge, a benefit that not many schools provide.

We believe that the aforementioned value added benefits will provide for an engaging and more inclusive experience for students and enhance the fiscal stability of our department and the campus. In order to successfully implement these initiatives, I am seeking an athletic fee increase in the amount of \$50 per semester, bringing the total fee to \$250. It is important to note that a fee increase for athletics has not been instituted since 2012. In seeking to provide optimal service to students, we have had the necessary conversations with the students, whom have pledged their support of this action. I humbly ask that you consider this request, and place it on the Board of Supervisors' October 2019 agenda for consideration. We believe that this is a viable solution for progression within our athletic department, and certainly a step in the right direction. As always, thank you for your unwavering support and leadership of this System and Campus. Should you have any questions please feel free to let me know.

Sincerely,

A handwritten signature in black ink that reads 'Roman Banks'.

Roman Banks

Director of Athletics

Southern University and A&M College

DEPARTMENT ID: 19A - HIGHER EDUCATION  
AGENCY ID: 19A- 615 SOUTHERN UNIVERSITY SYSTEM

**OPERATIONAL PLAN  
FY 2020-2021**

**OPERATIONAL PLAN FORM  
DEPARTMENT DESCRIPTION**

DEPARTMENT NUMBER AND NAME: 19A - HIGHER EDUCATION

**DEPARTMENT MISSION:**

To plan, coordinate, and have budgetary responsibility for all public, postsecondary education as constitutionally prescribed in a manner that is effective and efficient, quality driven, and responsive to the needs of citizens, business, industry and government.

**DEPARTMENT GOAL(S):**

The Goals of the Board of Regents is:

- (1) Increase opportunities for student access and success.
- (2) Ensure quality and accountability.

**OPERATIONAL PLAN FORM  
AGENCY (BUDGET UNIT) DESCRIPTION**

AGENCY NUMBER AND NAME: 19A- 615 SOUTHERN UNIVERSITY SYSTEM

**AGENCY MISSION:**

The Southern University System exists to support, protect, and advance the unique missions of its member institutions by offering quality educational programs, innovative research, and community engagement opportunities that prepare students to become global leaders.

**AGENCY GOAL(S):**

The goals of the SU BoS are:

- (1) Commitment to Access, Academic Excellence and Student Success

**STATEMENT OF AGENCY STRATEGIES FOR DEVELOPMENT AND IMPLEMENTATION OF HUMAN RESOURCE POLICIES THAT ARE HELPFUL AND BENEFICIAL TO WOMEN AND FAMILIES:**

Southern University System's human resource policies conform to the Families and Medical Leave Act.

**OPERATIONAL PLAN FORM  
PROGRAM DESCRIPTION**

PROGRAM NAME: Southern Board of Supervisors

**PROGRAM AUTHORIZATION:**

Program Authorization: Louisiana Constitution of 1974, Article VIII, Section 7; The Master Plan for Postsecondary Education, 2011; L.A.R.S. 17:5216; R.S. 17:1851. The Southern University System, as an administrative unit was created in 1974 by Article VIII, Section 7 of the Constitution of Louisiana (added by Act 313, as Title 17:1851-1854 of the Louisiana Revised Statutes), which authorized the creation of the Board of Supervisors of Southern University and Agricultural and Mechanical College as a body corporate to supervise and manage the institutions, statewide agricultural programs and other programs administered through its system. Its powers, duties, responsibilities and related matters are set forth in Title 17: Section 3201, et seq. of Louisiana Revised Statutes.

**PROGRAM MISSION:**

The Southern University System exists to support, protect, and advance the unique missions of its member institutions by offering quality educational programs, innovative research, and community engagement opportunities that prepare students to become global leaders.

**PROGRAM GOAL(S):**

The goals of the SU BoS are:  
(1) Commitment to Access, Academic Excellence and Student Success

**PROGRAM ACTIVITY: 1**  
Increase the fall headcount enrollment by 16.22% from the baseline level of 12,324 in fall 2018 to 14,133 by fall 2023.

**PROGRAM ACTIVITY: 2**  
Increase the percentage of first-time in college, full-time, degree-seeking students retained to the second fall at the same institution of initial enrollment by 1.13 percentage points from the fall 2017 cohort (to fall 2018) baseline level of 53.37% to 54.5% by fall 2023 (retention of fall 2022 cohort).

**PROGRAM ACTIVITY: 3**  
Increase the percentage of first-time in college, full-time, associate degree-seeking students retained to the second fall at the same institution of initial enrollment by 1.13 percentage points from the fall 2017 cohort (to fall 2018) baseline level of 35.71% to 36.84% by fall 2023 (retention of fall 2022 cohort).

**PROGRAM ACTIVITY: 4**  
Increase the percentage of first-time in college, full-time, degree-seeking students retained to the third fall at the same four-year institution of initial enrollment by 1.04 percentage points from the fall 2016 cohort (to fall 2018) baseline level of 49.96% to 51.00% by fall 2023 (retention of fall 2021 cohort).

**PROGRAM ACTIVITY: 5**  
Increase the institutional statewide graduation rate (defined as a student completing an award within 150% of "normal time") from the baseline rate (fall 2011 cohort for Four-Year institutions) of 27.54% to 29.54% 2022-23 (fall 2016 cohort Four-Year institutions); from baseline rate (fall 2014 cohort for Two-Year institutions) of 1.31% to 2.31% by 2022-23 fall 2019 cohort for Two-Year institutions).

**PROGRAM ACTIVITY: 6**  
Increase the total number of certificate completers in a given academic year from the baseline year number of 85 in 2017-18 to 105 in AY 2022-23. Students may only be counted once per award

**PROGRAM ACTIVITY: 7**  
Increase the total number of associate degree completers in a given academic year from the baseline year number of 224 in 2017-18 to 254 in AY 2022-23. Students may only be counted once per

**PROGRAM ACTIVITY: 8**  
Increase the total number of baccalaureate degree completers in a given academic year from the baseline year number of 1,032 in 2017-18 academic year to 1,102 in academic year 2022-23. Students may only be counted once per award level.

**PROGRAM ACTIVITY: 9**  
Increase the total number of graduate degree completers in a given academic year from the baseline year number of 650 in 2017-18 academic year to 676 in academic year 2022-23. Students may only be counted once per award level.

**PROGRAM ACTIVITY: 10**  
Increase the total number of diploma completers in a given academic year from the baseline year number of 10 in 2017-18 to 25 in AY 2022-23. Students may only be counted once per award level.

**PROGRAM ACTIVITY: 11**  
Increase the total number of completers for all applicable award levels in a given academic year from the baseline year number of 1,981 in 2017-18 to 2,081 in AY 2022-23. Students may only be counted once per award level.

**PROGRAM ACTIVITY: 12**  
Increase the unduplicated number of undergraduate (adult 25 plus years) completers in a given academic year from the baseline year number of 509 in 2017-18 to 559 in AY 2022-23. Students may only be counted once per award level.

**PROGRAM ACTIVITY: 13**  
Increase the unduplicated number of underrepresented minority completers in a given academic year from the baseline year number of 1,678 in 2017-18 to 1,828 in AY 2022-23. Students may only be counted once per award level.









DEPARTMENT ID: 19A Higher Education  
 AGENCY ID: 19A-615 Southern University System  
 PROGRAM ID: 615\_1000 Southern Board of Supervisors  
 PROGRAM ACTIVITY:

5. **K** Increase the institutional statewide graduation rate (defined as a student completing an award within 150% of "normal time") from the baseline rate (fall 2011 cohort for Four-Year institutions) of 27.54% to 29.54% 2022-23 (fall 2016 cohort Four-Year institutions); from baseline rate (fall 2014 cohort for Two-Year institutions) of 1.31% to 2.31% by 2022-23 (fall 2019 cohort for Two-Year institutions).

Children's Budget Link: Not applicable  
 Human Resource Policies Beneficial to Women and Families Link: Not applicable  
 Other Links (TANF, Tobacco Settlement, Workforce Development Commission, or Other): Closely linked to objective in Master Plan for Postsecondary Education.

Explanatory Note: See Explanatory Notes for Higher Education Objectives under the Board of Regents.

LAPAS PI CODE	L E V E L	PERFORMANCE INDICATOR NAME	PERFORMANCE INDICATOR VALUES						PERFORMANCE STANDARD AS INITIALLY APPROPRIATED FY 2020-2021
			YEAREND PERFORMANCE STANDARD FY 2018-2019	ACTUAL YEAREND PERFORMANCE FY 2018-2019	PERFORMANCE STANDARD AS INITIALLY APPROPRIATED FY 2019-2020	EXISTING PERFORMANCE STANDARD FY 2019-2020	PERFORMANCE AT CONTINUATION BUDGET LEVEL FY 2020-2021	PERFORMANCE AT EXECUTIVE BUDGET LEVEL FY 2020-2021	
24601	K	Percentage of students enrolled at a 4-Year institution identified in a first-time, full-time, degree-seeking cohort, graduating within 150% of "normal" time of degree completion from the institution of initial enrollment	35.00%	29.11%	29.50%	29.50%	29.50%		
24604	S	Number of students enrolled at a 4-Year institution identified in a first-time, full-time, degree-seeking cohort, graduating within 150% of "normal" time of degree completion from the institution of initial enrollment	287	292	287	287	290		
24602	K	Percentage of students enrolled at a 2-Year institution identified in a first-time, full-time, degree-seeking cohort, graduating within 150% of "normal" time of degree completion from the institution of initial enrollment	11.40%	4.35%	8.10%	8.10%	1.70%		
24603	S	Number of students enrolled at a 2-Year institution identified in a first-time, full-time, degree-seeking cohort, graduating within 150% of "normal" time of degree completion from the institution of initial enrollment	42	27	30	30	40		

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DEPARTMENT ID: 19A Higher Education  
 AGENCY ID: 19A-615 Southern University System  
 PROGRAM ID: 615\_1000 Southern Board of Supervisors  
 PROGRAM ACTIVITY:

LaPAS PI CODE	PERFORMANCE INDICATOR NAME	GENERAL PERFORMANCE INFORMATION:						PERFORMANCE INDICATOR VALUES			
		PRIOR YEAR ACTUAL FY 2014-2015	PRIOR YEAR ACTUAL FY 2015-2016	PRIOR YEAR ACTUAL FY 2016-2017	PRIOR YEAR ACTUAL FY 2017-2018	PRIOR YEAR ACTUAL FY 2018-2019					
	System wide fall student headcount enrollment (total)	12,741	13,061	12,661	12,595	12,323					
	Student enrollment (American Indian or Alaskan Native)	13	20	22	19	27					
	Student enrollment (Native Hawaiian or other Pacific Islander)	3	4	1	3	3					
	Student enrollment (two or more races)	85	125	153	145	147					
	Student enrollment (white)	748	723	650	602	606					
	Student enrollment (black)	11,142	11,333	10,972	10,910	11,129					
	Student enrollment (Hispanic)	94	92	82	81	98					
	Student enrollment (Asian)	114	196	168	149	105					
	Student enrollment (other minority)	0	0	0	0	0					
	Student enrollment (foreign/non-resident)	148	218	290	188	203					
	Student enrollment (unknown)	394	350	343	498	515					
	Percentage that are Louisiana Residents (Student Headcount)	91.00%	89.00%	87.50%	87.54%	87.65%					
	System wide completers - Certificate (white)	10	8	7	2	4					
	System wide completers - Certificate (black)	76	71	60	82	66					
	System wide completers - Certificate (Hispanic)	0	0	0	0	0					
	System wide completers - Certificate (Asian)	1	0	0	0	0					
	System wide completers - Certificate (other minority)	0	3	0	0	0					
	System wide completers - Certificate (foreign/non-resident)	2	0	3	1	1					
	System wide completers - Certificate (unknown)	0	0	0	0	0					
	System wide completers-Associate's Degree (white)	42	27	27	24	23					
	System wide completers- Associate's Degree (black)	229	196	217	183	199					
	System wide completers- Associate's Degree (Hispanic)	0	4	1	1	1					
	System wide completers- Associate's Degree (Asian)	1	0	1	1	1					
	System wide completers- Associate's Degree (other minority)	1	1	0	1	1					
	System wide completers-Associate's Degree (foreign/non-resident)	6	5	8	12	12					
	System wide completers-Associate's Degree (unknown)	10	3	2	2	0					

System wide completers- Bachelor's Degree (white)	23	20	43	30	33
System wide completers- Bachelor's Degree (black)	830	815	957	955	907
System wide completers- Bachelor's Degree (Hispanic)	7	10	5	6	6
System wide completers- Bachelor's Degree (other minority)	4	4	4	5	5
System wide completers- Bachelor's Degree (foreign/non-resident)	5	6	12	10	10
System wide completers- Bachelor's Degree (unknown)	0	0	7	8	8
System wide completers- Bachelor's Degree (white)	88	62	23	16	16
System wide completers- Master's Degree (black)	31	26	30	29	31
System wide completers- Master's Degree (Hispanic)	370	373	373	355	352
System wide completers- Master's Degree (foreign/non-resident)	3	3	2	3	3
System wide completers- Master's Degree (unknown)	17	62	62	49	49
System wide completers- Master's Degree (other minority)	2	0	2	4	4
System wide completers- Master's Degree (white)	0	0	7	15	15
System wide completers- Doctoral Degree (black)	21	15	9	9	9
System wide completers- Doctoral Degree (Hispanic)	2	0	1	0	0
System wide completers- Doctoral Degree (other minority)	20	20	12	10	18
System wide completers- Doctoral Degree (foreign/non-resident)	0	0	0	0	0
System wide completers- Doctoral Degree (unknown)	2	2	2	2	2
System wide completers- Doctoral Degree (white)	0	0	0	0	0
System wide completers- Doctoral Degree (other minority)	0	1	0	0	0
System wide completers- Doctoral Degree (unknown)	0	0	1	2	2

DEPARTMENT ID: 19A Higher Education  
 AGENCY ID: 19A-615 Southern University System  
 PROGRAM ID: 615\_1000 Southern Board of Supervisors  
 PROGRAM ACTIVITY:

GENERAL PERFORMANCE INFORMATION:						
LaPAS PI CODE	PERFORMANCE INDICATOR NAME	PRIOR YEAR ACTUAL FY 2014-2015	PRIOR YEAR ACTUAL FY 2015-2016	PRIOR YEAR ACTUAL FY 2016-2017	PRIOR YEAR ACTUAL FY 2017-2018	PRIOR YEAR ACTUAL FY 2018-2019
	Systemwide completers - Professional Degree (white)	75	78	68	56	45
	Systemwide completers - Professional Degree (black)	118	92	88	85	106
	Systemwide completers - Professional Degree (Hispanic)	7	6	1	4	4
	Systemwide completers - Professional Degree (Asian)	2	3	1	1	1
	Systemwide completers - Professional Degree (other minority)	0	3	2	6	6
	Systemwide completers - Professional Degree (foreign/non-resident)	0	0	0	0	0
	Systemwide completers - Professional Degree (unknown)	0	3	3	0	0
	System wide completers (Law Degree)	200	180	160	152	164
	Percentage who are Louisiana residents (Law Degree)	74.50%	74.00%	82.00%	82.24%	83.24%
	System wide completers (Medicine)	0	0	0	0	0
	Percentage who are Louisiana residents (Medicine)	0.00%	0.00%	0.00%	0.00%	0.00%
	System wide completers (Dentistry)	0	0	0	0	0
	Percentage who are Louisiana residents (Dentistry)	0.00%	0.00%	0.00%	0.00%	0.00%
	System wide completers (Veterinary Medicine)	0	0	0	0	0
	Percentage who are Louisiana residents (Veterinary Medicine)	0.00%	0.00%	0.00%	0.00%	0.00%
	System wide completers (Education)	50	39	47	28	29
	Percentage who are Louisiana residents (Education)	92.00%	100.00%	96.00%	96.00%	96.30%
	System wide completers (Nursing)	123	173	213	274	128
	Percentage who are Louisiana residents (Nursing)	92.70%	97.00%	95.00%	95.80%	94.82%
	System wide distance learning courses with 50% to 99% instruction through distance education	0	0	0	0	0
	System wide distance learning courses with 100% instruction through distance education	459	458	409	663	665
	System wide number of students enrolled in distance learning courses with 50% to 99% instruction through distance education	0	0	0	0	0

System wide number of students enrolled in distance learning courses with 100% instruction through distance education	6,981	6,853	6,205	6,752	6,858
System wide number of programs offered through 100% distance education: Associate level	2	2	2	4	6
System wide number of programs offered through 100% distance education: Bachelor level	6	6	6	9	5
System wide number of programs offered through 100% distance education: Post-Bachelor level	0	0	0	0	0
System wide number of programs offered through 100% distance education: Master's level	5	5	5	9	4
System wide number of programs offered through 100% distance education: Doctoral level	0	0	0	0	0
System wide number of MATH Developmental/remedial courses	100	62	57	58	60
System wide number of ENGLISH Developmental/remedial courses	75	40	32	34	36
System wide number of OTHER Developmental/remedial courses	0	0	0	0	0
System wide number of students Enrolled in MATH developmental/remedial courses	1,394	1,485	1,307	1,403	1,288
System wide number of students Enrolled in ENGLISH developmental/remedial courses	1,488	806	717	804	811
System wide number of students Enrolled in OTHER developmental/remedial courses	0	0	0	0	0
System wide Number of instructional faculty	709	876	714	749	753
System wide Full-Time Equivalent (FTE) of instructional faculty	557	665	562	528	544
System wide number of non-instructional staff members in academic colleges	109	111	141	159	168
System wide FTE of non-instructional staff members in academic colleges	109	111	141	159	168
System wide Number of executive/managerial staff as reported in the Employee Salary Data System (EMPSAL) in areas other than the academic colleges/schools	89	83	111	109	106
System wide FTE of executive/managerial staff as reported in the Employee Salary Data System (EMPSAL) in areas other than the academic colleges/schools	89	83	111	109	106

**OPERATIONAL PLAN FORM  
OPERATIONAL PLAN ADDENDA**

**ORGANIZATION AND PROGRAM STRUCTURE CHARTS CHECKLIST:**

Organization Chart Attached:  \_\_\_\_\_ Program and Activity Structure Chart Attached: \_\_\_\_\_

**OTHER:** List any other attachments to operational plan.

- 1.
- 2.
- 3.

**CONTACT PERSON(S):**

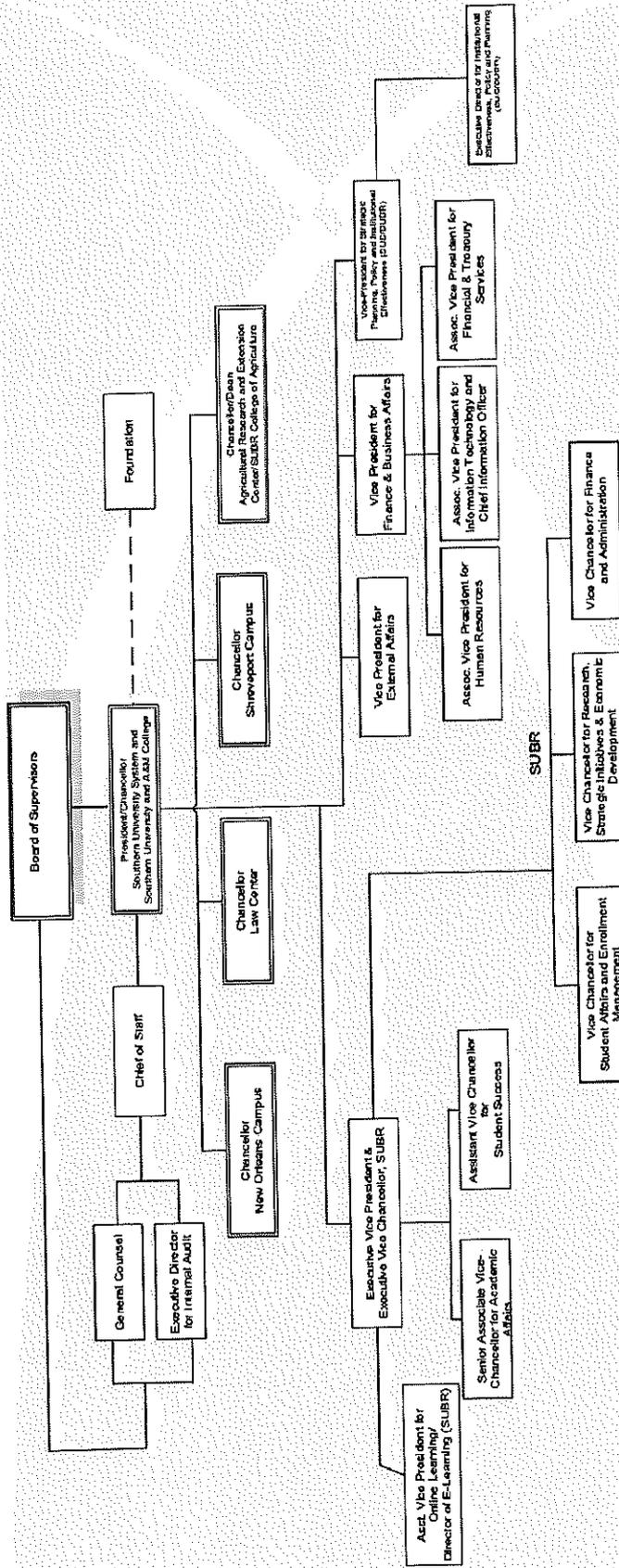
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# Southern University and A&M College and System/SUBR



Revised  
October 2018

DEPARTMENT ID: 19A - HIGHER EDUCATION  
AGENCY ID: 19A- 616 SOUTHERN UNIVERSITY AGRICULTURAL AND MECHANICAL COLLEGE

**OPERATIONAL PLAN  
FY 2020-2021**

**OPERATIONAL PLAN FORM  
DEPARTMENT DESCRIPTION**

DEPARTMENT NUMBER AND NAME: 19A - HIGHER EDUCATION

**DEPARTMENT MISSION:**

To plan, coordinate, and have budgetary responsibility for all public, postsecondary education as constitutionally prescribed in a manner that is effective and efficient, quality driven, and responsive to the needs of citizens, business, industry and government.

**DEPARTMENT GOAL(S):**

The Goals of the Board of Regents are:

- (1) Increase opportunities for student access and success.
- (2) Ensure quality and accountability.

**OPERATIONAL PLAN FORM**  
**AGENCY (BUDGET UNIT) DESCRIPTION**

AGENCY NUMBER AND NAME: 19A- 616 SOUTHERN UNIVERSITY AGRICULTURAL AND MECHANICAL COLLEGE

**AGENCY MISSION:**

The mission of Southern University and A&M College, an historically black, 1890 land grant institution, in Baton Rouge, Louisiana is to provide a student-focused teaching and learning environment that creates global leadership opportunities for a diverse student population where teaching, research, service, scholarly and creative expectations for students and faculty are achieved through the bachelor's, master's, and doctoral programs offered at the institution via different instructional modalities and via public service.

**AGENCY GOAL(S):**

The current strategic goal of SU A&M is to:

- (1) Commitment to Access, Academic Excellence and Student Success.

**STATEMENT OF AGENCY STRATEGIES FOR DEVELOPMENT AND IMPLEMENTATION OF HUMAN RESOURCE POLICIES THAT ARE HELPFUL AND BENEFICIAL TO WOMEN AND FAMILIES:**

Southern University System's human resource policies conform to the Families and Medical Leave Act.

**OPERATIONAL PLAN FORM  
PROGRAM DESCRIPTION**

PROGRAM NAME: Southern University Agricultural & Mechanical College

**PROGRAM AUTHORIZATION:**

Program Authorization: Louisiana Constitution of 1974, Article VIII, Section 7; The Master Plan for Postsecondary Education, 2011; LA R.S. 17:3216; R.S. 17:3221. "Southern University was established in the City of New Orleans by Act 87 of the 1880 General Assembly for the State of Louisiana. In 1891, Southern University was recognized by the Federal Government as a Land Grant College under the Federal Act of 1890, known as the Second Morrill Act of 1890. Act 17 of the 1892 Louisiana General Assembly formally approved the institution's agricultural and mechanical departments. Legislative Act 118 of 1912 authorized the closing and sale of Southern University in New Orleans, and relocation of the University to a new site. On March 9, 1914, Southern University was opened at its current location in Baton Rouge, Louisiana. The Louisiana Constitutional Convention of 1921 authorized the reorganization and expansion of Southern University; and Legislative Act 100 of 1922 provided that the University be reorganized under the control of the State Board of Education. Article 8 (Section 7) of the 1974 Louisiana Constitution authorized a Board of Supervisors for Southern University. Legislative Act 313 of 1975 included Southern University and Agricultural and Mechanical College as an institution in the Southern University System. The System is comprised of five units: Southern University and A&M College at Baton Rouge, Southern University in New Orleans, Southern University in Shreveport, Southern University Law Center, and Southern University Agricultural Research and Extension Center. Southern University and A&M College at Baton Rouge constitutes the largest and most comprehensive of these five units.

Southern University and A&M College is categorized as a SREB Four-Year 3 institution, as a Carnegie Master's College and University (Master's Large), and as the Southern Association of Colleges and Schools Commission of Colleges (SACSCOC) Level V institution.

The Southern University and A&M College serves a diverse student population and is committed to providing equal access and opportunity for all students who are in pursuit of academic success in public higher education."

**PROGRAM MISSION:**

The mission of Southern University and A&M College, an historically black, 1890 land grant institution, in Baton Rouge, Louisiana is to provide a student-focused teaching and learning environment that creates global leadership opportunities for a diverse student population where teaching, research, service, scholarly and creative expectations for students and faculty are achieved through the bachelor's, master's, and doctoral programs offered at the institution via different instructional modalities and via public service.

**PROGRAM GOAL(S):**

The current strategic goal of SU A&M is to:

- (1) Commitment to Access, Academic Excellence and Student Success.

<p><b>PROGRAM ACTIVITY: 1</b>  Increase the fall headcount enrollment by 14.94% from the baseline level of 6,693 in fall 2018 to 7,693 by fall 2023.</p>
<p><b>PROGRAM ACTIVITY: 2</b>  Increase the percentage of first-time in college, full-time, degree-seeking students retained to the second fall at the same institution of initial enrollment by 2.00 percentage points from the fall 2017 cohort (to fall 2018) baseline level of 63.78% to 65.78% by fall 2023 (retention of fall 2022 cohort).</p>
<p><b>PROGRAM ACTIVITY: 3</b>  Increase the percentage of first-time in college, full-time, degree-seeking students retained to the third fall at the same institution of initial enrollment by 1.50 percentage points from the fall 2016 cohort (to fall 2018) baseline level of 49.96% to 51.46% by fall 2023 (retention of fall 2021 cohort).</p>
<p><b>PROGRAM ACTIVITY: 4</b>  Increase the institutional statewide graduation rate (defined as a student completing an award within 150% of "normal time") from the baseline rate (fall 2011 cohort for Four-Year institution) of 29.64% to 31.64% by 2022-2023 (fall 2016 cohort for Four-Year institutions).</p>
<p><b>PROGRAM ACTIVITY: 5</b>  Increase the total number of Baccalaureate Degree completers in a given academic year from the baseline year number of 736 in 2017-18 academic year to 786 in academic year 2022-23. Students may only be counted once per award level.</p>
<p><b>PROGRAM ACTIVITY: 6</b>  Increase the total number of Graduate Degree completers in a given academic year from the baseline year number of 311 in 2017-18 academic year to 331 in academic year 2022-23. Students may only be counted once per award level.</p>
<p><b>PROGRAM ACTIVITY: 7</b>  Increase the total number of Completers for all applicable award levels in a given academic year from the baseline year number of 1,047 in 2017-18 academic year to 1,117 in academic year 2022-23. Students may only be counted once per award level.</p>
<p><b>PROGRAM ACTIVITY: 8</b>  Increase the unduplicated number of undergraduate (adult 25 plus years) completers in a given academic year from the baseline year number of 268 in 2017-18 academic year to 300 in academic year 2022-23. Students may only be counted once per award level.</p>
<p><b>PROGRAM ACTIVITY: 9</b>  Increase the unduplicated number of underrepresented minority completers in a given academic year from the baseline year number of 919 in 2017-18 academic year to 1,001 in academic year 2022-23. Students may only be counted once per award level.</p>



















DEPARTMENT ID: 19A - Higher Education  
 AGENCY ID: 19A-616 Southern University Agricultural and Mechanical College  
 PROGRAM ID: 615 2000 Southern University Agricultural & Mechanical College  
 PROGRAM ACTIVITY:

LaPAS PI CODE	PERFORMANCE INDICATOR NAME	GENERAL PERFORMANCE INFORMATION:						
		PERFORMANCE INDICATOR VALUES						
		PRIOR YEAR ACTUAL FY 2014-2015	PRIOR YEAR ACTUAL FY 2015-2016	PRIOR YEAR ACTUAL FY 2016-2017	PRIOR YEAR ACTUAL FY 2017-2018	PRIOR YEAR ACTUAL FY 2018-2019		
	Student headcount - fall (undergraduate, American Indian or Alaskan Native)	5	8	11	8	13		
	Student headcount - fall (undergraduate, Native Hawaiian or Pacific Islander)	3	1	0	2	2		
	Student headcount - fall (undergraduate, two or more races)	64	95	115	104	109		
	Student headcount - fall (undergraduate, white)	135	137	147	139	144		
	Student headcount - fall (undergraduate, black)	4,922	4,971	4,922	5,105	5,393		
	Student headcount - fall (undergraduate, Hispanic)	40	36	35	34	48		
	Student headcount - fall (undergraduate, Asian)	14	15	19	24	18		
	Student headcount - fall (undergraduate, other minority)	0	0	0	0	0		
	Student headcount - fall (undergraduate, foreign/non-resident)	34	35	26	27	41		
	Student headcount - fall (undergraduate, unknown)	75	73	57	44	70		
	Student annual full-time equivalent (FTE) (undergraduate)	4,772	4,953	4,849	4,919	5,239		
	Student headcount - fall (graduate, American Indian or Alaskan Native)	2	1	1	2	1		
	Student headcount - fall (graduate, Native Hawaiian or Pacific Islander)	0	1	1	0	0		
	Student headcount - fall (graduate, two or more races)	6	6	6	6	3		
	Student headcount - fall (graduate, white)	59	59	54	58	57		
	Student headcount - fall (graduate, black)	960	908	822	790	721		
	Student headcount - fall (graduate, Hispanic)	8	7	6	5	8		
	Student headcount - fall (graduate, Asian)	66	139	116	89	51		
	Student headcount - fall (graduate, other minority)	0	0	0	0	0		
	Student headcount - fall (graduate, foreign/non-resident)	1	0	0	1	2		
	Student headcount - fall (graduate, unknown)	14	18	19	21	12		
	Student annual full-time equivalent (FTE)	738	806	770	775	667		
	State dollars per FTE (prior year)	\$3,903	\$3,826	\$3,628	\$3,403	\$3,090		
	Undergraduate mandatory attendance fees (resident), based on 15 hours	\$7,346	\$8,080	\$8,080	\$8,666	\$9,132		

Undergraduate mandatory attendance fees (non-resident), based on 15 hours	\$16,696	\$15,430	\$16,016	\$16,542
Degrees/award conferred (undergraduate)	652	735	736	730
Degrees/award conferred (graduate)	307	315	311	276
Calculated undergraduate award level	13.70%	15.20%	15.20%	13.93%
Number of completers (undergraduate)	652	733	736	730
Number of completers (graduate)	307	315	311	276
Calculated undergraduate completion ratio	13.70%	15.10%	15.20%	13.93%
Nursing graduates (undergraduate)	83	132	97	80
Allied health graduates (undergraduate)	0	0	0	0
Education completers - traditional route (undergraduate)	10	11	5	10
Alternate Certification - Teaching (Post Bacc Certificate)	0	0	0	0
Three-year graduate rate	N/A	N/A	N/A	N/A
Six- year graduate rate	N/A	32.00%	30.77%	31.45%
200% graduation rate	37.70%	37.70%	36.00%	29.65%
Mean ACT Composite Score (entering class)	18	18	19	18.9
Number of MATH Developmental/remedial courses	12	10	14	17
Number of ENGLISH Developmental/remedial courses	5	4	7	14
Number of Other Developmental/remedial courses	0	0	0	0
Number of students Enrolled in MATH developmental/remedial courses	295	309	355	461
Number of students Enrolled in ENGLISH developmental/remedial courses	76	89	160	295
1st to 2nd year retention rate of transfer students	77.00%	75.20%	68.40%	71.27%
1st to 2nd year retention rate of those who transfer with associate	71.40%	0.00%	0.00%	0.00%
Number of students Enrolled in Other developmental/remedial courses	0	0	0	0
Number of Distance Learning Courses with 50% to 99% instruction through distance education	0	0	0	0
Number of Distance Learning Courses with 100% instruction through distance education	137	215	173	106
Number of students enrolled in Distance Learning Courses with 50% to 99% instruction through distance education	0	0	0	0
Number of students enrolled in Distance Learning Courses with 100% instruction through distance education	2,351	3,197	2,244	2,418
Number of programs offered through 100% distance education: Associate Level	0	0	0	0
Number of programs offered through 100% distance education: Bachelors Level	4	4	4	3
Number of programs offered through 100% distance education: Post-Bachelors Level	0	0	0	0
Number of programs offered through 100% distance education: Masters Level	4	4	4	3

	Number of programs offered through 100% distance education: Doctorate Level	0	0	0	0	0
	Number of instructional faculty	416	421	410	385	416
	Full-Time Equivalent (FTE) of instructional faculty	336	344	334	313	329
	Total number of non-instructional staff members in academic colleges	15	11	N/A	91	103
	Total FTE of non-instructional staff members in academic colleges	15	11	N/A	90	103
	Number of executive/managerial staff as reported in the Employee Salary Data System (EMPSAL) in areas other than the academic colleges/schools	25	19	54	47	48
	FTE of executive/managerial staff as reported in the Employee Salary Data System (EMPSAL) in areas other than the academic colleges/schools	25	19	54	47	47

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# OPERATIONAL PLAN FORM OPERATIONAL PLAN ADDENDA

## ORGANIZATION AND PROGRAM STRUCTURE CHARTS CHECKLIST:

Organization Chart Attached:  \_\_\_\_\_  
Program and Activity Structure Chart Attached: \_\_\_\_\_

OTHER: List any other attachments to operational plan.

- 1.
- 2.
- 3.

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DEPARTMENT ID: 19A-Higher Education  
AGENCY ID: 19A-614-Southern University Law Center

**OPERATIONAL PLAN  
FY 2020-2021**

**OPERATIONAL PLAN FORM**  
**DEPARTMENT DESCRIPTION**

DEPARTMENT NUMBER AND NAME: 19A - HIGHER EDUCATION

**DEPARTMENT MISSION:**

To plan, coordinate, and have budgetary responsibility for all public, postsecondary education as constitutionally prescribed in a manner that is effective and efficient, quality driven, and responsive to the needs of citizens, business, industry and government.

**DEPARTMENT GOAL(S):**

The Goals of the Board of Regents are:

- (1) Increase opportunities for student access and success.
- (2) Ensure quality and accountability.

**OPERATIONAL PLAN FORM**  
**AGENCY (BUDGET UNIT) DESCRIPTION**

AGENCY NUMBER AND NAME: 19A - 614 Southern University Law Center

**AGENCY MISSION:**

The mission and tradition of the Law Center is to provide access and opportunity to a diverse group of students from underrepresented racial, ethnic, and socio-economic groups to obtain a high quality legal education with special emphasis on the Louisiana civil law. Additionally, our mission is to train a cadre of lawyers equipped with the skills necessary for the practice of law and for positions of leadership in society.

**AGENCY GOAL(S):**

1. Increase Opportunities for Student Access and Success.
2. Ensure Quality and Accountability.
3. Enhance Service to Community and State.

STATEMENT OF AGENCY STRATEGIES FOR DEVELOPMENT AND IMPLEMENTATION OF HUMAN RESOURCES POLICIES THAT ARE HELPFUL AND BENEFICIAL TO WOMEN AND FAMILIES  
Southern University System's human resource policies conform to the Families and Medical Leave Act.

**OPERATIONAL PLAN FORM  
PROGRAM DESCRIPTION**

**PROGRAM NAME:** Southern University Law Center

**PROGRAM AUTHORIZATION:** The State of Louisiana Board of Education approved the establishment of the Southern University School of Law on October 22, 1946. On June 29, 1985, the Southern University System Board of Supervisors approved the re-designation of the Southern University School of Law as the Southern University Law Center.

**PROGRAM MISSION:** The mission and tradition of the Law Center is to provide access and opportunity to a diverse group of students from underrepresented racial, ethnic and socio-economic groups to obtain a high quality legal education with special emphasis on the Louisiana civil law. Additionally, our mission is to train a cadre of lawyers equipped with the skills necessary for the practice of law and for positions of leadership in society.

**PROGRAM GOAL(S):**

1. Increase Opportunities for Student Access and Success.
2. Ensure Quality and Accountability.
3. Enhance Service to Community and State.

**PROGRAM ACTIVITY:** Increase fall headcount enrollment by 10% from the baseline level of 577 in Fall 2018 to 630 by Fall 2023.

**PROGRAM ACTIVITY:**

1. Ensure that the Law School Admissions Test (LSAT) median equals or exceeds 143.
2. Ensure that the percentage of full time first year law students academic attrition is not more than 20%.
3. Ensure that the percentage of full time first year students graduating within three years is maintained at 77%.
4. Ensure that the first-time bar passage rate on the July Louisiana Bar Exam for SULC graduates equals or exceeds 60%.

**PROGRAM ACTIVITY:** Maintain five-client pro bono clinics and pro bono outreach services to 500 citizens per year.













DEPARTMENT ID: 19A - Higher Education  
 AGENCY 19A-614-Southern University Law Center  
 PROGRAM ID: 614-Southern University Law Center  
 PROGRAM ACTIVITY:

GENERAL PERFORMANCE INFORMATION:						
LaPAS PI CODE	PERFORMANCE INDICATOR NAME	PERFORMANCE INDICATOR VALUES				
		PRIOR YEAR ACTUAL FY 2014-2015	PRIOR YEAR ACTUAL FY 2015-2016	PRIOR YEAR ACTUAL FY 2016-2017	PRIOR YEAR ACTUAL FY 2017-2018	PRIOR YEAR ACTUAL FY 2018-2019
	Institutional Median LSAT Scores	144	143	144	144	145
	Institutional passage rate on Louisiana State Bar Examination. (first time July test takers)	61%	53%	60%	58.76%	62%
	Southern University Law Center Bar Examination bar passage rate as a percentage of the state bar examination passage rate	81%	76%	82%	69%	83%
	Percentage of graduates placed in jobs after graduation	82%	82%	73%	80%	81%

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**OPERATIONAL PLAN FORM  
OPERATIONAL PLAN ADDENDA**

**ORGANIZATION AND PROGRAM STRUCTURE CHARTS CHECKLIST:**

Organization Chart Attached:  X

Program and Activity Structure Chart Attached: \_\_\_\_\_

**OTHER:** List any other attachments to operational plan.

- 1.
- 2.
- 3.

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DEPARTMENT ID: 19A- Higher Education  
AGENCY ID: 19A - 617 Southern University at New Orleans

**OPERATIONAL PLAN  
FY 2020-2021**

**OPERATIONAL PLAN FORM  
DEPARTMENT DESCRIPTION**

DEPARTMENT NUMBER AND NAME: 19A - Higher Education

**DEPARTMENT MISSION:**

The Board of Regents mission is:  
To plan, coordinate, and have budgetary responsibility for all public, postsecondary education as constitutionally prescribed in a manner that is effective and efficient, quality driven, and responsive to the needs of citizens, business, industry and government.

**DEPARTMENT GOAL(S):**

The Board of Regents goals are:

- (1) Increase opportunities for student access and success.
- (2) Ensure quality and accountability.

**OPERATIONAL PLAN FORM  
AGENCY (BUDGET UNIT) DESCRIPTION**

AGENCY NUMBER AND NAME: 617 - Southern University at New Orleans

**AGENCY MISSION:**

Southern University at New Orleans (SUNO), a public, historically black university, empowers and promotes the upward mobility of diverse populations of traditional and nontraditional students through quality academic programs and service to achieve excellence in higher education.

The University provides a sound education tailored to special needs of students in an urban environment and prepares them for full participation in a complex and changing society. It offers a liberal education directed toward the achievement of higher literacy and broad intellectual development. SUNO also provides instruction for working adults of the area who seek to continue their education in the evening or on weekends.

SUNO is categorized as a SREB, Four-Year 5 institution, i.e. Institutions awarding at least 30 master's, education specialist, postmaster's or doctoral degrees; as a Carnegie Master's College and University (Medium Programs); and as a Southern Association of Colleges and Schools - Commission on Colleges Level III institution, i.e. offers the master's degree as the highest degree.

SUNO will offer a wide range of baccalaureate programs and be committed to graduate education through the masters and doctoral degrees, offering graduate programs to meet regional/state needs. The Selective Admission policy which was adopted formally in Fall 2010 will continue to be implemented. SUNO will retain its associate degrees offering in Substance Abuse (Addictive Behaviors Counseling and Prevention) as the program supports enrollment in the baccalaureate program and supports manpower needs in a highly relevant discipline in the State. Research appropriate to academic programs offered and necessary for program accreditation will be intensified. SUNO is located in Region I.

**AGENCY GOAL(S):**

Goal 1: Commitment to Access, Academic Excellence and Student Success

**STATEMENT OF AGENCY STRATEGIES FOR DEVELOPMENT AND IMPLEMENTATION OF HUMAN RESOURCE POLICIES THAT ARE HELPFUL AND BENEFICIAL TO WOMEN AND FAMILIES:**

Southern University System's human resource policies conform to the Families and Medical Leave Act.

## OPERATIONAL PLAN FORM PROGRAM DESCRIPTION

PROGRAM NAME: 19A - 617 Southern University at New Orleans

**PROGRAM AUTHORIZATION:**

Louisiana Constitution of 1974, Article VIII, Section 7; The Master Plan for Postsecondary Education, 2011; LA R.S. 17:3216

SUNO is categorized as a SREB, Four-Year 5 institution, i.e. Institutions awarding at least 30 master's, education specialist, postmaster's or doctoral degrees; as a Carnegie Master's College and University (Medium Programs); and as a Southern Association of Colleges and Schools - Commission on Colleges Level III institution, i.e. offers the master's degree as the highest degree.

**PROGRAM MISSION:**

Southern University at New Orleans (SUNO), a public, historically black university, empowers and promotes the upward mobility of diverse populations of traditional and nontraditional students through quality academic programs and service to achieve excellence in higher education.

The University provides a sound education tailored to special needs of students in an urban environment and prepares them for full participation in a complex and changing society. It offers a liberal education directed toward the achievement of higher literacy and broad intellectual development. SUNO also provides instruction for working adults of the area who seek to continue their education in the evening or on weekends.

SUNO will offer a wide range of baccalaureate programs and be committed to graduate education through the masters and doctoral degrees, offering graduate programs to meet regional/state needs. The Selective Admission policy which was adopted formally in Fall 2010 will continue to be implemented. SUNO will retain its associate degrees offering in Substance Abuse (Addictive Behaviors Counseling and Prevention) as the program supports enrollment in the baccalaureate program and supports manpower needs in a highly relevant discipline in the State. Research appropriate to academic programs offered and necessary for program accreditation will be intensified. SUNO is located in Region I.

**PROGRAM GOAL(S):**

Goal 1: Commitment to Access, Academic Excellence and Student Success

**PROGRAM ACTIVITY: 1**

Increase the fall headcount enrollment by 45.97% from the baseline level of 2,356 in fall 2018 to 3,439 by fall 2023.

**PROGRAM ACTIVITY: 2**

Increase the percentage of first-time in college, full-time, degree-seeking students retained to the second fall at the same institution of initial enrollment by 4 percentage points from the fall 2017 cohort (to fall 2018) baseline level of 49% to 53% by fall 2023 (retention of fall 2022 cohort).

**PROGRAM ACTIVITY: 3**

Increase the percentage of first-time in college, full-time, degree-seeking students retained to the third fall at the same four-year institution of initial enrollment by 5 percentage points from the fall 2016 cohort (to fall 2018) baseline level of 37% to 42% by fall 2023 (retention of fall 2021 cohort).

**PROGRAM ACTIVITY: 4**

Increase the institutional statewide graduation rate (defined as a student completing an award within 150% of "normal time") by 9 percentage points from the baseline rate (fall 2011 cohort for all institutions) of 13% to 22% by AY 2022-23 (fall 2016 cohort).

**PROGRAM ACTIVITY: 5**

Increase the total number of baccalaureate degree completers in a given academic year from the baseline year number of 292 in 2017-18 to 420 in AY 2022-23. Students may only be counted once per award level.

**PROGRAM ACTIVITY: 6**

Increase the total number of graduate degree completers in a given academic year from the baseline year number of 167 in 2017-18 to 241 in AY 2022-23. Students may only be counted once per award level.

**PROGRAM ACTIVITY: 7**

Increase the unduplicated number of undergraduate (adult, 25 + yrs.) completers in a given academic year from the baseline year number of 215 in 2017-18 to 247 in AY 2022-23.

**PROGRAM ACTIVITY: 8**

Increase the unduplicated number of underrepresented minorities (all races other than white, Asian, non-residents & unknown/not reported) completers in a given academic year from the baseline year number of 409 in 2017-18 to 472 in AY 2022-23.

DEPARTMENT ID: 19A - Higher Education  
 AGENCY ID: 617 - Southern University - New Orleans  
 PROGRAM ID: 19A-617 Southern University at New Orleans  
 PROGRAM ACTIVITY:

1. **K** Increase the fall headcount enrollment by 45.97% from the baseline level of 2,356 in fall 2018 to 3,439 by fall 2023.

Children's Budget Link: Not Applicable  
 Human Resource Policies Beneficial to Women and Families Link: Not Applicable  
 Other Links (TANF, Tobacco Settlement, Workforce Development Commission, or Other): Board of Regents Master Plan for Postsecondary Education

Explanatory Note: See Explanatory Notes for Higher Education Objectives under the Board of Regents

L E V E L C O D E	PERFORMANCE INDICATOR NAME	PERFORMANCE INDICATOR VALUES						
		YEAREND PERFORMANCE STANDARD FY 2018-2019	ACTUAL YEAREND PERFORMANCE FY 2018-2019	PERFORMANCE STANDARD AS INITIALLY APPROPRIATED FY 2019-2020	EXISTING PERFORMANCE STANDARD FY 2019-2020	PERFORMANCE AT CONTINUATION BUDGET LEVEL FY 2020-2021	PERFORMANCE AT EXECUTIVE BUDGET LEVEL FY 2020-2021	PERFORMANCE STANDARD AS INITIALLY APPROPRIATED FY 2020-2021
14032	K Number of students enrolled in fall (full term). <sup>1</sup>	2,346	2,355	2,357	2,357	2,600 <sup>2</sup>		
14031	S Percent change in the number of students enrolled <sup>3</sup> in fall (full term).	-6.02% <sup>3</sup>	-13.07% <sup>3</sup>	-12.99% <sup>3</sup>	-12.99% <sup>3</sup>	10.40% <sup>4</sup>		

<sup>1</sup> This measure is based on Fall headcount enrollment as of end of term.

<sup>2</sup> Projected target to increase to 2,600 [Fall 2017 actual was 2,546 as reported in FY 2018 LAPAS].

<sup>3</sup> Percent change from prior year baseline of 2,709 as reported in FY 2019 LAPAS.

<sup>4</sup> Percent change from prior year actual as reported on FY 2019 LAPAS

DEPARTMENT ID: 19A - Higher Education  
 AGENCY ID: 617 - Southern University - New Orleans  
 PROGRAM ID: 19A-617 Southern University at New Orleans  
 PROGRAM ACTIVITY:

2. **K** Increase the percentage of first-time in college, full-time, degree-seeking students retained to the second fall at the same institution of initial enrollment by 4 percentage points from the fall 2017 cohort (to fall 2018) baseline level of 49% to 53% by fall 2023 (retention of fall 2022 cohort).

Children's Budget Link: Not Applicable  
 Human Resource Policies Beneficial to Women and Families Link: Not Applicable  
 Other Links (TANF, Tobacco Settlement, Workforce Development Commission, or Other): Board of Regents Master Plan for Postsecondary Education

Explanatory Note: See Explanatory Notes for Higher Education Objectives under the Board of Regents

LAPAS PI CODE	PERFORMANCE INDICATOR NAME	PERFORMANCE INDICATOR VALUES						
		YEAREND PERFORMANCE STANDARD FY 2018-2019	ACTUAL YEAREND PERFORMANCE FY 2018-2019	PERFORMANCE STANDARD AS INITIALLY APPROPRIATED FY 2019-2020	EXISTING PERFORMANCE STANDARD FY 2019-2020	PERFORMANCE AT CONTINUATION BUDGET LEVEL FY 2020-2021	PERFORMANCE AT EXECUTIVE BUDGET LEVEL FY 2020-2021	PERFORMANCE STANDARD AS INITIALLY APPROPRIATED FY 2020-2021
24622	Percentage of first-time in college, full-time, degree-seeking students retained to the second fall at the same institution of initial enrollment.	50.00%	48.98%	51.33%	51.33%	52.00%		
24623	Percentage point change in percentage of first-time in college, full-time, degree seeking students retained to the second fall at the same institution of initial enrollment.	-8.80%	-8.74%	-7.27%	-7.27%	3.02%		

<sup>1</sup> This number is calculated using the institutionally classified cohort of degree-seeking, first-time in college, full-time, students in a given fall which re-enroll the following fall semester at the same institution. The number of students found re-enrolled will be divided by the number of students in the cohort to obtain a retention percentage. Source: Student level data is submitted by the institutions to Regents' Statewide Student Profile System (SSPS). This measure includes 4-year institutions only.

<sup>2</sup> This calculation is based on the respective retention rate minus the baseline year retention rate of 58.8% as shown in FY 2019 LAPAS.

<sup>3</sup> Projected target to increase retention rate of cohort to 52.00% [Actual reported in FY 2018 LAPAS was 52.24%].

<sup>4</sup> This calculation is based on the respective retention rate minus the actual retention rate of 48.98% as reported in FY 2019 LAPAS.

DEPARTMENT ID: 19A - Higher Education  
 AGENCY ID: 617 - Southern University - New Orleans  
 PROGRAM ID: 19A-617 Southern University at New Orleans  
 PROGRAM ACTIVITY:

- 3. **K** Increase the percentage of first-time in college, full-time, degree-seeking students retained to the third fall at the same four-year institution of initial enrollment by 5 percentage points from the fall 2016 cohort (to fall 2018) baseline level of 37% to 42% by fall 2023 (retention of fall 2021 cohort).

Children's Budget Link: Not Applicable  
 Human Resource Policies Beneficial to Women and Families Link: Not Applicable  
 Other Links (TANF, Tobacco Settlement, Workforce Development Commission, or Other): Board of Regents Master Plan for Postsecondary Education

Explanatory Note: See Explanatory Notes for Higher Education Objectives under the Board of Regents

LAPAS PI CODE	PERFORMANCE INDICATOR NAME	PERFORMANCE INDICATOR VALUES						
		YEAREND PERFORMANCE STANDARD FY 2018-2019	ACTUAL YEAREND PERFORMANCE FY 2018-2019	PERFORMANCE STANDARD AS INITIALLY APPROPRIATED FY 2019-2020	EXISTING PERFORMANCE STANDARD FY 2019-2020	PERFORMANCE AT CONTINUATION BUDGET LEVEL FY 2020-2021	PERFORMANCE AT EXECUTIVE BUDGET LEVEL FY 2020-2021	PERFORMANCE STANDARD AS INITIALLY APPROPRIATED FY 2020-2021
24624	Percentage of first-time, full-time, degree-seeking freshmen retained to the third fall at the same institution of initial enrollment. <sup>1</sup>	35.00%	37.31%	38.06%	38.06%	39.00%	3	
24625	Percentage point change in the percentage of first-time in college, full-time, degree-seeking students retained to the third fall at the same institution of initial enrollment. <sup>2</sup>	-6.00	-3.69	-2.94	-2.94	1.69	4	

<sup>1</sup> This number is calculated using the institutionally classified cohort of degree seeking, first-time in college, full-time, students in a given fall which re-enroll the 3rd fall semester at the same institution. The number of students found still enrolled will be divided by the number of students in the cohort to obtain a retention percentage.  
 Source: Student level data submitted by the institutions to Regents' Statewide Student Profile System (SSPS)

<sup>2</sup> This calculation is based on the respective retention rate minus the baseline year retention rate of 41.0% as shown in FY 2019 LAPAS.

<sup>3</sup> Projected target to increase retention rate of cohort to 39.00% [Actual reported in FY 2018 LAPAS was 39.2%].

<sup>4</sup> This calculation is based on the respective retention rate minus the actual retention rate of 37.31% as reported in FY 2019 LAPAS.

DEPARTMENT ID: 19A - Higher Education  
 AGENCY ID: 617 - Southern University - New Orleans  
 PROGRAM ID: 19A-617 Southern University at New Orleans  
 PROGRAM ACTIVITY:

4. **K** Increase the institutional statewide graduation rate (defined as a student completing an award within 150% of "normal time") by 9 percentage points from the baseline rate (fall 2011 cohort for all institutions) of 13% to 22% by AY 2022-23 (fall 2016 cohort).

Children's Budget Link: Not Applicable  
 Human Resource Policies Beneficial to Women and Families Link: Not Applicable  
 Other Links (TANF, Tobacco Settlement, Workforce Development Commission, or Other): Board of Regents Master Plan for Postsecondary Education

Explanatory Note: See Explanatory Notes for Higher Education Objectives under the Board of Regents

L E V E L	PERFORMANCE INDICATOR NAME	PERFORMANCE INDICATOR VALUES					PERFORMANCE STANDARD AS INITIALLY APPROPRIATED FY 2020-2021
		YEAREND PERFORMANCE STANDARD FY 2018-2019	ACTUAL YEAREND PERFORMANCE FY 2018-2019	PERFORMANCE STANDARD AS INITIALLY APPROPRIATED FY 2019-2020	EXISTING PERFORMANCE STANDARD FY 2019-2020	PERFORMANCE AT CONTINUATION BUDGET LEVEL FY 2020-2021	
24626	K Percentage of students enrolled at a 4-Year institution identified in a first-time, full-time, degree seeking cohort, graduating within 150% of "normal" time of degree completion from the institution of initial enrollment.	20.00%	20.73%	17.78%	17.78%	21.14%	
24627	S Number of students enrolled at a 4-Year institution identified in a first-time, full-time, degree seeking cohort, graduating within 150% of "normal" time of degree completion from the institution of initial enrollment.	36	51	32	32	26 <sup>2</sup>	

<sup>1</sup> Fall 2011 Cohort: Effective Fall 2010, SUNO adopted the Selective Admissions criteria as mandated by the Louisiana Board of Regents (BOR). SUNO is located in Region I. The newly adopted mission was published in the updated University Strategic Plan 2011-2016. 21 out of 104 graduated by 150% time.

<sup>2</sup> Fall 2014 FTFT as of census cohort headcount was 123 as reported to BOR SSPS.

DEPARTMENT ID: 19A - Higher Education  
 AGENCY ID: 617 - Southern University - New Orleans  
 PROGRAM ID: 19A-617 Southern University at New Orleans  
 PROGRAM ACTIVITY:

5.  Increase the total number of baccalaureate degree completers in a given academic year from the baseline year number of 292 in 2017-18 to 420 in AY 2022-23. Students may only be counted once per award level.

Number of completers earning Baccalaureate Degrees

Children's Budget Link: Not Applicable  
 Human Resource Policies Beneficial to Women and Families Link: Not Applicable  
 Other Links (TANF, Tobacco Settlement, Workforce Development Commission, or Other): Board of Regents Master Plan for Postsecondary Education

Explanatory Note: See Explanatory Notes for Higher Education Objectives under the Board of Regents

L E V E L	LaPAS PI E CODE	PERFORMANCE INDICATOR NAME	PERFORMANCE INDICATOR VALUES					PERFORMANCE STANDARD AS INITIALLY APPROPRIATED FY 2020-2021
			YEAREND PERFORMANCE STANDARD FY 2018-2019	ACTUAL YEAREND PERFORMANCE FY 2018-2019	PERFORMANCE STANDARD AS INITIALLY APPROPRIATED FY 2019-2020	EXISTING PERFORMANCE STANDARD FY 2019-2020	PERFORMANCE AT CONTINUATION BUDGET LEVEL FY 2020-2021	
L		Total number of completers for baccalaureate level.	290	283 <sup>2</sup>	292	292	330	

<sup>1</sup> The award must be recognized by the Regents (as appropriate for the institution level) and included in the institutions' Curriculum Inventory. Students may only be counted once per institution per award level within an academic year. Source: Student level data submitted annually by the institutions to the Regents' Completer data System.

<sup>2</sup> 2018-2019 Academic Year Completers

DEPARTMENT ID: 19A - Higher Education  
 AGENCY ID: 617 - Southern University - New Orleans  
 PROGRAM ID: 19A-617 Southern University at New Orleans  
 PROGRAM ACTIVITY:

6. K Increase the total number of graduate degree completers in a given academic year from the baseline year number of 167 in 2017-18 to 241 in AY 2022-23. Students may only be counted once per award level.

Number of completers earning Graduate Degrees

Children's Budget Link: Not Applicable  
 Human Resource Policies Beneficial to Women and Families Link: Not Applicable  
 Other Links (TANF, Tobacco Settlement, Workforce Development Commission, or Other): Board of Regents Master Plan for Postsecondary Education

Explanatory Note: See Explanatory Notes for Higher Education Objectives under the Board of Regents

LaPAS PI CODE	L E V E L	PERFORMANCE INDICATOR NAME	PERFORMANCE INDICATOR VALUES					PERFORMANCE STANDARD AS INITIALLY APPROPRIATED FY 2020-2021	
			YEAR-END PERFORMANCE STANDARD FY 2018-2019	ACTUAL YEAR-END PERFORMANCE FY 2018-2019	PERFORMANCE STANDARD AS INITIALLY APPROPRIATED FY 2019-2020	EXISTING PERFORMANCE STANDARD FY 2019-2020	PERFORMANCE AT CONTINUATION BUDGET LEVEL FY 2020-2021		PERFORMANCE AT EXECUTIVE BUDGET LEVEL FY 2020-2021
26194	K	Total number of completers for graduate level.	167	170	2	167	167	190	

<sup>1</sup> The award must be recognized by the Regents (as appropriate for the institution level) and included in the institutions' Curriculum Inventory. Students may only be counted once per institution per award level within an academic year. Source: Student level data submitted annually by the institutions to the Regents' Completer data System.

<sup>2</sup> 2018-2019 Academic Year Completers

DEPARTMENT ID: 19A - Higher Education  
 AGENCY ID: 617 - Southern University - New Orleans  
 PROGRAM ID: 19A-617 Southern University at New Orleans  
 PROGRAM ACTIVITY:

7. **K** Increase the unduplicated number of undergraduate (adult, 25 + yrs.) completers in a given academic year from the baseline year number of 215 in 2017-18 to 247 in AY 2022-23.

Number of undergraduate adult completers 25 years and older

Children's Budget Link: Not Applicable  
 Human Resource Policies Beneficial to Women and Families Link: Not Applicable  
 Other Links (TANF, Tobacco Settlement, Workforce Development Commission, or Other): Board of Regents Master Plan for Postsecondary Education

Explanatory Note: See Explanatory Notes for Higher Education Objectives under the Board of Regents

L E V E L C O D E	PERFORMANCE INDICATOR NAME	PERFORMANCE INDICATOR VALUES						PERFORMANCE STANDARD AS INITIALLY APPROPRIATED FY 2020-2021
		YEAR-END PERFORMANCE STANDARD FY 2018-2019	ACTUAL YEAR-END PERFORMANCE FY 2018-2019	PERFORMANCE STANDARD AS INITIALLY APPROPRIATED FY 2019-2020	EXISTING PERFORMANCE STANDARD FY 2019-2020	PERFORMANCE AT CONTINUATION BUDGET LEVEL FY 2020-2021	PERFORMANCE AT EXECUTIVE BUDGET LEVEL FY 2020-2021	
New	Total number of undergraduate adult completers 25 years plus.	259	259	262	262	265	3	

<sup>1</sup> The award must be recognized by the Regents (as appropriate for the institution level) and included in the institutions' Curriculum Inventory. Students may only be counted once per institution per award level within an academic year. Source: Student level data submitted annually by the institutions to the Regents' Completer data System.

<sup>2</sup> 2018-2019 Academic Year Completers

<sup>3</sup> Projected target.

DEPARTMENT ID: 19A - Higher Education  
 AGENCY ID: 617 - Southern University - New Orleans  
 PROGRAM ID: 19A-617 Southern University at New Orleans  
 PROGRAM ACTIVITY:

8. **K** 409 Increase the unduplicated number of underrepresented minorities (all races other than white, Asian, non-residents & unknown/not reported) completers in a given academic year from the baseline year number of 409 in 2017-18 to 472 in AY 2022-23.

Number of minority completers

Children's Budget Link: Not Applicable  
 Human Resource Policies Beneficial to Women and Families Link: Not Applicable  
 Other Links (TANF, Tobacco Settlement, Workforce Development Commission, or Other): Board of Regents Master Plan for Postsecondary Education

Explanatory Note: See Explanatory Notes for Higher Education Objectives under the Board of Regents

L E V P I E C O D E	PERFORMANCE INDICATOR NAME	PERFORMANCE INDICATOR VALUES						PERFORMANCE STANDARD AS INITIALLY APPROPRIATED FY 2020-2021
		YEAREND PERFORMANCE STANDARD FY 2018-2019	ACTUAL YEAREND PERFORMANCE FY 2018-2019	PERFORMANCE STANDARD AS INITIALLY APPROPRIATED FY 2019-2020	EXISTING PERFORMANCE STANDARD FY 2019-2020	PERFORMANCE AT CONTINUATION BUDGET LEVEL FY 2020-2021	PERFORMANCE AT EXECUTIVE BUDGET LEVEL FY 2020-2021	
New	K Total number of minority completers.	389	389	407	407	424	3	

<sup>1</sup> The award must be recognized by the Regents (as appropriate for the institution level) and included in the institutions' Curriculum Inventory. Students may only be counted once per institution per award level within an academic year. Minority enrollment excludes white, non-resident alien and refuse to indicate. Source: Student level data submitted annually by the institutions to the Regents' Completer data System.

<sup>2</sup> 2018-2019 Academic Year Completers

<sup>3</sup> Projected target.

DEPARTMENT ID: 19A - Higher Education  
 AGENCY ID: 617 - Southern University - New Orleans  
 PROGRAM ID: 19A-617 Southern University at New Orleans  
 PROGRAM ACTIVITY:

LaPAS PI CODE	PERFORMANCE INDICATOR NAME	GENERAL PERFORMANCE INFORMATION:						PERFORMANCE INDICATOR VALUES					
		PRIOR YEAR ACTUAL FY 2014-2015	PRIOR YEAR ACTUAL FY 2015-2016	PRIOR YEAR ACTUAL FY 2016-2017	PRIOR YEAR ACTUAL FY 2017-2018	PRIOR YEAR ACTUAL FY 2018-2019							
	Student headcount - fall (undergraduate, American Indian or Alaskan Native)	5 <sup>1</sup>	7 <sup>2</sup>	7 <sup>3</sup>	5 <sup>4</sup>	5 <sup>5</sup>							
	Student headcount - fall (undergraduate, Native Hawaiian or Pacific Islander)	0	0	0	0	0							
	Student headcount - fall (undergraduate, two or more races)	0	0	0	0	0							
	Student headcount - fall (undergraduate, white)	61	90	49	41	35							
	Student headcount - fall (undergraduate, black)	1,934	1,866	1,643	1,631	1,378							
	Student headcount - fall (undergraduate, Hispanic)	20	23	16	21	16							
	Student headcount - fall (undergraduate, Asian)	14	14	18	14	13							
	Student headcount - fall (undergraduate, other minority)	0	0	0	0	0							
	Student headcount - fall (undergraduate, foreign/non-resident)	0	0	18	26	29							
	Student headcount - fall (undergraduate, unknown)	255	213	230	370	452							
	Student annual full-time equivalent (FTE) (undergraduate)	2,010	1,660	1,576	1,677	1,567							
	Student headcount - fall (graduate, American Indian or Alaskan Native)	1	2	1	5	1							
	Student headcount - fall (graduate, American Indian or Pacific Islander)	0	0	0	0	0							
	Student headcount - fall (graduate, two or more races)	0	0	0	0	0							
	Student headcount - fall (graduate, white)	13	22	25	25	19							
	Student headcount - fall (graduate, black)	387	421	360	331	324							
	Student headcount - fall (graduate, Hispanic)	0	0	0	0	0							
	Student headcount - fall (graduate, Asian)	4	16	1	1	0							
	Student headcount - fall (graduate, other minority)	0	0	0	0	0							
	Student headcount - fall (graduate, foreign/non-resident)	0	0	30	24	11							
	Student headcount - fall (graduate, unknown)	40	35	32	56	70							
	Student annual full-time equivalent (FTE) (graduate)	90	480	416	380	395							
	State dollars per FTE (prior year)	\$3,091	\$3,013	\$3,019	\$2,982	\$3,004							
	Undergraduate mandatory attendance fees (resident), based on 15 hours	\$5,931	\$6,603	\$6,603	\$6,923	7,260							
	Undergraduate mandatory attendance fees (non-resident), based on 15 hours	\$14,832	\$15,504	\$15,504	\$15,824	16,161							
	Degrees/award conferred (undergraduate)	336	326	338	313	300 <sup>6</sup>							
	Degrees/award conferred (graduate)	163	188	189	167	170 <sup>6</sup>							
	Calculated undergraduate award level	16.7%	16.3%	21.4%	14.8%	19.1%							
	Number of completers (undergraduate)	335	323	332	301	283							
	Number of completers (graduate)	163	188	189	167	170							
	Calculated undergraduate completion ratio	16.7%	16.1%	21.1%	14.8%	19.1%							
	Nursing graduates (undergraduate)	N/A	N/A	N/A	N/A	N/A							
	Allied health graduates (undergraduate)	N/A	N/A	N/A	N/A	N/A							
	Education completers - traditional route (undergraduate)	6	4	4	18	23							
	Alternate Certification - Teaching (Post Bacc Certificate)	0	0	0	0	0							
	Six-year graduation rate	11%	12%	14%	14%	21%							
	200% graduation rate	N/A <sup>8</sup>	17%	14%	17%	20%							
	Mean ACT Composite Score (entering class)	17	17	17	17	17							
	Number of MATH Developmental/remedial courses	21	14	9	8	9							

DEPARTMENT ID: 19A - Higher Education  
 AGENCY ID: 617 - Southern University - New Orleans  
 PROGRAM ID: 19A-617 Southern University at New Orleans  
 PROGRAM ACTIVITY:

LaPAS PI CODE	PERFORMANCE INDICATOR NAME	GENERAL PERFORMANCE INFORMATION:							PERFORMANCE INDICATOR VALUES												
		PRIOR YEAR ACTUAL FY 2014-2015	PRIOR YEAR ACTUAL FY 2015-2016	PRIOR YEAR ACTUAL FY 2016-2017	PRIOR YEAR ACTUAL FY 2017-2018	PRIOR YEAR ACTUAL FY 2018-2019	PRIOR YEAR ACTUAL FY 2014-2015	PRIOR YEAR ACTUAL FY 2015-2016	PRIOR YEAR ACTUAL FY 2016-2017	PRIOR YEAR ACTUAL FY 2017-2018	PRIOR YEAR ACTUAL FY 2018-2019										
	Number of ENGLISH Developmental/remedial courses	11	5	4	5	4															
	Number of Other Developmental/remedial courses	0	0	0	0	0															
	Number of students Enrolled in MATH developmental/remedial courses	326	271	211	173	183															
	Number of students Enrolled in ENGLISH developmental/remedial courses	133	77	52	82	89															
	1st to 2nd year retention rate of transfer students	72.6%	67.6%	65.5%	66.0%	32.0% <sup>9</sup>															
	1st to 2nd year retention rate of those who transfer with associate	65.3%	67.8%	0.0%	11.0%	0.0% <sup>10</sup>															
	Number of students Enrolled in Other developmental/remedial courses	0	0	0	0	0															
	Number of Distance Learning Courses with 50% to 99% instruction through distance education	0	0	0	0	0															
	Number of Distance Learning Courses with 100% instruction through distance education	203	170	147	115	73															
	Number of students enrolled in Distance Learning Courses with 50% to 99% instruction through distance education	0	0	0	0	0															
	Number of students enrolled in Distance Learning Courses with 100% instruction through distance education	5,467	4,443	3,538	2,023	1,644															
	Number of programs offered through 100% distance education: Associate Level	0	0	0	0	0															
	Number of programs offered through 100% distance education: Bachelors Level	2	2	2	1	2															
	Number of programs offered through 100% distance education: Post-Bachelors Level	0	0	0	0	0															
	Number of programs offered through 100% distance education: Masters Level	1	1	1	1	1															
	Number of programs offered through 100% distance education: Doctorate Level	N/A	N/A	N/A	N/A	N/A															
	Number of instructional faculty	150	152	142	126	136															
	Full-Time Equivalent (FTE) of instructional faculty	127	114	120	101	112.5															
	Total number of non-instructional staff members in academic colleges	65	40	31	29	26															
	Total FTE of non-instructional staff members in academic colleges	65	40	31	29	26															
	Number of executive/managerial staff as reported in the Employee Salary Data System (EMPSAL) in areas other than the academic colleges/schools	36	34	33	35	29															
	FTE of executive/managerial staff as reported in the Employee Salary Data System (EMPSAL) in areas other than the academic colleges/schools	36	34	33	35	29															

<sup>1</sup> Data in this column is provided for Fall 2014.

<sup>2</sup> Data in this column is provided for Fall 2015.

<sup>3</sup> Data in this column is provided for Fall 2016.

<sup>4</sup> Data in this column is provided for Fall 2017; calculated institutional data.

<sup>5</sup> Data in this column is provided for Fall 2018; calculated institutional data.

<sup>6</sup> Academic Year Completers 2018-2019.

<sup>7</sup> No degree offered in this Classification of Instructional Program (CIP).

<sup>8</sup> Fall 2005 Cohort Exempted - Hurricane Katrina.

<sup>9</sup> Fall 2017 vs Fall 2018.

<sup>10</sup> Currently not tracked on Student Banner System.

<sup>11</sup> No degree offered at this Doctorate Level.

**OPERATIONAL PLAN FORM  
OPERATIONAL PLAN ADDENDA**

**ORGANIZATION AND PROGRAM STRUCTURE CHARTS CHECKLIST:**

Organization Chart Attached:  Program and Activity Structure Chart Attached: \_\_\_\_\_

OTHER: List any other attachments to operational plan.

- 1.
- 2.
- 3.

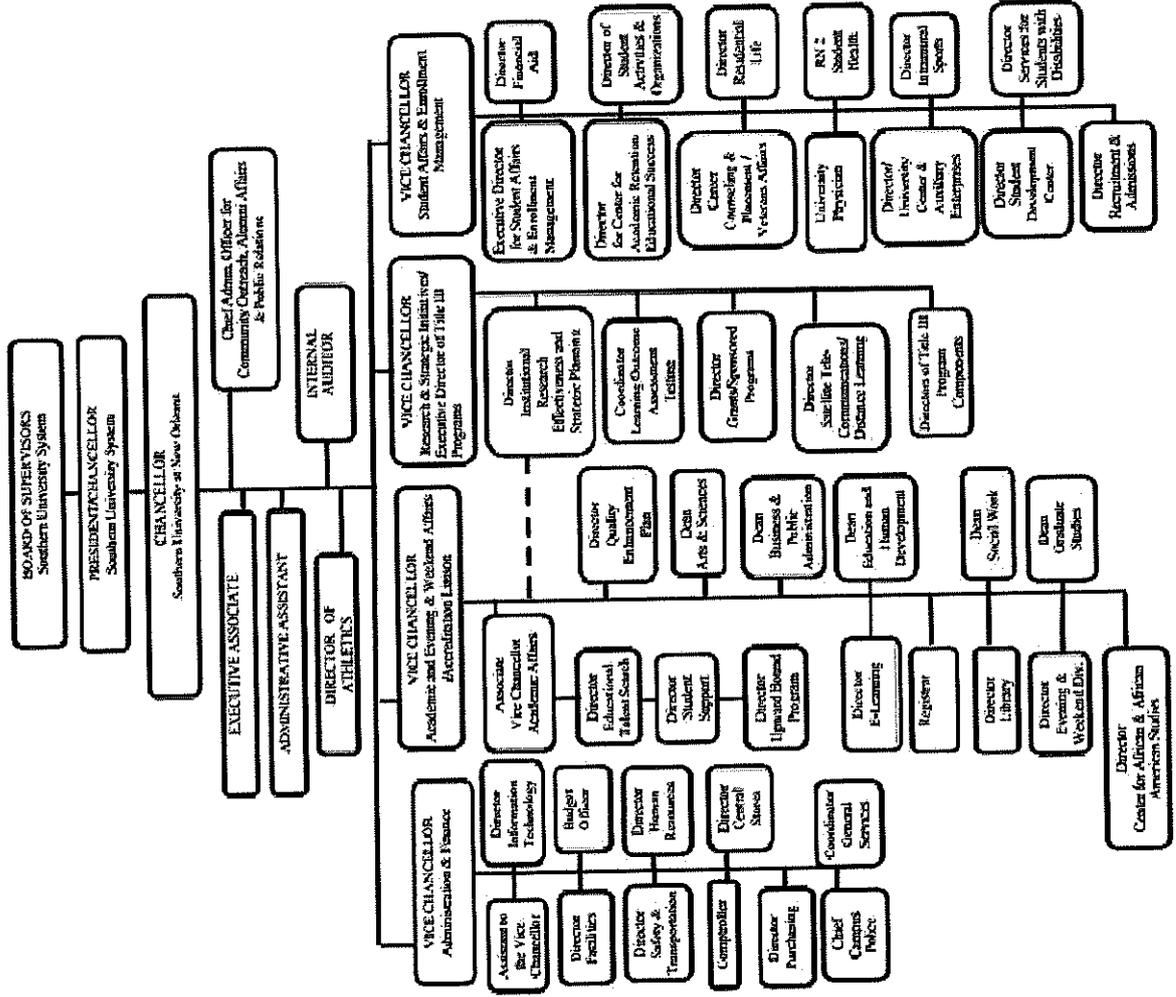
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# Southern University at New Orleans Organizational Chart



DEPARTMENT ID: 19A - Higher Education  
AGENCY ID: 618 - Southern University - Shreveport

**OPERATIONAL PLAN  
FY 2020-2021**

**OPERATIONAL PLAN FORM  
DEPARTMENT DESCRIPTION**

DEPARTMENT NUMBER AND NAME: 19A - HIGHER EDUCATION

**DEPARTMENT MISSION:**

To plan, coordinate, and have budgetary responsibility for all public, postsecondary education as constitutionally prescribed in a manner that is effective and efficient, quality driven, and responsive to the needs of citizens, business, industry and government.

**DEPARTMENT GOAL(S):**

The Goals of the Board of Regents are:

- (1) Increase opportunities for student access and success.
- (2) Ensure quality and accountability.

**OPERATIONAL PLAN FORM  
AGENCY (BUDGET UNIT) DESCRIPTION**

AGENCY NUMBER AND NAME: 19A - 618 - Southern University at Shreveport

**AGENCY MISSION:**

Southern University at Shreveport, Louisiana (SUSLA) is a comprehensive community college that affords opportunities for teaching, service, workforce development and life-long learning, while embracing a culture of self-discovery, collaboration, civic engagement, and excellence.

The institution works closely with high schools in its region by establishing dual enrollment opportunities designed to increase the upward mobility of area students. Public service activities emphasize the needs of the region and help raise the level of education as well as the quality of life for citizens of the Shreveport/Bossier City area in particular, and the citizens of Northwest Louisiana in general.

SUSLA is categorized as an SREB Two-Year 1 institution, as a Carnegie Associate's College, and as a SACSCOC Level I institution. It will provide both associate and certificate programs as well as comprehensive developmental education services. SUSLA will offer no upper level undergraduate or graduate level courses and will maintain Open Admissions. SUSLA is located in Region VII.

**AGENCY GOAL(S):**

The current strategic goal of SUSLA is to:

- (1) Increase Opportunities for Students Access and Success.

**STATEMENT OF AGENCY STRATEGIES FOR DEVELOPMENT AND IMPLEMENTATION OF HUMAN RESOURCE POLICIES THAT ARE HELPFUL AND BENEFICIAL TO WOMEN AND FAMILIES:**

Southern University System's human resource policies conform to the Families and Medical Leave Act.

## OPERATIONAL PLAN FORM PROGRAM DESCRIPTION

PROGRAM NAME: 19A-618 - Southern University at Shreveport

**PROGRAM AUTHORIZATION:**

Southern University at Shreveport Louisiana, located in the Shreveport-Bossier City area, was established as a two-year commuters' college, as a branch or extension of Southern University by Act 42 of the 1964 Ordinary Session of the Louisiana Legislature. In 1975, by virtue of Article 8, Section 7 of the Louisiana Constitution of 1974, the 1975 regular session of the Louisiana Legislature, added Act 3.13 as Title 17, Section 321 (2) of the Louisiana Revised Statutes, which include Southern University at Shreveport as an institution in the Southern University System to be supervised and managed by the Board of Supervisors of the University and Agricultural and Mechanical

SUSLA is categorized as an SREB Two-Year 1 institution, as a Carnegie Associate's College, and as a SACSCOC Level I institution. It will provide both associate, certificate and diploma programs as well as comprehensive developmental education services. SUSLA will offer no upper level undergraduate or graduate level courses and will maintain Open Admissions. SUSLA is located in Region VII.

**PROGRAM MISSION:**

Southern University at Shreveport, Louisiana (SUSLA) is a comprehensive community college that affords opportunities for teaching, service, workforce development and life-long learning, while embracing a culture of self-discovery, collaboration, civic engagement, and excellence.

The institution works closely with high schools in its region by establishing dual enrollment opportunities designed to increase the upward mobility of area students. Public service activities emphasize the needs of the region and help raise the level of education as well as the quality of life for citizens of the Shreveport/Bossier City area in particular, and the citizens of Northwest Louisiana in general.

SUSLA is categorized as an SREB Two-Year 1 institution, as a Carnegie Associate's College, and as a SACSCOC Level I institution. It will provide both associate and certificate programs as well as comprehensive developmental education services. SUSLA will offer no upper level undergraduate or graduate level courses and will maintain Open Admissions. SUSLA is located in Region VII.

**PROGRAM GOAL(S):**

The current strategic goal of SUSLA is to:  
(1) Increase Opportunities for Students Access and Success.

**PROGRAM ACTIVITY 1:**

Increase the fall headcount enrollment at Southern University at Shreveport by 33.3% from the baseline level of 2,651 in fall 2018 to 3,533 by fall 2023.

**PROGRAM ACTIVITY 2:**

Increase the percentage of first-time in college, full-time, **associate** degree-seeking students retained to the second fall at the same institution of initial enrollment by 1.13 percentage points from the fall 2017 cohort (to Fall 2018) baseline level of 35.71% to 36.84% by Fall 2023 (retention of Fall 2022 cohort).

**PROGRAM ACTIVITY 3:**

Increase the institutional statewide graduation rate (defined as a student completing an award within 150% of "normal time") from the baseline rate (fall 2014 cohort) of 1.31% to 2.31% by AY 2022-23 (fall 2019 cohort).

**PROGRAM ACTIVITY 4:**

Increase the total number of certificate completers in a given academic year from the baseline year number of 85 in AY 2017-18 to 105 in AY 2022-23. Students may only be counted once per award level.

**PROGRAM ACTIVITY 5:**

Increase the total number of associate degree completers in a given academic year from the baseline year number of 197 in AY 2017-18 to 227 in AY 2023-23. Students may only be counted once per award level.

**PROGRAM ACTIVITY 6:**

Increase the total number of diploma completers in a given academic year from the baseline year number of 10 in AY 2017-18 to 25 in AY 2022-23. Students may only be counted once per award level.

**PROGRAM ACTIVITY 7:**

Increase the unduplicated number of undergraduate (adult 2.5 plus years) completers in a given academic year from the baseline year number of 213 in 2017-18 to 290 in AY 2022-23. Students may only be counted once per award level.

**PROGRAM ACTIVITY 8:**

Increase the unduplicated number of underrepresented minority completers in a given academic year from the baseline year number of 252 in AY 2017-18 to 295 in AY 2022-23. Students may only be counted once per award level.

















DEPARTMENT ID: 19A - Higher Education  
 AGENCY ID: 618 Southern University - Shreveport Louisiana  
 PROGRAM ID: 19A - 618 Southern University - Shreveport Louisiana  
 PROGRAM ACTIVITY:

LaPAS PI CODE	PERFORMANCE INDICATOR NAME	GENERAL PERFORMANCE INFORMATION:					PERFORMANCE INDICATOR VALUES				
		PRIOR YEAR ACTUAL FY 2014-2015	PRIOR YEAR ACTUAL FY 2015-2016	PRIOR YEAR ACTUAL FY 2016-2017	PRIOR YEAR ACTUAL FY 2017-2018	PRIOR YEAR ACTUAL FY 2018-2019					
	Student headcount - fall (undergraduate, American Indian or Alaskan Native)	5	0	2	2	8					
	Student headcount - fall (undergraduate, Native Hawaiian or Pacific Islander)	4	0	1	0	1					
	Student headcount - fall (undergraduate, two or more races)	17	8	8	10	7					
	Student headcount - fall (undergraduate, white)	254	229	185	163	133					
	Student headcount - fall (undergraduate, black)	2,690	2,588	2,824	2,899	2,418					
	Student headcount - fall (undergraduate, Hispanic)	14	6	11	9	5					
	Student headcount - fall (undergraduate, Asian)	17	9	7	10	11					
	Student headcount - fall (undergraduate, other minority)	0	0	0	0	0					
	Student headcount - fall (undergraduate, foreign/non-resident)	14	113	183	216	67					
	Student headcount - fall (undergraduate, unknown)	1	0	1	0	1					
	Student annual full-time equivalent (FTE) (undergraduate)	2,343	2,196	3,287	2,213	2,037					
	Student headcount - fall (graduate, American Indian or Alaskan Native)	0	0	0	0	0					
	Student headcount - fall (graduate, Native Hawaiian or Pacific Islander)	0	0	0	0	0					
	Student headcount - fall (graduate, two or more races)	0	0	0	0	0					
	Student headcount - fall (graduate, white)	0	0	0	0	0					
	Student headcount - fall (graduate, black)	0	0	0	0	0					
	Student headcount - fall (graduate, Hispanic)	0	0	0	0	0					
	Student headcount - fall (graduate, Asian)	0	0	0	0	0					
	Student headcount - fall (graduate, other minority)	0	0	0	0	0					
	Student headcount - fall (graduate, foreign/non- resident)	0	0	0	0	0					
	Student headcount - fall (graduate, unknown)	0	0	0	0	0					
	Student annual full-time equivalent (FTE) (graduate)	0	0	0	0	0					
	State dollars per FTE (prior year)	\$2,461	\$2,487	\$1,648	\$2,582	\$2,663					
	Undergraduate mandatory attendance fees (resident), based on 15 hours	\$3,634	\$3,996	\$3,996	\$3,996	\$4,162					

Undergraduate mandatory attendance fees (non-resident), based on 15 hours	\$6,234	\$7,296	\$7,296	\$7,296	\$7,462
Degrees/award conferred (undergraduate)	375	351	307	319	303
Degrees/award conferred (graduate)	0	0	0	0	0
Calculated undergraduate award level	16.0%	16.0%	9.3%	14.4%	14.8%
Number of completers (undergraduate)	369	348	302	312	293
Number of completers (graduate)	0	0	0	0	0
Calculated undergraduate completion ratio	15.7%	15.8%	9.2%	14.1%	14.4%
Nursing graduates (undergraduate)	0	0	46	40	48
Allied health graduates (undergraduate)	0	0	0	0	0
Education completers - traditional route (undergraduate)	0	0	0	0	0
Alternate Certification - Teaching (Post Bacc Certificate)	0	0	0	0	0
Three-year graduate rate	16%	n/a	11%	13%	11%
200% graduation rate	21%	n/a	16%	15%	11%
Mean ACT Composite Score (entering class)	15.4	15.1		15.4	15.5
Number of MATH Developmental/remedial courses	n/a	67	37	38	40
Number of ENGLISH Developmental/remedial courses	n/a	59	31	24	19
Number of Other Developmental/remedial courses	n/a	0	0	0	0
Number of students Enrolled in MATH developmental/remedial courses	n/a	1,773	905	760	836
Number of students Enrolled in ENGLISH developmental/remedial courses	n/a	1,279	640	579	439
1st to 2nd year retention rate of transfer students	n/a	n/a	n/a	n/a	n/a
1st to 2nd year retention rate of those who transfer with associate	n/a	n/a	n/a	n/a	n/a
Number of students Enrolled in Other developmental/remedial courses	n/a	n/a	n/a	n/a	n/a
Number of Distance Learning Courses with 50% to 99% instruction through distance education	0.0%	0.0%	0.0%	0.0%	0.0%
Number of Distance Learning Courses with 100% instruction through distance education	92	119	73	101	101
Number of students enrolled in Distance Learning Courses with 50% to 99% instruction through distance education	0	0	0	0	0
Number of students enrolled in Distance Learning Courses with 100% instruction through distance education	2,197	2,163	1,213	2,796	2,796
Number of programs offered through 100% distance education: Associate Level	2	2	2	2	6
Number of programs offered through 100% distance education: Bachelors Level	0	0	0	0	0
Number of programs offered through 100% distance education: Post-Bachelors Level	0	0	0	0	0
Number of programs offered through 100% distance education: Masters Level	0	0	0	0	0
Number of programs offered through 100% distance education: Doctorate Level	0	0	0	0	0

	Number of instructional faculty	201	143	121	162	151
	Full-Time Equivalent (FTE) of instructional faculty	116	94	84	109	103
	Total number of non-instructional staff members in academic colleges	31	29	28	27	29
	Total FTE of non-instructional staff members in academic colleges	30	29	28	27	29
	Number of executive/managerial staff as reported in the Employee Salary Data System (EMPSAL) in areas other than the academic colleges/schools	23	28	25	24	29
	FTE of executive/managerial staff as reported in the Employee Salary Data System (EMPSAL) in areas other than the academic colleges/schools	23	28	25	24	29

**OPERATIONAL PLAN FORM  
OPERATIONAL PLAN ADDENDA**

**ORGANIZATION AND PROGRAM STRUCTURE CHARTS CHECKLIST:**

Organization Chart Attached:  X  Program and Activity Structure Chart Attached: \_\_\_\_\_

OTHER: List any other attachments to operational plan.

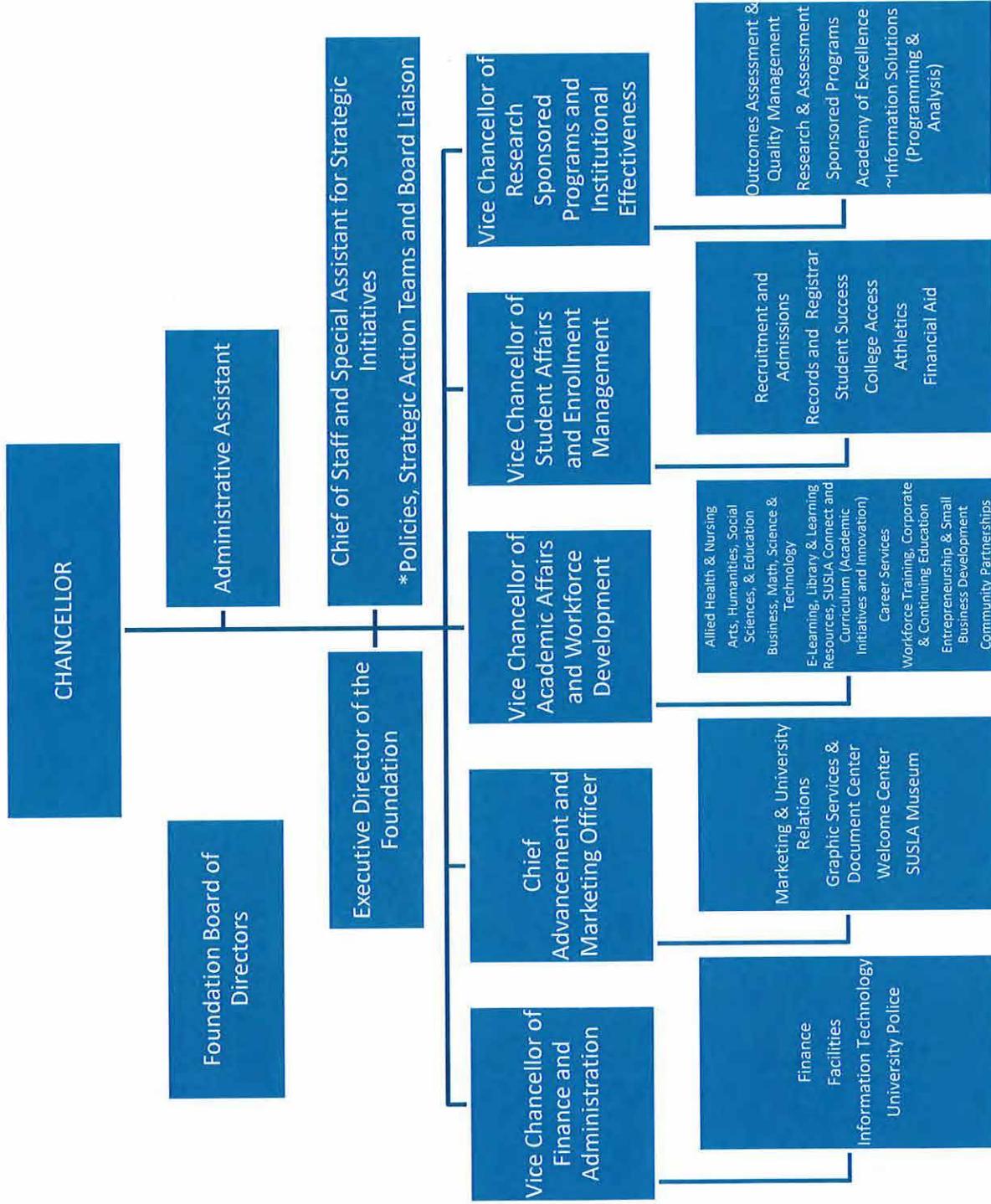
- 1.
- 2.
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\*Functions  
~Individuals

DEPARTMENT ID: 19A - HIGHER EDUCATION  
AGENCY ID: 19A-619 SOUTHERN UNIVERSITY AGRICULTURAL RESEARCH/EXTENSION CENTER

**OPERATIONAL PLAN  
FY 2020-2021**

**OPERATIONAL PLAN FORM  
DEPARTMENT DESCRIPTION**

DEPARTMENT NUMBER AND NAME: 19A HIGHER EDUCATION

**DEPARTMENT MISSION:**

To plan, coordinate, and have budgetary responsibility for all public, postsecondary education as constitutionally prescribed in a manner that is effective and efficient, quality driven, and responsive to the needs of citizens, business, industry and government.

**DEPARTMENT GOAL(S):**

The Goals of the Board of Regents are:

- (1) Increase opportunities for student access and success.
- (2) Ensure quality and accountability.

**OPERATIONAL PLAN FORM  
AGENCY (BUDGET UNIT) DESCRIPTION**

AGENCY NUMBER AND NAME: 19A- 619 SOUTHERN UNIVERSITY AGRICULTURAL RESEARCH AND EXTENSION CENTER

**AGENCY MISSION:**

The mission of the Southern University Agricultural Research and Extension Center; in its land-grant role, is to conduct statewide basic and applied research and to disseminate information to the citizens of Louisiana in a manner that is useful in addressing their scientific, technological, social, economic and cultural needs.

The Center advances the state of knowledge through its research program. Through its extension program, it disseminates relevant information that addresses the scientific, technological, social, economic and cultural needs of all citizens, emphasizing particularly the needs of those who are socially, economically, and educationally disadvantaged. Cooperation with federal agencies and other state and local agencies, in accordance with various acts of Congress, ensures that the overall needs of citizens of Louisiana are met by the effective and efficient use of the resources provided to the Center through state and federal appropriations.

**AGENCY GOAL(S):**

1. To strengthen the productivity, profitability and competitiveness of Louisiana's agriculture, forestry, and fisheries while enhancing the environment and wise use of the natural resources.
2. To build leaders and good citizens through youth development.
3. To implement nutrition, health, family, and community development programs to enhance the quality of life of Louisiana's citizens.

**STATEMENT OF AGENCY STRATEGIES FOR DEVELOPMENT AND IMPLEMENTATION OF HUMAN RESOURCE POLICIES THAT ARE HELPFUL AND BENEFICIAL TO WOMEN AND FAMILIES:**

Southern University System's human resource policies conform to the Families and Medical Leave Act. Southern University Agricultural Research and Extension Center is one of the campuses in the SU System.

# OPERATIONAL PLAN FORM

## PROGRAM DESCRIPTION

PROGRAM NAME: Southern University Agricultural Research and Extension Center

**PROGRAM AUTHORIZATION:**

Louisiana Constitution of 1974, Article VIII, Section 7; The Master Plan for Postsecondary Education, 2011; LA R.S. 17:3216; Public Law 95-113, September 29, 1977, subtitle G - 1890 Land-Grant College Funding. SEC. 1444. EXTENSION AT 1890 LAND-GRANT COLLEGES, INCLUDING TUSKEGEE UNIVERSITY. SEC. 1444 (a) (1); SEC. 1444 (a) (3); Public Law 95-113-September 29, 1977, Subtitle G-1890 Land-Grant Funding. SEC. 1445. [7 U.S.C. 3222] AGRICULTURAL RESEARCH AT 1890 LAND-GRANT COLLEGES, INCLUDING TUSKEGEE UNIVERSITY. SEC. 1445 (a) (1); SEC. 1445 (a)(3); SEC. 1445 (a)(4)

**PROGRAM MISSION:**

The mission of the Southern University Agricultural Research and Extension Center, in its land-grant role, is to conduct statewide basic and applied research and to disseminate information to the citizens of Louisiana in a manner that is useful in addressing their scientific, technological, social, economic

The Center advances the state of knowledge through its research program. Through its extension program, it disseminates relevant information that addresses the scientific, technological, social, economic and cultural needs of all citizens, emphasizing particularly the needs of those who are socially, economically, and educationally disadvantaged. Cooperation with federal agencies and other state and local agencies, in accordance with various acts of Congress, ensures that the overall needs of citizens of Louisiana are met by the effective and efficient use of the resources provided to the Center through state and federal appropriations.

**PROGRAM GOAL(S):**

1. To strengthen the productivity, profitability and competitiveness of Louisiana's agriculture, forestry, and fisheries while enhancing the environment and wise use of the natural resources.
2. To build leaders and good citizens through youth development.
3. To implement nutrition, health, family, and community development programs to enhance the quality of life of Louisiana's citizens.

**PROGRAM ACTIVITY: 1**

To maintain and enhance the competitiveness and sustainability of the State's renewable natural resource based industries (agriculture, forestry, and fisheries) by maintaining the average adoption rate for recommended cultural and best management practices at the FY 2018 level of 57% through the year 2023.

**PROGRAM ACTIVITY: 2**

To facilitate the development of an effective and informed community citizenry by increasing involvement in youth development programs and activities by an average of three percent annually at the FY 2018 baseline of 180,000 through the year 2023.

**PROGRAM ACTIVITY: 3**

To enhance the quality of life and service in local communities and the health and well-being of the state's citizens by increasing educational program contacts by an average of three percent annually at the FY 2018 baseline of 460,500 through the year 2023.







DEPARTMENT ID: 19A - Higher Education  
 AGENCY ID: 19A- 619 Southern University Agricultural Research and Extension Center  
 PROGRAM ID: 615\_6000 Southern University Agricultural Research and Extension Center  
 PROGRAM ACTIVITY: Research and Extension

GENERAL PERFORMANCE INFORMATION:						
LaPAS PI CODE	PERFORMANCE INDICATOR NAME	PERFORMANCE INDICATOR VALUES				
		PRIOR YEAR ACTUAL FY 2014-2015	PRIOR YEAR ACTUAL FY 2015-2016	PRIOR YEAR ACTUAL FY 2016-2017	PRIOR YEAR ACTUAL FY 2017-2018	PRIOR YEAR ACTUAL FY 2018-2019
12923	Number of Research Projects	26	28	21	21	24
12924	Number of Research & Extension FTEs	112	115	119	107	98
12925	Number of Educational Contacts	465,105	528,665	368,706	646,358	401,692

<sup>1</sup> LaPAS PI Code number 12925 reflects data from Objective 3 only - number of educational contacts in Objectives 1 and 2 are not included.

<sup>2</sup> LaPAS PI Code 12924 - Number of Research and Extension FTEs also includes all (temporary) employees paid on grant funds.

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**OPERATIONAL PLAN FORM  
OPERATIONAL PLAN ADDENDA**

**ORGANIZATION AND PROGRAM STRUCTURE CHARTS CHECKLIST:**

Organization Chart Attached:  \_\_\_\_\_ Program and Activity Structure Chart Attached: \_\_\_\_\_

OTHER: List any other attachments to operational plan.

- 1.
- 2.
- 3.

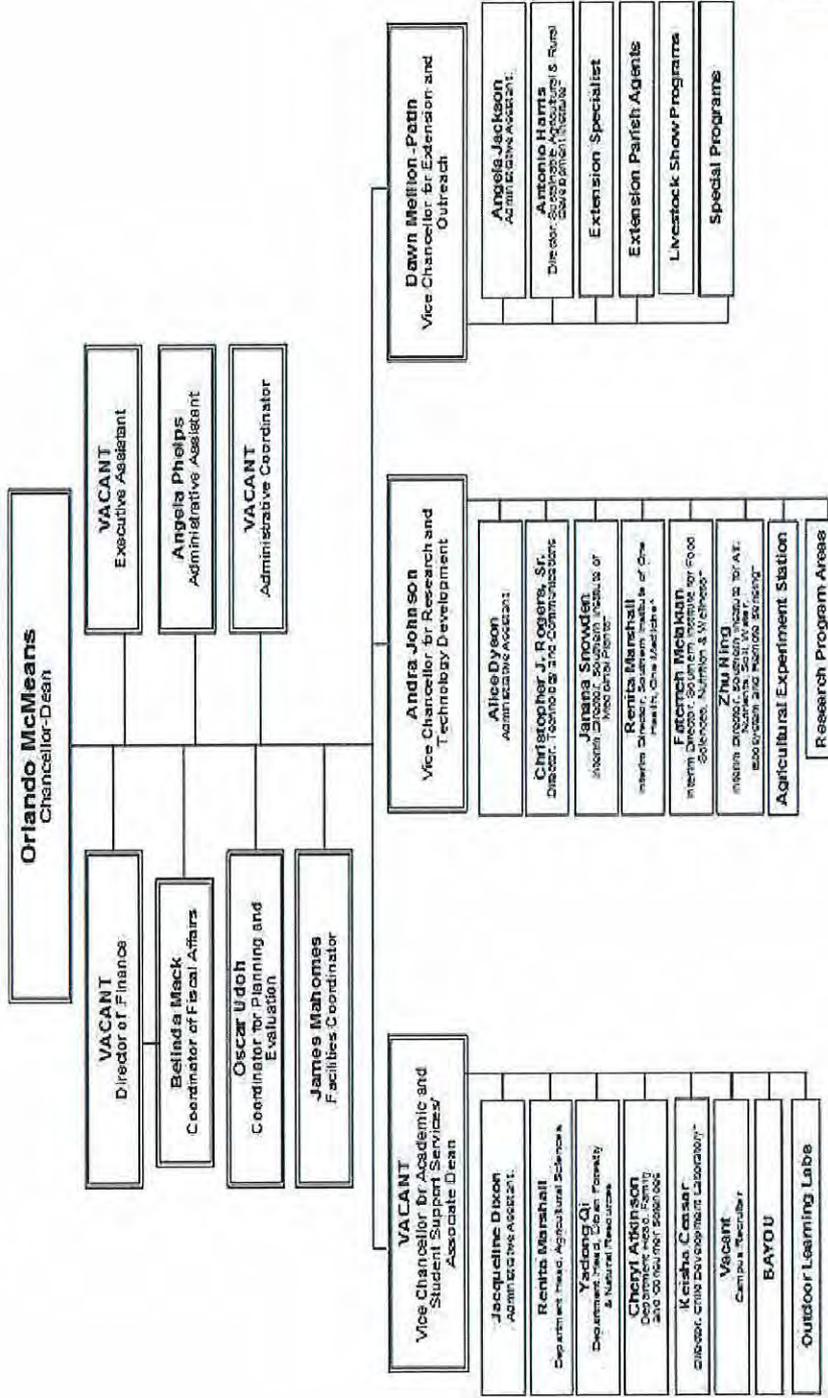
**CONTACT PERSON(S):**

NAME: Orlando F. McMeans  
TITLE: Chancellor-Dean  
TELEPHONE: 225-771-3660  
FAX: 225-771-4464  
E-MAIL: orlando\_mmeans@suagcenter.com

NAME: Belinda Mack  
TITLE: Coordinator of Fiscal Services  
TELEPHONE: 225-771-0249  
FAX: 225-772-2639  
E-MAIL: belinda\_mack@suagcenter.com

NAME: Oscar Udoh  
TITLE: Coordinator for Planning and Evaluation  
TELEPHONE: 225-771-2090  
FAX: 225-771-4464  
E-MAIL: oscar\_udoh@suagcenter.com

**Organizational Chart**



each office includes associates with courses of teaching, research and extension  
 2023-2024 | Southern University Agricultural Research and Extension Center &  
 College of Agricultural, Family and Consumer Sciences, Organizational Structure

Southern University System  
General Operating Budget Financial Statement  
For Fiscal Year Ending June 30, 2020  
As of September 30, 2019

	FY20 Budget	Contingent Funds	Revised FY20 Budget	Actual	Projected	Total FY20	Over/(Under) Budget	% Actual to Budget
<b>Revenues</b>								
General Fund Direct	\$ 45,838,434	\$ -	\$ 45,838,434	\$ 21,348,503	\$ 24,489,931	\$ 45,838,434	\$ -	46.6%
Statutory Dedicated	4,624,272	-	4,624,272	196,880	4,427,392	4,624,272	-	4.3%
Federal	3,654,209	-	3,654,209	294,134	3,360,075	3,654,209	-	8.0%
<b>Self Generated</b>								
Tuition - Fall 2019	37,137,024	3,207,649	33,929,375	34,414,508	(299,630)	34,114,878	185,503	101.4%
Tuition - Spring 2020	33,692,506	2,860,486	30,832,020	(6,616)	30,740,240	30,733,624	(98,396)	0.0%
Tuition - Summer	5,301,499	418,247	4,883,252	813,102	3,971,381	4,784,483	(98,769)	16.7%
Out-of-State Fees	10,644,516	-	10,644,516	6,317,004	5,062,378	11,379,382	734,866	59.3%
Other	18,043,816	3,183,811	14,860,005	4,871,161	9,956,664	14,827,825	(32,180)	32.8%
Interagency Transfer	3,028,515	-	3,028,515	499,698	2,528,817	3,028,515	-	16.5%
<b>Total Revenues</b>	<b>\$ 161,964,791</b>	<b>\$ 9,670,193</b>	<b>\$ 152,294,598</b>	<b>\$ 68,748,375</b>	<b>\$ 84,237,247</b>	<b>\$ 152,985,622</b>	<b>\$ 691,025</b>	<b>45.1%</b>
<b>Expenditures</b>								
Salaries	\$ 77,162,146	\$ 3,728,981	\$ 73,433,165	\$ 17,165,392	\$ 56,103,799	\$ 73,269,191	\$ (163,974)	23.4%
Other Compensation	686,374	16,997	669,377	30,417	638,960	669,377	-	4.5%
Related Benefits	34,933,126	1,712,707	33,220,419	6,455,285	26,701,184	33,156,469	(63,950)	19.4%
<b>Total Personal Services</b>	<b>\$ 112,781,646</b>	<b>\$ 5,458,685</b>	<b>\$ 107,322,961</b>	<b>\$ 23,651,094</b>	<b>\$ 83,443,943</b>	<b>\$ 107,095,036</b>	<b>\$ (227,925)</b>	<b>22.0%</b>
Travel	1,081,008	27,908	1,053,100	65,640	959,918	1,025,558	(27,542)	6.2%
Operating Services	15,237,611	720,627	14,516,984	3,215,033	11,185,005	14,400,038	(116,946)	22.1%
Supplies	1,879,942	87,331	1,792,611	264,162	1,497,395	1,761,557	(31,054)	14.7%
<b>Total Operating Expenses</b>	<b>\$ 18,198,561</b>	<b>\$ 835,866</b>	<b>\$ 17,362,695</b>	<b>\$ 3,544,834</b>	<b>\$ 13,642,318</b>	<b>\$ 17,187,153</b>	<b>\$ (175,542)</b>	<b>20.4%</b>
Professional Services	2,228,599	97,599	2,131,000	95,428	2,035,572	2,131,000	-	4.5%
Other Charges	12,418,382	3,259,330	9,159,052	235,964	9,075,858	9,311,822	152,770	2.6%
Debt Services								
Interagency Transfers	6,962,571	-	6,962,571	-	6,962,571	6,962,571	-	0.0%
<b>Total Other Charges</b>	<b>\$ 21,609,552</b>	<b>\$ 3,356,929</b>	<b>\$ 18,252,623</b>	<b>\$ 331,392</b>	<b>\$ 18,074,001</b>	<b>\$ 18,405,393</b>	<b>\$ 152,770</b>	<b>1.8%</b>
General Acquisitions	143,196	18,713	124,483	6,434	118,049	124,483	-	5.2%
Library Acquisitions	675,548	-	675,548	250,211	425,337	675,548	-	37.0%
Major Repairs	100,000	-	100,000	-	100,000	100,000	-	0.0%
<b>Total Acquisitions/Major Repairs</b>	<b>\$ 918,744</b>	<b>\$ 18,713</b>	<b>\$ 900,031</b>	<b>\$ 256,646</b>	<b>\$ 643,385</b>	<b>\$ 900,031</b>	<b>\$ -</b>	<b>28.5%</b>
Scholarships	8,456,288	-	8,456,288	5,383,722	4,014,286	9,398,009	941,721	63.7%
<b>Total Expenditures</b>	<b>\$ 161,964,791</b>	<b>\$ 9,670,193</b>	<b>\$ 152,294,598</b>	<b>\$ 33,167,689</b>	<b>\$ 119,817,933</b>	<b>\$ 152,985,622</b>	<b>\$ 691,024</b>	<b>21.8%</b>

Southern University Board and System Administration  
 General Operating Budget Financial Statement  
 For Fiscal Year Ending June 30, 2020  
 As of September 30, 2019

	FY20 Budget	Contingent Funds	Revised FY20 Budget	Actual	Projected	Total FY20	Over/(Under) Budget	% Actual to Budget
<b>Revenues</b>								
General Fund Direct	\$ 3,305,062	-	\$ 3,305,062	\$ 1,539,279	\$ 1,765,783	\$ 3,305,062	\$ -	46.6%
Statutory Dedicated								
Federal								
<b>Self Generated</b>								
Tuition - Fall 2019								
Tuition - Spring 2020								
Tuition - Summer								
Out-of-State Fees								
Other								
Interagency Transfer								
<b>Total Revenues</b>	<b>\$ 3,305,062</b>	<b>\$ -</b>	<b>\$ 3,305,062</b>	<b>\$ 1,539,279</b>	<b>\$ 1,765,783</b>	<b>\$ 3,305,062</b>	<b>\$ -</b>	<b>46.6%</b>
<b>Expenditures</b>								
Salaries	\$ 1,625,960	\$ -	\$ 1,625,960	\$ 386,682	\$ 1,239,278	\$ 1,625,960	\$ -	23.8%
Other Compensation	88,000	-	88,000	22,000	66,000	88,000	-	25.0%
Related Benefits	760,749	-	760,749	132,874	627,875	760,749	-	17.5%
<b>Total Personal Services</b>	<b>\$ 2,474,709</b>	<b>\$ -</b>	<b>\$ 2,474,709</b>	<b>\$ 541,556</b>	<b>\$ 1,933,153</b>	<b>\$ 2,474,709</b>	<b>\$ -</b>	<b>21.9%</b>
Travel	185,000	-	185,000	1,924	183,076	185,000	-	1.0%
Operating Services	171,100	-	171,100	27,529	143,571	171,100	-	16.1%
Supplies	80,000	-	80,000	13,701	66,299	80,000	-	17.1%
<b>Total Operating Expenses</b>	<b>\$ 436,100</b>	<b>\$ -</b>	<b>\$ 436,100</b>	<b>\$ 43,154</b>	<b>\$ 392,946</b>	<b>\$ 436,100</b>	<b>\$ -</b>	<b>9.9%</b>
Professional Services	94,000	-	94,000	-	94,000	94,000	-	0.0%
Other Charges	275,253	-	275,253	-	275,253	275,253	-	0.0%
Debt Services								
Interagency Transfers								
<b>Total Other Charges</b>	<b>\$ 369,253</b>	<b>\$ -</b>	<b>\$ 369,253</b>	<b>\$ -</b>	<b>\$ 369,253</b>	<b>\$ 369,253</b>	<b>\$ -</b>	<b>0.0%</b>
General Acquisitions	25,000	-	25,000	-	25,000	25,000	-	0.0%
Library Acquisitions								
Major Repairs								
<b>Total Acquisitions/Major Repairs</b>	<b>\$ 25,000</b>	<b>\$ -</b>	<b>\$ 25,000</b>	<b>\$ -</b>	<b>\$ 25,000</b>	<b>\$ 25,000</b>	<b>\$ -</b>	<b>0.0%</b>
Scholarships								
<b>Total Expenditures</b>	<b>\$ 3,305,062</b>	<b>\$ -</b>	<b>\$ 3,305,062</b>	<b>\$ 584,710</b>	<b>\$ 2,720,352</b>	<b>\$ 3,305,062</b>	<b>\$ -</b>	<b>17.7%</b>

**Southern University Baton Rouge Campus**  
**General Operating Budget Financial Statement**  
**For Fiscal Year Ending June 30, 2020**  
**As of September 30, 2019**

	FY20 Budget	Contingent Funds	Revised FY20 Budget	Actual	Projected	Total FY20	Over/(Under) Budget	% Actual to Budget
<b>Revenues</b>								
General Fund Direct	\$ 19,433,021	-	\$ 19,433,021	\$ 9,050,613	\$ 10,382,408	\$ 19,433,021	\$ -	46.6%
Statutory Dedicated	1,849,219	-	1,849,219	126,004	1,723,215	1,849,219	-	6.8%
Federal	-	-	-	-	-	-	-	-
<b>Self Generated</b>								
Tuition - Fall 2019	24,584,325	3,207,649	21,376,676	21,727,122	(299,630)	21,427,492	50,816	101.6%
Tuition - Spring 2020	21,923,573	2,860,486	19,063,087	-	19,063,087	19,063,087	-	0.0%
Tuition - Summer	3,205,562	418,247	2,787,315	70,417	2,716,898	2,787,315	-	2.5%
Out-of-State Fees	7,164,987	-	7,164,987	4,342,400	3,557,453	7,899,853	734,866	60.6%
Other	8,546,110	-	8,546,110	1,873,622	6,828,527	8,702,149	156,039	21.9%
Interagency Transfer	3,028,515	-	3,028,515	499,698	2,528,817	3,028,515	-	16.5%
<b>Total Revenues</b>	<b>\$ 89,735,312</b>	<b>\$ 6,486,382</b>	<b>\$ 83,248,930</b>	<b>\$ 37,689,876</b>	<b>\$ 46,500,775</b>	<b>\$ 84,190,651</b>	<b>\$ 941,721</b>	<b>45.3%</b>
<b>Expenditures</b>								
Salaries	\$ 43,520,719	\$ 3,728,981	\$ 39,791,738	\$ 9,103,804	\$ 30,687,934	\$ 39,791,738	\$ -	22.9%
Other Compensation	198,374	16,997	181,377	-	181,377	181,377	-	0.0%
Related Benefits	19,988,925	1,712,707	18,276,218	3,540,243	14,735,975	18,276,218	-	19.4%
<b>Total Personal Services</b>	<b>\$ 63,708,018</b>	<b>\$ 5,458,685</b>	<b>\$ 58,249,333</b>	<b>\$ 12,644,048</b>	<b>\$ 45,605,285</b>	<b>\$ 58,249,333</b>	<b>\$ -</b>	<b>21.7%</b>
Travel	325,708	27,908	297,800	2,751	295,049	297,800	-	0.9%
Operating Services	8,410,404	720,627	7,689,777	1,819,109	5,870,668	7,689,777	-	23.7%
Supplies	1,019,242	87,331	931,911	128,429	803,482	931,911	-	13.8%
<b>Total Operating Expenses</b>	<b>\$ 9,755,354</b>	<b>\$ 835,866</b>	<b>\$ 8,919,488</b>	<b>\$ 1,950,289</b>	<b>\$ 6,969,199</b>	<b>\$ 8,919,488</b>	<b>\$ -</b>	<b>21.9%</b>
Professional Services	1,139,079	97,599	1,041,480	28,166	1,013,314	1,041,480	-	2.7%
Other Charges	3,881,219	75,519	3,805,700	168,799	3,636,901	3,805,700	-	4.4%
Debt Services								
Interagency Transfers	4,091,960		4,091,960	-	4,091,960	4,091,960	-	0.0%
<b>Total Other Charges</b>	<b>\$ 9,112,258</b>	<b>\$ 173,118</b>	<b>\$ 8,939,140</b>	<b>\$ 196,965</b>	<b>\$ 8,742,175</b>	<b>\$ 8,939,140</b>	<b>\$ -</b>	<b>2.2%</b>
General Acquisitions	67,846	18,713	49,133	1,096	48,037	49,133	-	2.2%
Library Acquisitions	150,548	-	150,548	23,427	127,121	150,548	-	15.6%
Major Repairs	-	-	-	-	-	-	-	-
<b>Total Acquisitions/Major Repairs</b>	<b>\$ 218,394</b>	<b>\$ 18,713</b>	<b>\$ 199,681</b>	<b>\$ 24,523</b>	<b>\$ 175,158</b>	<b>\$ 199,681</b>	<b>\$ -</b>	<b>12.3%</b>
Scholarships	6,941,288	-	6,941,288	4,629,502	3,253,506	7,883,009	941,721	66.7%
<b>Total Expenditures</b>	<b>\$ 89,735,312</b>	<b>\$ 6,486,382</b>	<b>\$ 83,248,930</b>	<b>\$ 19,445,327</b>	<b>\$ 64,745,324</b>	<b>\$ 84,190,651</b>	<b>\$ 941,721</b>	<b>23.4%</b>

Southern University Law Center  
General Operating Budget Financial Statement  
For Fiscal Year Ending June 30, 2020  
As of September 30, 2019

	FY20 Budget	Contingent Funds	Revised FY20 Budget	Actual	Projected	Total FY20	Over/(Under) Budget	% Actual to Budget
<b>Revenues</b>								
General Fund Direct	\$ 4,275,772	-	\$ 4,275,772	\$ 1,991,371	\$ 2,284,401	\$ 4,275,772	\$ -	46.6%
Statutory Dedicated	201,881	-	201,881	13,782	188,099	201,881	-	6.8%
Federal		-	-	-	-	-	-	-
<b>Self Generated</b>								
Tuition - Fall 2019	3,823,146	-	3,823,146	3,706,200	-	3,706,200	(116,946)	96.9%
Tuition - Spring 2020	3,499,336	-	3,499,336		3,499,336	3,499,336	-	0.0%
Tuition - Summer	765,938	-	765,938	248,420	517,518	765,938	-	32.4%
Out-of-State Fees	2,576,700	-	2,576,700	1,384,551	1,192,149	2,576,700	-	53.7%
Other	3,773,301	908,749	2,864,552	1,528,134	1,336,418	2,864,552	-	53.3%
Interagency Transfer								
<b>Total Revenues</b>	<b>\$ 18,916,074</b>	<b>\$ 908,749</b>	<b>\$ 18,007,325</b>	<b>\$ 8,872,458</b>	<b>\$ 9,017,921</b>	<b>\$ 17,890,379</b>	<b>\$ (116,946)</b>	<b>49.3%</b>
<b>Expenditures</b>								
Salaries	\$ 9,125,960	\$ -	\$ 9,125,960	\$ 2,085,007	\$ 7,040,953	\$ 9,125,960	\$ -	22.8%
Other Compensation	-	-	-	-	-	-	-	-
Related Benefits	3,487,393	-	3,487,393	652,726	2,834,667	3,487,393	-	18.7%
<b>Total Personal Services</b>	<b>\$ 12,613,353</b>	<b>\$ -</b>	<b>\$ 12,613,353</b>	<b>\$ 2,737,733</b>	<b>\$ 9,875,620</b>	<b>\$ 12,613,353</b>	<b>\$ -</b>	<b>21.7%</b>
Travel	385,000	-	385,000	44,505	340,495	385,000	-	11.6%
Operating Services	1,949,532	-	1,949,532	124,031	1,708,555	1,832,586	(116,946)	6.4%
Supplies	250,000	-	250,000	74,368	175,632	250,000	-	29.7%
<b>Total Operating Expenses</b>	<b>\$ 2,584,532</b>	<b>\$ -</b>	<b>\$ 2,584,532</b>	<b>\$ 242,904</b>	<b>\$ 2,224,682</b>	<b>\$ 2,467,586</b>	<b>\$ (116,946)</b>	<b>9.4%</b>
Professional Services	864,318	-	864,318	56,806	807,512	864,318	-	6.6%
Other Charges	1,362,288	908,749	453,539	-	453,539	453,539	-	0.0%
Debt Services								
Interagency Transfers	376,583		376,583	-	376,583	376,583	-	0.0%
<b>Total Other Charges</b>	<b>\$ 2,603,189</b>	<b>\$ 908,749</b>	<b>\$ 1,694,440</b>	<b>\$ 56,806</b>	<b>\$ 1,637,634</b>	<b>\$ 1,694,440</b>	<b>\$ -</b>	<b>3.4%</b>
General Acquisitions	-	-	-	-	-	-	-	-
Library Acquisitions	350,000	-	350,000	226,784	123,216	350,000	-	64.8%
Major Repairs	100,000	-	100,000	-	100,000	100,000	-	0.0%
<b>Total Acquisitions/Major Repairs</b>	<b>\$ 450,000</b>	<b>\$ -</b>	<b>\$ 450,000</b>	<b>\$ 226,784</b>	<b>\$ 223,216</b>	<b>\$ 450,000</b>	<b>\$ -</b>	<b>50.4%</b>
Scholarships	665,000	-	665,000	358,133	306,867	665,000	-	53.9%
<b>Total Expenditures</b>	<b>\$ 18,916,074</b>	<b>\$ 908,749</b>	<b>\$ 18,007,325</b>	<b>\$ 3,622,360</b>	<b>\$ 14,268,019</b>	<b>\$ 17,890,379</b>	<b>\$ (116,946)</b>	<b>20.1%</b>

Southern University New Orleans Campus  
General Operating Budget Financial Statement  
For Fiscal Year Ending June 30, 2020  
As of September 30, 2019

	FY20 Budget	Contingent Funds	Revised FY20 Budget	Actual	Projected	Total FY20	Over/(Under) Budget	% Actual to Budget
<b>Revenues</b>								
General Fund Direct	\$ 9,140,226	-	\$ 9,140,226	\$ 4,256,910	\$ 4,883,316	\$ 9,140,226	\$ -	46.6%
Statutory Dedicated	578,577	-	578,577	39,376	539,201	578,577	-	6.8%
Federal	-	-	-	-	-	-	-	-
<b>Self Generated</b>								
Tuition - Fall 2019	4,851,700	-	4,851,700	4,722,171	-	4,722,171	(129,529)	97.3%
Tuition - Spring 2020	4,577,842	-	4,577,842	(6,616)	4,486,062	4,479,446	(98,396)	-0.1%
Tuition - Summer	429,999	-	429,999	(6,966)	436,965	429,999	-	-1.6%
Out-of-State Fees	352,829	-	352,829	220,893	131,936	352,829	-	62.6%
Other	4,735,175	1,825,062	2,910,113	1,453,458	1,456,655	2,910,113	-	49.9%
Interagency Transfer	-	-	-	-	-	-	-	-
<b>Total Revenues</b>	<b>\$ 24,666,348</b>	<b>\$ 1,825,062</b>	<b>\$ 22,841,286</b>	<b>\$ 10,679,226</b>	<b>\$ 11,934,135</b>	<b>\$ 22,613,361</b>	<b>\$ (227,925)</b>	<b>46.8%</b>
<b>Expenditures</b>								
Salaries	\$ 10,033,343	\$ -	\$ 10,033,343	\$ 2,441,204	\$ 7,428,165	\$ 9,869,369	\$ (163,974)	24.3%
Other Compensation	350,000	-	350,000	2,167	347,833	350,000	-	0.6%
Related Benefits	4,610,662	-	4,610,662	928,746	\$ 3,617,966	4,546,712	(63,950)	20.1%
<b>Total Personal Services</b>	<b>\$ 14,994,005</b>	<b>\$ -</b>	<b>\$ 14,994,005</b>	<b>\$ 3,372,117</b>	<b>\$ 11,393,963</b>	<b>\$ 14,766,080</b>	<b>\$ (227,925)</b>	<b>22.5%</b>
Travel	47,000	-	47,000	292	46,708	47,000	-	0.6%
Operating Services	2,404,366	-	2,404,366	290,756	2,113,610	2,404,366	-	12.1%
Supplies	261,500	-	261,500	13,956	247,544	261,500	-	5.3%
<b>Total Operating Expenses</b>	<b>\$ 2,712,866</b>	<b>\$ -</b>	<b>\$ 2,712,866</b>	<b>\$ 305,004</b>	<b>\$ 2,407,862</b>	<b>\$ 2,712,866</b>	<b>\$ -</b>	<b>11.2%</b>
Professional Services	75,000	-	75,000	3,997	71,003	75,000	-	5.3%
Other Charges	5,669,072	1,825,062	3,844,010	54,961	3,789,049	3,844,010	-	1.4%
Debt Services	-	-	-	-	-	-	-	-
Interagency Transfers	440,405	-	440,405	-	440,405	440,405	-	0.0%
<b>Total Other Charges</b>	<b>\$ 6,184,477</b>	<b>\$ 1,825,062</b>	<b>\$ 4,359,415</b>	<b>\$ 58,958</b>	<b>\$ 4,300,457</b>	<b>\$ 4,359,415</b>	<b>\$ -</b>	<b>1.4%</b>
General Acquisitions	-	-	-	-	-	-	-	0.0%
Library Acquisitions	175,000	-	175,000	-	175,000	175,000	-	0.0%
Major Repairs	-	-	-	-	-	-	-	-
<b>Total Acquisitions/Major Repairs</b>	<b>\$ 175,000</b>	<b>\$ -</b>	<b>\$ 175,000</b>	<b>\$ -</b>	<b>\$ 175,000</b>	<b>\$ 175,000</b>	<b>\$ -</b>	<b>0.0%</b>
Scholarships	600,000	-	600,000	325,225	274,775	600,000	-	54.2%
<b>Total Expenditures</b>	<b>\$ 24,666,348</b>	<b>\$ 1,825,062</b>	<b>\$ 22,841,286</b>	<b>\$ 4,061,304</b>	<b>\$ 18,552,057</b>	<b>\$ 22,613,361</b>	<b>\$ (227,925)</b>	<b>17.8%</b>

**Southern University Shreveport Campus**  
**General Operating Budget Financial Statement**  
**For Fiscal Year Ending June 30, 2020**  
**As of September 30, 2019**

	FY20 Budget	Contingent Funds	Revised FY20 Budget	Actual	Projected	Total FY20	Over/(Under) Budget	% Actual to Budget
<b>Revenues</b>								
General Fund Direct	\$ 5,692,475	-	\$ 5,692,475	\$ 2,651,178	\$ 3,041,297	\$ 5,692,475	\$ -	46.6%
Statutory Dedicated	189,181	-	189,181	13,781	175,400	189,181	-	7.3%
Federal								
<b>Self Generated</b>								
Tuition - Fall 2019	3,877,853	-	3,877,853	4,259,015	-	4,259,015	381,162	109.8%
Tuition - Spring 2020	3,691,755	-	3,691,755	-	3,691,755	3,691,755	-	0.0%
Tuition - Summer	900,000	-	900,000	501,231	300,000	801,231	(98,769)	55.7%
Out-of-State Fees	550,000	-	550,000	369,160	180,840	550,000	-	67.1%
Other	989,230	450,000	539,230	15,948	335,063	351,011	(188,219)	3.0%
Interagency Transfer								
<b>Total Revenues</b>	<b>\$ 15,890,494</b>	<b>\$ 450,000</b>	<b>\$ 15,440,494</b>	<b>\$ 7,810,313</b>	<b>\$ 7,724,355</b>	<b>\$ 15,534,668</b>	<b>\$ 94,174</b>	<b>50.6%</b>
<b>Expenditures</b>								
Salaries	\$ 8,088,366	\$ -	\$ 8,088,366	\$ 1,954,492	\$ 6,133,874	\$ 8,088,366	\$ -	24.2%
Other Compensation	-	-	-	-	-	-	-	0.0%
Related Benefits	3,873,043	-	3,873,043	759,175	3,113,868	3,873,043	-	19.6%
<b>Total Personal Services</b>	<b>\$ 11,961,409</b>	<b>\$ -</b>	<b>\$ 11,961,409</b>	<b>\$ 2,713,667</b>	<b>\$ 9,247,742</b>	<b>\$ 11,961,409</b>	<b>\$ -</b>	<b>22.7%</b>
Travel	38,300	-	38,300	5,379	5,379	10,758	(27,542)	14.0%
Operating Services	1,982,184	-	1,982,184	782,838	1,199,346	1,982,184	-	39.5%
Supplies	138,200	-	138,200	26,228	80,918	107,146	(31,054)	19.0%
<b>Total Operating Expenses</b>	<b>\$ 2,158,684</b>	<b>\$ -</b>	<b>\$ 2,158,684</b>	<b>\$ 814,445</b>	<b>\$ 1,285,643</b>	<b>\$ 2,100,088</b>	<b>\$ (58,596)</b>	<b>37.7%</b>
Professional Services	17,000	-	17,000	5,260	11,740	17,000	-	30.9%
Other Charges	754,778	450,000	304,778	12,204	445,344	457,548	152,770	4.0%
Debt Services								
Interagency Transfers	748,623		748,623	-	748,623	748,623	-	0.0%
<b>Total Other Charges</b>	<b>\$ 1,520,401</b>	<b>\$ 450,000</b>	<b>\$ 1,070,401</b>	<b>\$ 17,464</b>	<b>\$ 1,205,707</b>	<b>\$ 1,223,171</b>	<b>\$ 152,770</b>	<b>1.6%</b>
General Acquisitions	-	-	-	-	-	-	-	0.0%
Library Acquisitions	-	-	-	-	-	-	-	0.0%
Major Repairs	-	-	-	-	-	-	-	0.0%
<b>Total Acquisitions/Major Repairs</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>0.0%</b>
Scholarships	250,000	-	250,000	70,862	179,138	250,000	-	28.3%
<b>Total Expenditures</b>	<b>\$ 15,890,494</b>	<b>\$ 450,000</b>	<b>\$ 15,440,494</b>	<b>\$ 3,616,438</b>	<b>\$ 11,918,230</b>	<b>\$ 15,534,668</b>	<b>\$ 94,174</b>	<b>23.4%</b>

Southern University Agricultural Research and Extension Center  
 General Operating Budget Financial Statement  
 For Fiscal Year Ending June 30, 2020  
 As of September 30, 2019

	FY20 Budget	Contingent Funds	Revised FY20 Budget	Actual	Projected	Total FY20	Over/(Under) Budget	% Actual to Budget
<b>Revenues</b>								
General Fund Direct	\$ 3,991,878	-	\$ 3,991,878	\$ 1,859,152	\$ 2,132,726	\$ 3,991,878	\$ -	46.6%
Statutory Dedicated	1,805,414	-	1,805,414	3,938	1,801,476	1,805,414	-	0.2%
Federal	3,654,209	-	3,654,209	294,134	3,360,075	3,654,209	-	8.0%
<b>Self Generated</b>								
Tuition - Fall 2019								
Tuition - Spring 2020								
Tuition - Summer								
Out-of-State Fees								
Other								
Interagency Transfer								
<b>Total Revenues</b>	<b>\$ 9,451,501</b>	<b>\$ -</b>	<b>\$ 9,451,501</b>	<b>\$ 2,157,223</b>	<b>\$ 7,294,278</b>	<b>\$ 9,451,501</b>	<b>\$ -</b>	<b>22.8%</b>
<b>Expenditures</b>								
Salaries	\$ 4,767,798	\$ -	\$ 4,767,798	\$ 1,194,202	\$ 3,573,596	\$ 4,767,798	\$ -	25.0%
Other Compensation	50,000	-	50,000	6,250	43,750	50,000	-	12.5%
Related Benefits	2,212,354	-	2,212,354	441,521	1,770,833	2,212,354	-	20.0%
<b>Total Personal Services</b>	<b>\$ 7,030,152</b>	<b>\$ -</b>	<b>\$ 7,030,152</b>	<b>\$ 1,641,973</b>	<b>\$ 5,388,179</b>	<b>\$ 7,030,152</b>	<b>\$ -</b>	<b>23.4%</b>
Travel	100,000	-	100,000	10,788	89,212	100,000	-	10.8%
Operating Services	320,025	-	320,025	170,770	149,255	320,025	-	53.4%
Supplies	131,000	-	131,000	7,481	123,519	131,000	-	5.7%
<b>Total Operating Expenses</b>	<b>\$ 551,025</b>	<b>\$ -</b>	<b>\$ 551,025</b>	<b>\$ 189,039</b>	<b>\$ 361,986</b>	<b>\$ 551,025</b>	<b>\$ -</b>	<b>34.3%</b>
Professional Services	39,202	-	39,202	1,200	38,002	39,202	-	3.1%
Other Charges	475,772	-	475,772	-	475,772	475,772	-	0.0%
Debt Services								
Interagency Transfers	1,305,000	-	1,305,000	-	1,305,000	1,305,000	-	0.0%
<b>Total Other Charges</b>	<b>\$ 1,819,974</b>	<b>\$ -</b>	<b>\$ 1,819,974</b>	<b>\$ 1,200</b>	<b>\$ 1,818,774</b>	<b>\$ 1,819,974</b>	<b>\$ -</b>	<b>0.1%</b>
General Acquisitions	50,350	-	50,350	5,338	45,012	50,350	-	10.6%
Library Acquisitions								
Major Repairs								
<b>Total Acquisitions/Major Repairs</b>	<b>\$ 50,350</b>	<b>\$ -</b>	<b>\$ 50,350</b>	<b>\$ 5,338</b>	<b>\$ 45,012</b>	<b>\$ 50,350</b>	<b>\$ -</b>	<b>10.6%</b>
Scholarships								
<b>Total Expenditures</b>	<b>\$ 9,451,501</b>	<b>\$ -</b>	<b>\$ 9,451,501</b>	<b>\$ 1,837,550</b>	<b>\$ 7,613,951</b>	<b>\$ 9,451,501</b>	<b>\$ -</b>	<b>19.4%</b>

**INTERNAL  
AUDIT  
COMMITTEE**

# **INTERNAL AUDIT COMMITTEE**

*(Following the Finance Committee)*

**2nd Floor J.S. Clark Administration Building**

**Board of Supervisors Meeting Room**

**Baton Rouge, Louisiana**

**Friday, October 18, 2019**

**9:00 AM**

## **AGENDA**

1. Call to Order
2. Roll Call
3. Adoption of the Agenda
4. Public Comments
5. Action Items
  - A. Request Approval of the Southern University System Internal Audit Department Charter
  - B. Request Approval of the Internal Audit Quality Assurance and Improvement Program
  - C. Request Approval of the Two-Year Audit Plan
6. Other Business
7. Adjournment

## **MEMBERS**

Dr. Leroy Davis–Chair, Dr. Leon R. Tarver II–Vice Chair,  
Mr. John Barthelemy, Atty. Edwin Shorty, Mr. Richard Hilliard, Atty. Patrick Magee  
Atty. Domoine D. Rutledge-Ex-Officio



# SOUTHERN UNIVERSITY AND A&M COLLEGE SYSTEM

J.S. CLARK ADMINISTRATION BUILDING  
4TH FLOOR, SUITE 427  
BATON ROUGE, LOUISIANA 70813

OFFICE OF THE  
INTERNAL AUDITOR  
(225) 771-2520

FAX  
(225) 771-5522

## **INTERNAL AUDIT CHARTER**

### **INTRODUCTION**

The Southern University System (SUS or System) Internal Audit (IA) function is an objective assurance and consulting activity that is independently managed within the System and guided by a value-driven philosophy to improve the SUS operations and help management accomplish its objectives by bring a systematic disciplined approach to evaluate and improve the effectiveness of risk management, control and governance processes.

There are three components of IA's mission:

- To audit the governance around risk management and system of internal controls,
- To audit the system of internal controls itself, and
- To audit the risk management of operation.

Internal Audit is centrally managed by the Southern University System Internal Audit Executive Director (Executive Director for the System).

### **ROLE**

Management of each of the System's component institutions has the responsibility to ensure that assets are properly safeguarded, internal controls are established and sufficient to ensure compliance with applicable laws and regulations, and procedures are sufficient to detect errors and fraud in a timely manner. Campus management is also responsible for providing input into the annual risk assessment and audit plan and for establishing and enforcing a policy to ensure effective and timely resolution of all audit findings.

Internal Audit's role is to measure and evaluate the effectiveness of internal controls within accounting, financial and operating systems of the Southern University System. Internal Audit provides an independent analyses, appraisals, recommendations, and pertinent comments on the business activities of the institution.

### **ORGANIZATION**

The Southern University System Internal Audit Executive Director will continue to directly report administratively to the System President and functionally to the Chair of the Audit Committee. Campus

internal audit directors will report to the System Executive Director with informational disclosure to the campus chancellors, unless directed by the System Executive Director, System President, and/or the Audit Committee Chair. Hiring, promotion, and other related personnel decisions regarding campus audit directors and staff shall be made jointly with the System President, Audit Committee Chair, and System Audit Executive Director after appropriate consultation with the affected campus chancellor.

## **PROFESSIONAL STANDARDS**

Professionalism and commitment to excellence are facilitated by operating within a framework of proficient practice. Our internal audit activities will govern themselves by adherence to the Institute of Internal Auditor's (IIA) Mandatory Guidance, which includes Core Principles for the Professional Practice of Internal Auditing, Code of Ethics, International Standards for the Professional Practice of Internal Audit, and Definition of Internal Auditing. The IIA's Mandatory Guidance constitutes the fundamental requirements for the professional practice of internal auditing and the principles against which to evaluate the effectiveness of the internal audit activity's performance.

In addition, Government Auditing Standards promulgated by the Comptroller General of the United States will be followed when required by law, regulation, agreement, contract, or policy. Also, our Internal Audit staff members have a responsibility to act in the best interest of those they serve and should refrain from entering into any activity that may create a conflict of interest and should disclose any potential conflicts of interest to the System IA Executive Director. We have an obligation of self-discipline above and beyond the requirements of laws and regulations. We demonstrate qualities to include integrity, objectivity, confidentiality, and competency consistent with the Institute of Internal Auditors Code of Ethics.

## **AUTHORITY**

The Southern University System Internal Audit Office is authorized full and unrestricted access to all areas and information sources (i.e. records, property, and personnel, etc.) within the entire Southern University System. Documents and information given to the Internal Audit Staff during and engagement are handled in the same prudent manner as by those employees normally accountable for them. The confidential and privileged character of the documents and information is not affected solely by disclosure to the Audit Staff.

Acting in the capacity of an Internal Auditor, audit staff will not perform any operational duties for the Southern University System or its component institutions, initiate or approve accounting transactions external to Internal Audit, or direct the activities of any Southern University employee not employed by Internal Audit, except to the extent such employees have been appropriately assigned to an auditing team or otherwise assist the internal auditors.

## **RESPONSIBILITIES**

The IA System Executive Director with the assistance of campus directors has a responsibility to:

- ✔ Develop a flexible audit plan using an appropriate risk-based methodology, including any risks or control concerns identified by management, and submit that plan to the President and Audit Committee for review and approval, as well as periodic updates.
- ✔ Implement the audit plan, as approved, including, and as appropriate, any special tasks or projects requested by management and the Board of Supervisors.
- ✔ Maintain a professional audit staff with sufficient knowledge, skills, and experience.
- ✔ Issue periodic reports to the Board of Supervisors and management summarizing results of audit activities.
- ✔ Keep the Board of Supervisors and President informed of emerging trends and successful practices in internal auditing.
- ✔ Implement a follow-up process to monitor and ensure that management actions have been effectively implemented or that management has accepted the risk of not taking action.
- ✔ Determine if SUS controls are adequate, effective, and functioning by conducting audits on a periodic basis so that all major systems are reviewed.
- ✔ Determine reliability and accuracy of accounting, financial, and reporting systems and procedures.
- ✔ Determine, on a test basis, if grants and contracts received are made in conformance with SUS policies and procedures, state and federal laws and regulations, contractual obligations, Board Rules, and good business practices.
- ✔ Determine if assets are accounted for and safeguarded against losses of all kinds and as appropriate verify on a test basis the existence of such assets.
- ✔ Evaluate operational procedures to determine whether results are consistent with established objectives and goals and whether the procedures are being carried out as planned.
- ✔ Evaluate the design of major electronic data processing systems and major modifications to existing systems.
- ✔ Perform consulting services beyond the traditional assurance services provided by Internal Audit to assist management in meeting objectives. Examples may include facilitating process design, training advisory service, etc.
- ✔ Conduct investigations as required or directed related to the general objective previously stated.
- ✔ Create continued awareness for employees and senior management regarding risk and controls by actively participating in discussions with senior management, new employee orientation training, convocations, and various other employee trainings.

## **IRREGULARITIES, ILLEGAL ACTS AND OTHER NONCOMPLIANCE**

The responsibilities of IA for these areas are clearly defined in the professional standards, previously mentioned in this document.

IA has the responsibility for assisting in the deterrence of fraud by examining and evaluating the adequacy and the effectiveness of control, commensurate with the extent of the potential exposure/risk in the various systems of operations. In carrying out this responsibility, we will determine whether the Southern University System and its component institutions:

- ✔ Organizational environment fosters control consciousness.
- ✔ Realistic organization goals and objectives are set.
- ✔ Written policies (code of conduct) exist that describes prohibited activities and the action required whenever violations are discovered.

- Appropriate authorization policies for transactions are established and maintained.
- Policies, practices, procedures, reports, and other mechanisms are developed to monitor activities and safeguard assets, particularly in high risk areas.
- Communication channels provide management with adequate and reliable information.
- Recommendations are made for the establishment or enhancement of cost-effective controls to help deter fraud.

If our investigations should reveal dishonest or fraudulent activities, reports will be issued to the System President and the appropriate campus chancellor. In addition, through coordination with Southern University System Legal Counsel (internal and external), the appropriate law enforcement and/or regulatory agencies will be notified for their independent investigation and final determination. The University is required to immediately notify the Louisiana Legislative Auditor of any occurrence of suspected and/or know fraudulent activity.

All employees of IA are required to adhere to the professional standards. This will provide reasonable assurance of detecting irregularities, illegal acts, or other noncompliance which are material to the financial statements of the Southern University System.

## **MANAGEMENT REQUEST**

IA is expected to be a constructive service engaging in activities which will be of measurable benefit to the Southern University System. Consequently, sufficient flexibility is to be maintained to be responsive to management requests for services that are consistent with the objectives and priorities of IA.

## **PLANNING**

An internal audit plan based on a facilitated risk assessment process will be systematically developed annually for the System as a whole. The risk assessment will consider risks within and across all components of the SUS. Each campus audit director is responsible for soliciting input from appropriate members of management at their respective campus for this purpose. The data will be used to develop a risk-based audit plan for each campus. Each campus plan will be reviewed and approved by the IA System Executive Director and incorporated into the System plan. The System plan will be submitted to the President and Executive Officers for review and additional input. The System plan will then be submitted to the Audit Committee for review and approval and reported to the Board of Supervisors. The objective is to continually assess all high-risk areas of the Southern University System and to evaluate critical business processes throughout the System as resources permit. When special projects are requested by campus management, the campus internal audit director shall notify the IA System Executive Director who will consult with the affected campus chancellor in establishing the scope, objectives, and methodology to be employed related to the proposed special project.

When demands for services exceed available resources that would significantly impact the approved work plan, each director will establish project priorities subject to the approval of the IA System Executive Director or, if changes to the plan are substantial, the approval of the System President and Audit Committee.

## **REPORTING**

Internal Audit ensures that the results of audits and other services are properly communicated to the appropriate management or operating personnel in the form of written reports, consultation advice, or any other means. Written reports include, or will be followed by, management comments itemizing specific actions taken or plan to resolve the reported finding and to ensure that operational objectives are achieved. All internal audit reports will be issued by the authorization of the IA System Executive Director. The IA System Executive Director shall distribute copies of all reports issued to the Southern University Board of Supervisors Chair, Audit Committee Chair, and the Southern University President upon initial release.

## **RELATIONSHIPS WITH EXTERNAL AUDITORS AND CONSULTANTS**

Internal Audit will work cooperatively with external auditors and consultants to avoid duplication of efforts to ensure optimum audit coverage is obtained.

## **CONTINUING PROFESSIONAL DEVELOPMENT**

Audit work will be conducted by a staff of recognized professional auditors who possesses a high level of technical knowledge of, or experience in, internal auditing techniques. Professional development activities will be planned and carried out by both the Internal Audit Office and the auditors. In addition to on-the-job guidance, each director will be provided training through courses offered by internal and external sources, in appropriate circumstances. Also, auditors with professional certifications should obtain sufficient continuing professional education to satisfy requirements related to the professional certification(s) held. Those auditors not presently holding appropriate certifications are encouraged to pursue an educational program that supports efforts to obtain professional certification(s).

## **STAFFING**

The administrative office of the Internal Audit Services will be located on the 4<sup>th</sup> floor of the J. S. Clark Administration building on the Baton Rouge Campus. The exception being the New Orleans and Shreveport Campuses, where the primary auditor will continue to be domiciled. Based on specific audit engagement, auditors maybe assigned to various campuses within the System that many not be their primary domicile.

## **QUALITY ASSURANCE AND IMPROVEMENT PROGRAM**

Internal Audit will maintain a quality assurance and improvement program that covers all aspects of the internal audit activity. The program will include an evaluation of the internal audit activity's conformance with the Definition of Internal Auditing and the Standards and an evaluation of whether Internal Audit are in compliance with the Code of Ethics. The program also assesses the efficiency and

effectiveness of the internal audit activity and identifies opportunities for improvement. The IA System Executive Director will communicate to management and the Board on the internal audit activity's quality and improvement plan.

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

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

\_\_\_\_\_  
Dr. Leroy Davis  
Chairman of the Audit Committee



## SOUTHERN UNIVERSITY AND A&M COLLEGE SYSTEM

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### **QUALITY ASSURANCE AND IMPROVEMENT PROGRAM (QAIP)**

The Southern University System Office of Internal Audit's Quality Assurance and Improvement Program is designed to provide reasonable assurance to the stakeholders of the Internal Audit Department and the Department's activities and that the Department

1. Performs its work in accordance with its Charter, which is consistent with The Institute of Internal Auditors International Standards for the Professional Practice of Internal Auditing (Standards), Definition of Internal Auditing and the Code of Ethics;
2. Operates in an effective and efficient manner; and
3. Is perceived by stakeholders as adding value and improving Internal Audit's operations.

The QAIP will consist of an Internal Assessment, External Assessment, and communications of the QAIP results.

#### **INTERNAL ASSESSMENT**

1. An Internal Assessment will be conducted every 30 months with the first assessment completed by November 30, 2019.
2. Ongoing Reviews
  - a. Internal Audit Department
    - i. Annual review of the Department's Policies, Procedures and Operating Manual
  - b. Performing Quality Improvement and Assurance Reviews for Other State Agencies
  - c. Review of engagement planning and engagement procedures and workpapers for all engagements
  - d. Stakeholder surveys after each engagement
  - e.
3. Periodic Reviews
  - a. Regular discussion of each engagement with full staff during weekly department meetings.
4. Technology
  - a. Use of automated workpapers for efficiency

**EXTERNAL ASSESSMENT**

1. An External Assessment will be conducted ever 60 months with the first assessment completed by December 31, 2019.
2. The form of the External Assessment will be a Self Assessment with an Independent Validator (SAIV).

**COMMUNICATIONS OF QAIP RESULTS**

1. The results of the Quality Assurance and Improvement Program will be reported to Senior Management and the Board of Supervisors. The communications will include:
  - a. The scope and frequency of both the internal and external assessments.
  - b. The qualifications of the independent assessor.
  - c. Conclusions of the assessor.
  - d. Corrective action plans.
2. The results of the department's on-going monitoring will be communicated to the Board of Supervisors annually.

Approved:

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

\_\_\_\_\_  
Date

\_\_\_\_\_  
Dr. Leroy Davis  
Chairman  
Internal Audit Committee

\_\_\_\_\_  
Date



# **SOUTHERN<sup>®</sup> UNIVERSITY SYSTEM**

**BATON ROUGE • NEW ORLEANS • SHREVEPORT**

Office of Internal Audit  
J.S. Clark Administration Building  
4th Floor, Suite 427  
Baton Rouge, Louisiana 70813

## **Internal Audit Services Two-Year Audit Plan Fiscal Years 2020 and 2021**

Approved:

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

\_\_\_\_\_  
Dr. Ray Belton  
President-Chancellor  
Southern University System

\_\_\_\_\_  
Dr. Leroy Davis  
Audit Committee Chairman  
Southern University System



SUBR Audit Priorities									
Campus	Project / Line of Effort	Survey days / hours	Review days / hours	Hours Allotted	Hours Remaining	Engagement Title	Rank	Comments	
				1,478					
1	SUBR. G. Auxiliary and Service Departments	5 days / 40 hours	5 days / 40 hours	40	1,438	Review of SUBR Internal Controls over Youth Camps and Related Programs	FY 2020	Failure to adequately address revenue generating events such as youth camps and related programs could reduce SUBR ability to meet its financial obligations.	
2	SUS. Internal Audit	20 days / 160 hours	70 days / 560 hours	720	718	Self-Assessment	FY 2020	Self-Assessment to ensure conformance to the Standards	
3	SUBR. E. Student Services	15 days / 120 hours	25 days / 200 hours	320	398	Review of SUBR Internal Controls over Financial Aid policies, procedures and practices	FY 2020	Effective management practices require a periodical look at key operations to ensure expectations are met.	
4	SUBR. C. Instructions and Academic Support	15 days / 120 hours	25 days / 200 hours	320	78	Review of SUBR Internal Controls over Student Grade Change Review	FY 2020	Effective management practices require a periodical look at key operations to ensure expectations are met.	
5	SUBR. K. Governance & Leadership	6 days / 48 hours	6 days / 48 hours	96	(18)	Follow-up Reviews	FY 2020	SUBR Board members or executive management may require follow-up reviews of special audits or subject areas.	
				Hours FY21					
				1,478					
1	SUS/SUBR. B. Financial Management	15 days / 120 hours	50 days / 400 hours	520	958	Procurement - Travel card	FY 2021	Effective management practices require a periodical look at key operations to ensure expectations are met.	
2	SUBR. E. Student Services	15 days / 120 hours	25 days / 200 hours	320	638	Admissions policies, procedures and practices	FY 2021	Effective management practices require a periodical look at key operations to ensure expectations are met.	
3	SUBR. E. Student Services	15 days / 120 hours	25 days / 200 hours	320	318	Review of SUBR Internal Controls over Registration policies, procedures and practices	FY 2021	Effective management practices require a periodical look at key operations such as the Registration process to ensure expectations are met.	
4	SUBR. C. Instructions and Academic Support	15 days / 120 hours	25 days / 200 hours	320	(2)	Review of SUBR Internal Controls over Graduations management practices[1]	FY 2021	Effective management practices require a periodical look at key operations to ensure expectations are met.	
5	SUBR. F. Human Resources Development	15 days / 120 hours	25 days / 200 hours	320	(322)	Adjunct Faculty Human Resources	FY 2021	Effective management practices require a periodical look at key operations to ensure expectations are met.	

Campus	Project / Line of Effort	Survey days / hours	Review days / hours	Hours Allotted	Hours Remaining	Engagement Title	Rank	Comments
#					1,565			
1	SULC B. Financial Management	15 days/ 120 hours	25 days/ 200 hours	320	1,245	Review of Internal Controls Over Purchasing	FY 2020	Effective management practices have proven to reduce the acquisition and costs of unneeded purchases.
4	SULC B. Financial Management	15 days/ 120 hours	25 days/ 200 hours	320	925	Review of SULC Internal Controls over Travel Management	FY 2020	Effective management practices have proven to reduce the costs of unneeded travel
5	SULC B. Financial Management	15 days/ 120 hours	25 days/ 200 hours	320	605	Review of SULC Internal Controls over Payroll Management	FY 2020	Effective preventative management practices have proven to reduce costs and extend the useful life of major equipment.
2	SULC B. Financial Management	15 days/ 120 hours	25 days/ 200 hours	320	285	Review of SULC Internal Controls over Account Receivables Management	FY 2021	Assurances are needed of the effectiveness of SULC processes for managing accounts receivables
3	SULC B. Financial Management	15 days/ 120 hours	25 days/ 200 hours	320	(35)	Review of Internal Controls Over the Various Law Clinics	FY 2021	Effective controls and practices assures compliance with Federal and State guidelines

Campus	Project / Line of Effort	Survey days / hours	Review days / hours	Hours Allotted	Hours Remaining	Engagement Title	Rank	Comments
					1,566			
1	SUAREC B. Financial Management	15 days/ 120 hours	25 days/ 200 hours	320	1,246	Review of SUAREC Internal Controls over Grants Management	FY 2020	Assurances are needed of the effectiveness of SUAREC processes for managing grants
2	SUAREC B. Financial Management	15 days/ 120 hours	25 days/ 200 hours	320	926	Review of SUAREC Internal Controls over Payroll Management	FY 2020	Assurances are needed of the effectiveness of SUAREC processes for managing payroll.
3	SUAREC B. Financial Management	15 days/ 120 hours	25 days/ 200 hours	320	606	Review of SUAREC Internal Controls over Account Payables Management	FY 2021	Assurances are needed of the effectiveness of SUAREC processes for managing accounts payables
4	SUAREC B. Financial Management	15 days/ 120 hours	25 days/ 200 hours	320	286	Review of Controls Over the Medical Marijuana Project	FY 2021	Assurances are need of the effectiveness of controls and processes for managing contractual and regulatory requirements.
5	SUAREC B. Financial Management	15 days/ 120 hours	25 days/ 200 hours	320	(34)	Review of Internal Controls over SUAREC Self Generated Revenue	FY 2021	Failure to adequately address controls over revenue generating events could reduce SUAREC ability to meet its financial obligations.
6	SUAREC B. Financial Management	15 days/ 120 hours	25 days/ 200 hours	320	(354)	Review of SUAREC Internal Controls over Sales of Goods	FY 2021	Failure to adequately address controls over revenue generating events could reduce SUAREC ability to meet its financial obligations.

Campus	Project / Line of Effort	Survey days / hours	Review days / hours	Hours Allocated	Hours Remaining	Engagement Title	Rank	Comments
					3,165			
1	SUNO B. Financial Management	15 days/ 120 hours	25 days/ 200 hours	320	2,845	Review of internal controls over SUNO Event Planning & Facility Rentals	FY 2020	Assurances to adequately address revenue generating events such as event planning and facility rentals could reduce SUS ability to meet its financial obligations.
2	SUNO E. Student Services	15 days/ 120 hours	25 days/ 200 hours	320	2,525	Review of Internal Controls over SUNO Admission Policies and Procedures	FY 2020	Effective management practices require a periodical look at key operations to ensure expectations are met.
3	SUNO D. Plant Operations and Maintenance	15 days/ 120 hours	25 days/ 200 hours	320	2,205	Maintenance and deferred Projects Management practices.	FY 2020	Effective management practices require a periodical look at large dollar operations to ensure expectations are met.
4	SUNO B. Financial Management	15 days/ 120 hours	25 days/ 200 hours	320	1,885	Review of SUNO Internal Controls over Payroll Management	FY 2021	Effective management practices require a periodical look at key operations to ensure expectations are met.
5	SUNO C. Instructions and Academic Support	15 days/ 120 hours	25 days/ 200 hours	320	1,565	Review of SUNO internal controls over Registrar policies and procedures regarding grade changes	FY 2021	Effective management practices require a periodical look at key operations to ensure expectations are met.
6	SUNO B. Financial Management	15 days/ 120 hours	25 days/ 200 hours	320	1,245	Review of SUNO internal Controls over Purchasing Management	FY 2021	Effective management practices require a periodical look at key operations to ensure expectations are met.
7	SUNO B. Financial Management	15 days/ 120 hours	25 days/ 200 hours	320	925	Review of SUNO Management of Human Resources Terminations	FY 2021	Effective management practices require a periodical look at key operations to ensure expectations are met.
8	SUNO E. Student Services	15 days/ 120 hours	25 days/ 200 hours	320	605	Review of SUNO Compliance with Internal Controls over Registration	FY 2021	Assurances of that expectations of critical functions are met contribute to SUS effectiveness and efficiency.
9	SUNO G. Auxiliary and Service Departments	15 days/ 120 hours	25 days/ 200 hours	320	285	Review of SUNO Policies and Procedures over On-Campus housing.	FY 2021	Effective management practices require a periodical look at key operations to ensure expectations are met.
10	SUNO D. Plant Operations and Maintenance	15 days/ 120 hours	25 days/ 200 hours	320	(35)	Review of Internal Controls over SUNO Motor Pool Management Practices	FY 2021	Effective management practices require a periodical look at key operations to ensure expectations are met.

Campus	Project / Line of Effort	Survey days / hours	Review days / hours	Hours Allotted	Hours Remaining	Engagement Title	Rank	Comments
# SUS					3,163			
1 SUS	A. Information Technology	15 days/ 120 hours	25 days/ 200 hours	320	2,845	Review of SUS general controls over IT Contingency (disaster) planning	FY 2020	Failure to adequately address IT contingency planning could reduce SUS ability to respond to and recover from service interruptions.
2 SUSLA	J. Asset and Risk Management	15 days/ 120 hours	25 days/ 200 hours	320	2,525	Review of SUS Risk Management policies and practices.	FY 2020	Poor risk management practices could increase SUS liability insurance costs and costs of operations.
3 SUS	J. Asset and Risk Management	15 days/ 120 hours	25 days/ 200 hours	320	2,205	Review of SUS safety and security planning program.	FY 2020	Failure to adequately address contingency planning could reduce SUS ability to protect its community, respond to and recover from service interruptions.
4 SUS	B. Financial Management	15 days/ 120 hours	25 days/ 200 hours	320	1,885	Review of SUS compliance with contract management expectations.	FY 2020	Failure to properly scope and manage contracts put SUS at risk of wasting limited resources and not achieving its intended goals.
5 SUSLA	D. Plant Operations and Maintenance	15 days/ 120 hours	25 days/ 200 hours	320	1,565	Review of SUS utilities management practices.	FY 2021	Failure to closely manage utilities usage could lead to wasting of limited SUS financial resources.
6 SUS	D. Plant Operations and Maintenance	15 days/ 120 hours	25 days/ 200 hours	320	1,245	Review of SUS Preventative maintenance management practices.	FY 2021	Effective preventative management practices have proven to reduce costs and extend the useful life of major equipment.
7 SUS	C. Instructions and Academic Support	15 days/ 120 hours	25 days/ 200 hours	320	925	Review of SUSLA Electronic Management practices.	FY 2021	Assurances are needed to reduce the potential for fraud in distance education programs in obtaining federal student aid.
8 SUS	E. Student Services	15 days/ 120 hours	25 days/ 200 hours	320	605	Review of SUSLA Financial Aid policies, procedures and practices	FY 2021	Assurances are needed that millions of dollars entrusted to SUSLA are reaching the intended recipients.
9 SUS	C. Instructions and Academic Support	15 days/ 120 hours	25 days/ 200 hours	320	285	Review of SUSLA End of Fiscal Year Academic Reporting requirements	FY 2021	Assurances are needed of the effectiveness of SUSLA controls to ensure that reported data are accurate and reliable.
10 SUS	C. Instructions and Academic Support	15 days/ 120 hours	25 days/ 200 hours	320	(35)	Review of SUS Graduation policies, procedures and practices.	FY 2021	Effective management practices require a periodical look at key operations to ensure expectations are met.

PERSONNEL  
AFFAIRS  
COMMITTEE

# PERSONNEL AFFAIRS COMMITTEE

*(Following the Internal Audit Committee)*

2nd Floor J.S. Clark Administration Building

Board of Supervisors Meeting Room

Baton Rouge, Louisiana

Friday, October 18, 2019

9:00 AM

## AGENDA

1. Call to Order
2. Roll Call
3. Adoption of the Agenda
4. Public Comments
5. Action Items

A. Request Approval of Personnel Action on Positions equal to or greater than \$60,000 / \$75,000  
(faculty)

Name	Position/Campus	Salary	Funding Source
1. James Ammons	Executive Vice President & Interim Chancellor SUS & SUNO (Interim Appointment)	No Salary Change Housing Increase (Per Month) \$3000.00	State
2. Karen E. Crosby	Interim Dean Dolores Margaret Richard Spikes Honors College SUBR (Interim Replacement)	\$115,000.00	State
3. Lisa Mims-Devezin	Full Professor (Tenure Rank) College of Arts and Sciences SUNO (New Appointment)	\$110,000.00	State
4. Jocelyn J. Johnson	Chief of Police Police Department SUBR (Salary Adjustment)	\$94,000.00	State
5. Toni Manogin	Executive Director for Institutional Effectiveness Policy and Planning SUS (Additional Duties)	\$118,000.00	Federal/State

6. Renita Marshall	Vice-Chancellor for Academic & Student Services/ Associate Dean College of Agriculture, Family and Consumer Science SUBR/SUAREC (New Appointment)	\$135,000.00	Federal/State
7. Dana Pollard	Research Associate Professor College of Agriculture, Family and Consumer Science SUAREC (New Appointment)	\$65,000.00	Federal
8. Bijoy Sahoo	Acting Executive Vice-Chancellor SUBR (Interim Appointment)	\$170,000.00	State
9. Calvin R. Walker	Executive Vice-Chancellor and Director of Department: Agriculture, Research and Extension Center Special Projects SUAREC (New Appointment)	\$155,000.00	Federal

6. Request Approval for 6-Month Sabbatical Leave (beginning Dec. 30, 2019) – Dr. Lisa Mims-Devezin (SUNO)

7. Other Business

8. Adjournment

**MEMBERS**

Atty. Patrick Magee–Chair, Mr. John Barthelemy–Vice Chair, Dr. Curman L. Gaines,  
Mr. Sam Gilliam, Dr. Leon R. Tarver II, Ms. Arlanda Williams  
Atty. Domoine D. Rutledge- Ex Officio



# SOUTHERN UNIVERSITY AND A&M COLLEGE SYSTEM

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

OFFICE OF THE  
PRESIDENT - CHANCELLOR  
(225) 771-4680

October 16, 2019

FAX NUMBER  
(225) 771-5522

Honorable Domoine D. Rutledge, Esq.  
Chair, Board of Supervisors  
Southern University System  
4<sup>th</sup> Floor, J.S. Clark Administration Building  
Baton Rouge, LA 70813

Dear Chairman Rutledge:

I am recommending that Dr. James Ammons be given an increase in his housing allowance of \$3,000.00 per month effective January 1, 2020 for the expenses associated with an additional temporary residence in New Orleans. I am recommending that Dr. Ammons assume the position of Interim Chancellor of SUNO as of January 1, 2020 and immediately assist with the transition during Dr. Lisa Mims-Devezin's final two months.

Dr. Ammons presently serves as the Executive Vice President of the Southern University System and Executive Vice Chancellor of Southern University Baton Rouge. I am recommending that he assume the position of Interim Chancellor of SUNO upon the expiration of the contract of Dr. Lisa Mims-Devezin on December 31, 2019. I believe that it is also important for him to spend considerable time on campus during the next two months to transition into the interim-chancellor role.

Dr. Ammons was recruited from out of state and presently receives a housing allowance for his residence in Baton Rouge. Because this is an interim role, we do not expect him to vacate his housing in Baton Rouge. However, it will be necessary for him to assume an additional residence in New Orleans in order to transition and serve as an effective Interim Chancellor. For this reason, I am recommending that his housing allowance be temporarily increased to account for the additional residence and expenses of maintaining two households.

Sincerely,

A handwritten signature in black ink, appearing to read "Ray L. Belton", written over a large, stylized signature graphic.

Dr. Ray L. Belton  
President-Chancellor

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

WWW.SUS.EDU

JOB CLASS			
JOB CODE			
CAL ID			

# SOUTHERN UNIVERSITY SYSTEM

## Personnel Action Form

POSITION NUMBER	1	M	8	9	3	4
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CAMPUS: SUS  SUBR \_\_\_\_\_ SULAC \_\_\_\_\_ SUAREC \_\_\_\_\_ SUNO  SUSLA \_\_\_\_\_

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

Academic  
 Temporary  
 Tenured  
 Tenured Track  
 Other (Specify) \_\_\_\_\_

Non-Academic  
 Part-time ( \_\_\_\_\_ % of Full Time)  
 Undergraduate Student  
 Graduate Assistant  
 Retiree Return To Work

Civil Service  
 Restricted  
 Job Appointment  
 Probationary  
 Permanent Status

Previous Employee Lisa Mims-Devezin Reason Left Contract Expiration/Sabbatical  
 Date Left December 31, 2019 Salary Paid \$180,000.00

### Profile of Person Recommended

Length of Employment January 1, 2020 To \_\_\_\_\_  
 Effective Date January 1, 2020

Name James Ammons SS# \_\_\_\_\_ Sex M Race\* Black  
 (Last 4 digits only)

Position Title: Executive Vice President & Interim Chancellor Department: SUS/SUNO  
SUNO

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

New Position Expiration Date: \_\_\_\_\_

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

Years Experience 42 years Southern University Experience 2 years

Degree(s)	Type/Discipline:	Institution/Location:	Year:
BS	Political Science	Florida A&M University	1974
MS	Public Administration	Florida State University	1975
Ph.D.	Government	Florida State University	1977

Current Employer Southern University, Baton Rouge

### Personnel Action

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

Recommended Salary \$250,000.00 Salary Budgeted \$250,000.00  
\$24,000.00 Housing \$24,000.00 Housing  
\$12,000.00 Auto \$12,000.00 Auto  
(\$3,000.00 per month) (\$3,000.00 per month) (Effective  
(Effective 01/01/20) 01/01/20)

Source of Funds State

Identify Budget: 11001.11201.61002.16000 Location \_\_\_\_\_  
 Form Code: \_\_\_\_\_ Page 1 Item # \_\_\_\_\_

Change of:

From To  
 Position Exec. Vice Pres/Exec. Vice Chancellor Exec. Vice Pres/Interim Chancellor  
 Status \_\_\_\_\_  
 Salary Adjustment \$250,000.00 \$250,000.00

Financial Aid signature (if, applicable):

List total funds currently paid this employee by Southern University:

\*See Reverse Side

Comments: (Use back of form)

Source of Funds	Amount
State	
111001.11201.61002. 16000	\$250,000.00/\$12,000.00/\$24,000.00
SUNO	\$3,000.00/month eff. 01/01/2020

\*See Reverse Side

Graduate School signature (if, applicable):

Ray S. Belton 10/16/19  
 Supervisor Date

Ray S. Belton 10/16/19  
 Vice Chancellor Date

Ray S. Belton 10/16/19  
 Director/Personnel Date

Ray S. Belton 10/16/19  
 President Date

Ray S. Belton 10/16/19  
 Dean/Unit Head Chancellor Date

Ray S. Belton 10/16/19  
 Vice President/Finance Business Affairs/Comptroller Date

Chairman/S.U. Board of Supervisors Date

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

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

Hispanic or Latino  Non-Hispanic or Non-Latino

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

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

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

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

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

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

**COMMENTS:** The Executive Vice President /Interim Chancellor (SUNO) reports directly to the President-Chancellor and has the responsibility to provide vision and leadership for the Southern University at New Orleans campus. The EVP/Interim Chancellor (SUNO) will have a tenured professor's rank in the Nelson Mandela College of Government and Social Sciences. The additional compensation package for the EVP/Interim Chancellor (SUNO) includes a \$3,000.00 housing allowance per month effective January 1, 2020.

**EMPLOYEE REGULAR WORK SCHEDULE:** 8:00am – 5:00pm (As Needed)

**EMPLOYEE DIRECT SUPERVISOR:** Dr. Ray L. Belton

**SUPERVISOR/DEPARTMENT CONTACT NUMBER** 225-771-4680

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

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

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

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

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

<u>TYPE</u>	<u>CODE</u>	<u>SOUTHERN UNIVERSITY EXPRESS SYSTEM</u>
United States Citizen/Certificate of Naturalization	US	BUDGET OFFICE
Resident Alien	RA	
H-1 Visa (Distinguished Merit & Ability)	H1	OCT 16 2019
J-1 Visa (Exchange Visitor Program)	J1	
F-1 Visa (Student Emp. FT Student at S.U.)	F1	<i>[Signature]</i>
OPT (F-1 Visa-INS Prior Approval-"Practical Work Experience")	F0	FUNDS AVAILABLE

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

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

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

**James H. Ammons**  
**Executive Vice President/Executive Vice Chancellor**  
**Southern University System**  
**Baton Rouge, Louisiana**

**Business Address**

J.S. Clark Administration Bldg., Room 301  
Southern University  
Baton Rouge, Louisiana 70813  
(225) 771-4095

**EDUCATION**

1977, Florida State University  
Ph.D., Government

1975, Florida State University  
M.S., Public Administration

1974, Florida A&M University  
B.S., Political Science

2008, Northwestern University Kellogg School of Management  
Certificate, Corporate Governance: Effectiveness and Accountability in the Boardroom

**AWARDS & FELLOWSHIPS**

- Senior Fellow, American Association of State Colleges and Universities, 2012-2014
- Distinguished Membership, The National Society of Collegiate Scholars, 2011
- Sons of Allen, Man of Distinction Award, Florida Conference A.M.E. Church, 2011
- Leader of the Year Award, Leadership Tallahassee, 2008
- Carlie B. Sessoms Human Rights Award, City of Durham, 2006
- Willie E. Gary Making a Difference Award, 2006
- Bethune Carver Dewey Education Legacy Award, SECME, 2005
- James E. Shepard, 2005
- Upliftment Jamaica Education Achievement Award, 2005
- Citizen of the Year Award, Beta Phi Chapter of Omega Psi Phi Fraternity, Inc., 2002
- Guardian of Our Legacy Award, HBCU College Fair Reunion, 2002
- Nissan-Educational Testing Service Fellow, 2000
- Millennium Award, Florida A&M University, 1999
- Distinguished Alumni Award, Florida A&M University, 1999
- Distinguished Alumni, Florida State University, 1995
- Distinguished Alumni Award, Florida A&M University, 1987

**James H. Ammons**  
**Executive Vice President/Executive Vice Chancellor**  
**Southern University System**  
**Baton Rouge, Louisiana**

- American Council on Education Fellow, 1986-1987
- CIGNA Foundation Fellow, 1986-1987
- American Political Science Association Minority Graduate Fellow, 1975
- Alpha Kappa Mu Scholar, Florida A&M University, 1970-1974

**ADMINISTRATIVE EXPERIENCE**

**Executive Vice President and Executive Vice Chancellor**  
**Southern University and A&M College (SUBR)**  
**Baton Rouge, Louisiana, 2018 – Present**

Serves as the executive vice president/executive vice chancellor of Southern University and A&M College which is a senior level administrator for the System and the University's Chief Academic Officer; reports directly to the president/chancellor and manages the day-to-day affairs of the Baton Rouge Campus; provides academic oversight for all of the campuses in the System; fosters collaboration with faculty, staff, students, and external communities to promote the intellectual and personal development of students through research, use of best practices, and evaluation as a means of determining program strength and effectiveness; supervises system-wide efforts to promote the Principles of Accreditation as outlined by the Southern Association of Colleges and Schools Commission on Colleges and of other specialized accreditation bodies; fosters and supports innovation and incentive-based faculty and staff initiative that improve student development and bring positive visibility to the university in general and to the academic environment in particular; provides leadership to strengthen articulation and collaborative activities with other educational institutions, including the K-12 system and other higher education institutions as well as public agencies, business and industry; acts on behalf of the President/Chancellor in his absence, and at the President/Chancellor's request.

**President, Florida A&M University (FAMU)**  
**Tallahassee, Florida, 2007- 2012**

Served as the tenth president of FAMU which had over 13,000 students, 600 faculty and a total workforce of over 2,000 employees; managed a \$492 million budget that supported 14 colleges and schools; provided strategic leadership that moved the University from probation to reaffirmation of accreditation by the Southern Association of Colleges and Schools; provided the leadership and fiscal management that resulted in consistent unqualified financial audit opinions with no findings; led the University and its constituents in the development of a Board-approved restructuring plan in the wake of sustained budget reductions; provided leadership for the development of the University's strategic plan, "2020 Vision

**James H. Ammons**  
**Executive Vice President/Executive Vice Chancellor**  
**Southern University System**  
**Baton Rouge, Louisiana**

with Courage”; improved the University’s ranking among the nation’s colleges and universities; led the restructuring of the University’s enrollment management program and the establishment of the Academic Success Institute with an emphasis on retention and graduation; collaborated with Tallahassee Community College to develop a model program of articulation that was used with state and community colleges throughout Florida; increased educational opportunities for non-traditional students through the establishment of distance learning programs at the master’s level in business, nursing and public health, and through the offering of courses in the general education core sequence; provided leadership to sustain and enhance the standards of excellence for quality education and life so that students were prepared to excel in global competition; led the University’s fundraising efforts and developed the plan for a \$50 million comprehensive campaign; facilitated collaborative relationships between FAMU and the community, businesses, government, alumni and other educational institutions; created a faculty research award program to complement the teaching award program; established an International Advisory Board that included former ambassadors and other U.S. State Department and U.S. AID officials; promoted programs that enhanced diversity among faculty, students and staff; bargained, negotiated and finalized collective bargaining agreements with four employee unions (faculty, staff, police and graduate assistants); served as a member of the NCAA Presidents Advisory Group for Division I; Chaired the Mid-Eastern Athletic Conference Council of Chief Executive Officers; served as official spokesperson and lobbyist for the University.

**Chancellor, North Carolina Central University (NCCU)**  
**Durham, North Carolina, 2001-2007**

Served as the ninth chief administrator of NCCU which has over 1,500 employees and nearly 8,700 students; provided visionary leadership that enabled NCCU to establish long-range strategic plans in consultation with its various constituencies; established the Biomanufacturing Research Institute and Technology Enterprise that provides talent and research for the pharmaceutical industry; established the Josephine Dobbs Clement Early College High School; provided strategic leadership that enabled NCCU to develop innovative approaches for expansion of resources and ensured the vitality of all colleges and schools; increased enrollment from 5,476 in 2001 to 8,675 in 2007; fostered and built upon the existing strengths of NCCU and provided overall leadership and direction to guide its future course; provided leadership to sustain and enhance the standards of excellence for quality education and student life so that students were prepared to excel in global competition; facilitated collaborative relationships between NCCU, the community, businesses, government, alumni and other educational institutions; monitored financial operations and personnel administration that ensured fiscal soundness and accountability for resources and services as evidenced by six consecutive unqualified financial audit opinions with no

**James H. Ammons**  
**Executive Vice President/Executive Vice Chancellor**  
**Southern University System**  
**Baton Rouge, Louisiana**

findings; led the university's fundraising effort that raised over \$40 million between 2001 and 2007; provided leadership for the \$132 million Capital Bond Referendum and directed capital construction, renovation and expansion of the campus to accommodate a rapidly growing student body; recruited effective administrators, and delegated authority to those administrators while providing a climate in which they could function successfully; promoted programs that enhanced diversity among students, faculty and staff; and served as the University's official spokesperson and lobbyist.

**Provost and Vice President for Academic Affairs, Florida A&M University,  
Tallahassee, Florida, 1995-2001**

Served as Chief Academic Officer; provided academic leadership, through the deans, for 13 colleges and schools and the Environmental Sciences Institute, for 62 undergraduate programs, 35 master's programs, two professional programs, 10 Ph.D. programs, and 14 institutes and centers; led the academic processes for the re-establishment of the FAMU College of Law and the implementation of 22 new baccalaureate, master's, professional and Ph.D. programs; developed and administered the Instruction and Research budget of \$98 million; provided leadership for all accreditation self-studies and accreditation site visits; developed academic policies and guidelines for 650 faculty and 12,300 students; provided leadership for the academic and administrative functions of the University Libraries and the Test Service Bureau; assisted with negotiations involving faculty and administrative officials; coordinated meetings with representatives of business, community, and civic groups to promote the educational, research, and public service objectives and policies of the university; approved construction plans for all academic buildings; represented the University on state and national councils and committees; advised the President on matters related to the academic function of the University; served as chair of the Council of Academic Deans; and served as a member of the President's Executive Council.

**Associate Vice President for Academic Affairs and Director of Title III Programs,  
Florida A&M University, Tallahassee, Florida, 1989-1995**

Served as coordinator for system-wide program reviews; provided leadership for University's Accountability Plan; coordinated preparation of legislative budget requests; coordinated new degree program proposals; coordinated academic master plan; provided leadership for curriculum reviews; coordinated and managed self-study preparation and accreditation site visits; served as liaison with deans in matters of faculty recruitment, development, tenure, and promotion; made recommendations for improvement in curriculum matters, instruction, research and public service; served as contact for the engineering technology program at Cecil Field Naval Air Station; received nearly \$10 million in grant

**James H. Ammons**  
**Executive Vice President/Executive Vice Chancellor**  
**Southern University System**  
**Baton Rouge, Louisiana**

awards from the U.S. Department of Education Strengthening Historically Black Colleges and Universities Title III Grant Program to fund 10 University-wide academic support and degree programs; responsible for the management of the Title III budget and the evaluation of 35 faculty and staff; coordinated the implementation of each Title III program; supervised the accounting and monitoring of fiscal transactions involving Title III funds; coordinated the development of an evaluation system that measured achievement of objectives and institutional goals; served as liaison between the University and U.S. Department of Education; represented the University at professional conferences and workshops related to higher education and the components in the Title III grant program.

**Assistant Vice President for Academic Affairs, Florida A&M University,  
Tallahassee, Florida, 1984-1989**

Coordinated the Vice President's office preparation for the Southern Association of Colleges and Schools accreditation visit; coordinated the University's report on excellence in undergraduate education; coordinated the revision of the general education curriculum; University's representative on the Upper-Tier Universities Consortium; coordinated program reviews.

**Faculty Program Consultant, State University System of Florida, Tallahassee,  
Florida, 1987-1988**

Led the Board of Regents (BOR) staff and University Coordinators in identifying issues and concerns related to political science and in defining the requirements and criteria for the program review of the nine political science programs in the State University System of Florida; served as in-house advisor and expert in political science; established contacts with colleagues and professional organizations for identification of political science consultant candidates which involved the Chancellor, Presidents, Academic Vice Presidents, faculty, BOR Academic Programs staff and University Coordinators; generated a list of consultant candidates which was approved by the Vice Chancellor for Academic Programs; established and maintained contacts with University Coordinators and provided technical assistance during the course of the review; identified and collected data and information needed for the program review; provided consultant orientation on specific discipline-related issues; accompanied program review consultants on site visits to the nine campuses and acted as resource person for discipline-related questions; wrote staff analysis of the consultants' report and prepared staff recommendations for consideration and action by the Board of Regents.

**James H. Ammons**  
**Executive Vice President/Executive Vice Chancellor**  
**Southern University System**  
**Baton Rouge, Louisiana**

**American Council on Education Fellow, Florida State University, Tallahassee, Florida, 1986-1987**

Served as Assistant to the President and to the Provost; served as staff for revision of the strategic plan and development of operating budget; served as staff for development of the University's legislative priorities; served as staff to formula funding committee; wrote reports, assisted in the planning of administrative workshops; member of the Executive Council and President's Staff.

**TEACHING EXPERIENCE**

**Professor of Political Science, Florida A&M University, Tallahassee, Florida, 1993-2001, 2012-Present (Tenured, 2007)**

Activity Director, U.S. Department of Education Title III Grant, Blending STEM and Public Policy, 2017-2018.

Activity Director, U.S. Department of Education Title III Grant, Blending STEM and Public Policy, 2016-2017.

Activity Director, U.S. Department of Education Title III Grant, Engineering and Public Policy, 2015-2016.

Teaching STEM and Public Policy and State and Local Government

**Associate Professor of Political Science, Florida A&M University, Tallahassee, Florida, 1983-1993 (Tenured, 1983)**

Taught American national government, state and local government, intergovernmental relations, public administration, public policy

**Assistant Professor of Public Administration, University of Central Florida, Orlando, Florida, 1977-1983 (Tenured, 1982)**

Taught public policy, public administration, public budgeting, intergovernmental relations, urban administration, coordinated the Masters of Public Policy Program

**James H. Ammons**  
**Executive Vice President/Executive Vice Chancellor**  
**Southern University System**  
**Baton Rouge, Louisiana**

**ACCREDITATION EXPERIENCE**

Member, Commission on Colleges  
Southern Association of Colleges and Schools  
Decatur, Georgia, 2000-2005

American Bar Association  
Site Evaluation Team, Valparaiso University School of Law  
Valparaiso, Indiana, 2006

Chair, Southern Association of Colleges and Schools  
Evaluation Committee, Clemson University  
Clemson, South Carolina, 2002

Chair, Southern Association of Colleges and Schools  
Evaluation Committee, South Carolina State University  
Orangeburg, South Carolina, 2000

Chair, Southern Association of Colleges and Schools  
Evaluation Committee, North Carolina Central University  
Durham, North Carolina, 1999

Southern Association of Colleges and Schools  
Evaluation Committee, Old Dominion University  
Norfolk, Virginia, 1999

Chair, Southern Association of Colleges and Schools  
Evaluation Committee, Norfolk State University  
Norfolk, Virginia, 1997

Southern Association of Colleges and Schools  
Evaluation Committee, University of St. Thomas  
Houston, Texas, 1993

Southern Association of Colleges and Schools  
Evaluation Committee, European Regional Sites  
(Germany and Italy) of Troy State University, 1993

Southern Association of Colleges and Schools  
Evaluation Committee, Mississippi Valley State University

**James H. Ammons**  
**Executive Vice President/Executive Vice Chancellor**  
**Southern University System**  
**Baton Rouge, Louisiana**

Ita Bena, Mississippi, 1992

Southern Association of Colleges and Schools  
Substantive Change Committee, Georgia Southern University  
Statesboro, Georgia, 1992

Southern Association of Colleges and Schools  
Evaluation Committee, Tennessee State University  
Nashville, Tennessee, 1988

**PROFESSIONAL ACTIVITIES**

Member, Diversity Committee  
American Society for Engineering Education  
Chantilly, VA, 2015-Present

Member, Board of Directors  
National Association of Historically Black Colleges and Universities Title III  
Administrators, Inc.  
Washington, D.C., 2008-2012

Member, Board of Directors  
National Action Council for Minorities in Engineering  
White Plains, NY, 2009-2012

Member, Board of Directors  
Council for the International Exchange of Scholars  
Washington, D.C., 2008-2012

Educational Associate Member  
The Conference Board  
New York, NY, 2008-2011

Member, Committee on Underrepresented Groups and the Expansion of the  
Science and Engineering Workforce Pipeline  
The National Academies of Science and Engineering  
Washington, D.C., 2008-2010

Member, Board of Directors  
American Association of State Colleges and Universities  
Washington, D.C., 2006-2010

Member, Board of Directors

**James H. Ammons**  
**Executive Vice President/Executive Vice Chancellor**  
**Southern University System**  
**Baton Rouge, Louisiana**

American Association for Colleges of Teacher Education  
Washington, D.C., 2003-2006

Chair, University Press of Florida  
Editorial Board, 1995-2000

Task Force on Professional Development Programs for Teachers  
American Association of State Colleges and Universities  
1999-2001

Joint Commission on Accountability Reporting  
American Association of State Colleges and Universities/  
National Association of State Universities and Land-Grant Colleges, 1994-1997

Gulf of Mexico Program/Historically Black Colleges and Universities Consortium  
Steering Committee, 1993

State-wide Articulation Coordinating Committee's Standing Committee  
On Alternative Ways of Earning Credit, 1991-1995

Florida Political Science Association  
Executive Committee  
1985-1986, 1992-1993

Policy Studies Organization  
Editorial Board, 1983-1984

Human Services Engineers, Inc.  
Consultant on the development of personnel systems for community action  
agencies, West Palm Beach, Florida, 1979-1980

**CIVIC AND COMMUNITY ACTIVITIES**

Board of Directors, Tallahassee Urban League

Board of Directors, Greater Tallahassee Chamber of Commerce

Promotion Review Board, Florida Highway Patrol

Board of Directors, Tallahassee Marine Institute

Tallahassee-Leon County Consolidation Commission

**James H. Ammons**  
**Executive Vice President/Executive Vice Chancellor**  
**Southern University System**  
**Baton Rouge, Louisiana**

Board of Directors, Tallahassee YMCA

Judge, Northwest Florida Water Management District's Oratorical Contest

Leon County Public Schools, District Advisory Council

Board of Directors, Leadership North Carolina

Durham Advisory Board, SunTrust Bank

Durham Rotary Club

Board of Directors, Greater Durham Chamber of Commerce

Advisory Committee, Habitat for Humanity of Durham

**PUBLICATIONS**

"Lessons from the Front Lines," Inside Higher Ed (Views), with Christopher Simpson, October 20, 2006.

**[www.insidehighered.com/views/2006/10/20/simpson](http://www.insidehighered.com/views/2006/10/20/simpson)**

"Reapportionment, Single-Member Districts and Black Representation in the Florida Legislature," Florida Policy Review, January 1986. This article was reprinted in Susan McManus (ed.) Reapportionment and Representation in Florida: A Historical Collection (Tampa: Intrabay Innovation Institute, 1991).

"Marketing City Services: A Test of Cost and Need." National Civic Review, October, 1983.

"Marketing City Services in Florida and the Nation," Annual Report of the Policy Sciences Program (Tallahassee, Florida State University), 1983.

"Frostbelt and Sunbelt Cities: What Difference It Makes," Urban Interest, Spring, 1980.

**James H. Ammons**  
**Executive Vice President/Executive Vice Chancellor**  
**Southern University System**  
**Baton Rouge, Louisiana**

**Papers**

“National STEM Policy and Minority Participation in Education and the Workforce,” In Progress.

“It’s About More Than the Game,” NCAA Division II Chancellors and Presidents’ Summit, Orlando, Florida, 2005.

“Reaffirmation of Accreditation, Southern Association of Colleges and Schools, Commission on Colleges,” NAFEO/Kellogg Fellowship Program, Washington, D.C., 2003

“African-American Faculty for the Future: A Continuing Saga,” NAFEO Annual Conference, Washington, D.C., 2003

“The Publicly Engaged University,” NASULGC Council on Academic Affairs Summer Meeting, Jackson Hole, Wyoming, 2000

Recognition Dinner Address, Nissan – Educational Testing Service Summer Institute, Xavier University, New Orleans, Louisiana, 2000

“State Mandates: Accountability and Performance-Based Budgeting in the State University System of Florida,” Third Conference of Metropolitan and Urban Universities, University of Arkansas at Little Rock, 1995

“Recruitment and Retention Goals of Florida’s Historically Black Colleges and Universities,” Florida Conference of Black State Legislators Educational Retreat, Amelia Island, Florida, 1994

“Academic Quality and Access,” Vision 94, Meeting of the Florida Student Association, Tampa, Florida, 1994

“Legal Education in Florida,” Public Hearing, Florida Board of Regents, Orlando, Florida, 1993.

“Computer Assisted Instruction in the State University System of Florida,” Mid-Eastern Atlantic Conference on Academic Computing, Greensboro, North Carolina, 1984

“The Impact of Federal Aid in Frostbelt and Sunbelt Cities,” Annual Meeting of the Southwestern Social Science Association, Dallas, Texas, 1979

**James H. Ammons**  
**Executive Vice President/Executive Vice Chancellor**  
**Southern University System**  
**Baton Rouge, Louisiana**

“Frostbelt and Sunbelt Cities: The Impact of Demographic and Political Changes on Fiscal Policies, 1970-1980,” Annual Meeting of the Southwestern Social Science Association, Houston, Texas, 1978

“The City As A Cemetery: The Impact of Population Decline on City Government,” Annual Meeting of the Florida Academy of Sciences, Orlando, Florida, 1978

**SELECTED PRESENTATIONS**

Keynote Address: “A 130-Year Journey: Lessons Learned from FAMU Icons,” Founders’ Day Convocation, Florida A&M University, Tallahassee, Florida, 2017.

Keynote Address: “The Redeeming Value of Historically Black Colleges and Universities, NAACP Black Heritage Festival, Haines City, Florida, 2014.

“The Perfect Storm,” Southern Association of Colleges and Schools Annual Meeting, New Orleans, LA, 2009.

Keynote Addresses: NCCU National Alumni Association Chapters/Meetings: Raleigh/Wake County Chapter (2006); Philadelphia Chapter 50<sup>th</sup> Anniversary (2005); Detroit Regional Meeting (2005); Washington D.C. Chapter (2004); Las Vegas Regional Meeting (2003); Vance-Granville Chapter (2002) Durham Chapter (2001, 2003); Charlotte Chapter (2002, 2004); Greensboro/Winston-Salem Chapter (2002); Goldsboro, N.C. (2001).

Keynote Address: “Social Justice and Diversity,” Social Justice, Diversity, and Intellectual Discourse,” Carolina United Program, UNC-Chapel Hill, Chapel Hill, North Carolina, 2006.

Keynote Address: “Educating African American Boys,” Men to Men Summit, North Carolina Central University, Durham, North Carolina, 2006.

Keynote Address: “Best Practices for Educating Young African American Males,” African American Male Conference, West Virginia State Community and Technical College, 2006.

Keynote Address: “NCCU’s Impact on Economic Development in Durham,” Durham Rotary Club, Durham, North Carolina, 2005.

**James H. Ammons**  
**Executive Vice President/Executive Vice Chancellor**  
**Southern University System**  
**Baton Rouge, Louisiana**

Keynote Address: "The role of Historically Black Colleges and Universities,"  
Eisenhower Fellowship Program, Durham, North Carolina, 2004.

Keynote Address: "HBCUs — A Profile on Progress," Norfolk Southern Railroad  
Corporation Second Annual Celebration of the Black Railroad, Norfolk, Virginia,  
2004.

Keynote Address: "Moving Forward Together," Greater Durham Chamber of  
Commerce Multi-cultural Business and Professional Network, Durham, North  
Carolina, 2004.

Keynote Address: "Preparing Students to Achieve in the New Economy," IBM  
First Annual Technology Camp for Multi-cultural Boys in Middle School,  
Research Triangle Park, North Carolina, 2004.

Keynote Address: "Creating Pathways for Women," Women in Action, Durham,  
North Carolina, 2003.

Keynote Address: "Campus Expansion," Durham Rotary Club, Durham, North  
Carolina, 2003.

Keynote Address: "HBCUs Creating Quality of Life Opportunities for North  
Carolina," Leadership North Carolina, Durham, North Carolina, 2002.

Keynote Address: "Campus Expansion," Raleigh Rotary Club, Raleigh, North  
Carolina, 2001.

Luncheon Address: "New Ideas and New Talent: The Driving Forces in the New  
Economy," Florida A&M University Industry Cluster Meeting, Tallahassee,  
Florida, 2000.

Keynote Address: "FAMU: Transforming Dreams into Realities," Polk County  
Alumni Banquet, Lakeland, Florida, 2000.

Keynote Address: "Redeeming the American Promise by Meeting the Challenges  
of the Technological Revolution," NAACP Board of Directors Meeting, Miami,  
Florida, 1999.

Keynote Address: "Preparing for the Challenges Ahead," Florida A&M  
University National Alumni Convention, Orlando, Florida 1999.

"Christians Working Together in Unity for the Up-Building of God's Kingdom,"  
Hurst Chapel A.M.E. Church, Winter Haven, Florida, 1997.

**James H. Ammons  
Executive Vice President/Executive Vice Chancellor  
Southern University System  
Baton Rouge, Louisiana**

Commencement Address: "Experiencing Success in Tomorrow's World," Florida A&M University Developmental Research School, Tallahassee, Florida, 1995.

Keynote Address: "Think Big," NAACP Annual Scholarship Award Banquet, Calhoun-Liberty County, Florida, 1995.

Keynote Address: "Visions for Continued Academic Growth and Excellence at FAMU: An Approach to the 21<sup>st</sup> Century," General Faculty Meeting, Florida A&M University, 1995.

**REFERENCES**

Available upon Request

JOB CLASS				
JOB CODE				
CAL ID				

**SOUTHERN UNIVERSITY SYSTEM**

Personnel Action Form

POSITION NUMBER 209115

CAMPUS: SUS  SUBR  SULAC  SUAREC  SUNO  SUSLA

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

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

Previous Employee Diola Bagayoko Reason Left Retired  
 Date Left 06/30/2019 Salary Paid 25,000 (Honors College portion)

**Profile of Person Recommended**

Length of Employment 11/01/2019 To 06/30/2020  
 Effective Date 11/01/2019

Name Karen E. Crosby SS# \_\_\_\_\_ Sex FM Race\* B  
 (Last 4 digits only)

Position Title: Interim Dean Honors College Department: Honors College

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

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

Years Experience 30 Southern University Experience 19  
 Degree(s): Type/Discipline (BA-Education): Ph.D. Engineering Science Institution/Location (SU-Baton Rouge): Louisiana State University - Baton Rouge, LA Year: 2000  
BS Mechanical Engineering Southern University-Baton Rouge 1993

Current Employer SUBR

**Personnel Action**

Check One  New Appointment  Continuation  Sabbatical  Leave of Absence  
 Transfer  Replacement  Other (Specify) Present-End of Fiscal Year

Recommended Salary 115,000 Salary Budgeted 115,000

Source of Funds State

Identify Budget: 2,100,2326.2400 Location \_\_\_\_\_  
 Form Code: \_\_\_\_\_ Page \_\_\_\_\_ Item # \_\_\_\_\_

Change of:

Position Professor - Mechanical Engineering Interim Dean - Honors College  
 Status 9 month 12 month  
 Salary Adjustment 85,062 115,000

Financial Aid signature (if, applicable):

List total funds currently paid this employee by Southern University:

\*See Reverse Side

Comments: (Use back of form)

Source of Funds	Amount

\*See Reverse Side

Graduate School signature (if, applicable):

Supervisor [Signature] 10/2/19 Date  
 Vice Chancellor [Signature] 10/2/19 Date  
 Director/Personnel [Signature] 10/7/19 Date  
 President [Signature] 10/16/19 Date  
 Dean/Unit Head James M. Amoruso 10/2/19 Date  
 Chancellor [Signature] Date  
 Vice President/Finance [Signature] 10/19/19 Date  
 Business Affairs/Comptroller [Signature] Date  
 Chairman/S.U. Board of Supervisors \_\_\_\_\_ Date

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

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

Hispanic or Latino  Non-Hispanic or Non-Latino

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

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

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

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

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

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

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**COMMENTS: Effective 11/01/19, Dr. Karen Croshy will serve as Interim Dean of The Honors College, replacing Interim Dr. Diola Bagayoko.**

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**EMPLOYEE REGULAR WORK SCHEDULE:** M F; 8-5

**EMPLOYEE DIRECT SUPERVISOR:** Dr. Bijoy Sahoo

**SUPERVISOR/DEPARTMENT CONTACT NUMBER** 225-771-2360

**NUMBER OF EMPLOYEES SUPERVISED, (if any)** Approx. 12

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

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

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

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

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

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

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

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

BUDGET OFFICE

OCT -7 2019

*Ymj* 211001.2226.24100 \$115,000  
FUND AVAILABLE

Rev. 07/24/2007

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

SUS     SUBR     SULAC     SUAREC     SUNO     SUSLA

\*\*\*\*\*

**POSITION VACANCY AUTHORIZATION**

\*\*\*\*\*

REQUEST THAT THE POSITION TITLE Dean, Honors College AS DESCRIBED BELOW  
 BE AUTHORIZED AS A VACANCY FOR Office of the Executive VP/Executive VC  
 (Department or Unit)

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

**VACANCY DESCRIPTION AND JUSTIFICATION**

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

The Dean of the Honors College reports to the Senior Associate Vice Chancellor for Academic Affairs. The person in this position advises the chief academic affairs officer on personnel, financial and student needs of the college. The dean helps provide for faculty and student participation in the determination of the college and departmental policies and practices in course content, instructional procedures, and budget.

Salary/Range: \$115,000      Previous Incumbent (if replacement): Dr. Diola Bagayoko

Approved     Disapproved    [Signature]    10/3/2019  
 Department Head    Date

Approved     Disapproved    [Signature]    10/3/2019  
 Dean/Director/Supervisor of Budget Unit    Date

FINANCE/BUDGET OFFICE ONLY	
Funds Available	
<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No
<u>2M9915</u>	
Signature	Date
Budget Number	<u>21100/22326-24100</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>22670</u>
Verified By:	<u>Mikhale Williams</u>
Date:	<u>10/7/19</u>

Approved     Disapproved    [Signature]    10/7/19  
 Vice Chancellor    Date

Approved     Disapproved    [Signature]    \_\_\_\_\_  
 Chancellor/Vice President    Date

Approved     Disapproved    [Signature]    \_\_\_\_\_  
 President    Date

An Equal Opportunity Employer

DOLORES MARGARET RICHARD SPIKES HONORS COLLEGE  
SOUTHERN UNIVERSITY AND A&M COLLEGE  
Baton Rouge, Louisiana 70813

**JOB DESCRIPTION**



**Dean**

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The authority and responsibilities of Deans are delegated to them by the Chancellor/Designated Administrator, who is responsible for the total operation of the University. The duties of the deans are to advise the chancellor, through the chief academic affairs officer, on personnel, financial, and student academic needs; recommend, plan, and manage activities of the departments/divisions under their supervision; make recommendations and decisions to maintain accreditation and high academic and research standards applicable to their colleges/schools; ensure that students have the proper guidance and counseling of the faculty to provide maximum growth and development opportunities; prepare, present, and execute approved budgets for their colleges or schools; and, after consultation with their faculties, make recommendations on personnel matters relating to the members of the staff under their direction. The college/school dean helps provide for faculty and student participation in the determination of college and departmental policies and practices in course content, instructional procedures, budgets, and areas of obvious pertinence.

**A. Some Generalizations**

1. Deans are expected to possess educational vision and to exercise sound judgment.
2. Deans are expected to administer their programs in accordance with University policies.

**B. Teaching**

Deans are expected to teach a minimum of three (3) credit hours each *year*.

**C. Administrative Routines**

The College/School Dean

1. Assists with the preparation of schedules of course offerings;
2. Ensures that the registration of students *is* in accordance with the University's registration plan;
3. Approves students' requests for program changes;
4. Assists with the preparation of budgetary recommendations for his/her college/school;
5. Approves catalog materials for his/her college/school;
6. Secures and submits professional personnel data and teaching loads for each instructor;
7. Certifies that students have met requirements for the degree, (orders for both undergraduate and graduate diplomas will be processed through the registrar's office);
8. Assists the registrar in securing final grades from teachers (all official transcripts are to be housed by the registrar);
9. Ensures that all teachers distribute to each student a course outline describing the objectives, nature, and requirements of the course, announce and maintain conference hours for student conferences, meet all classes as scheduled, begin classes on time, provide a full period of organized instruction, dismiss classes ten (10) minutes before the hour, and keep an accurate record of class attendance;

**PAGE 2 OF 2**  
**JOB DESCRIPTION (DEAN)**

10. Ensures adherence to class attendance regulations;
11. Acts on travel requests;
- 12 Acts on purchase requisitions; and
13. Encourages research initiatives by faculty and students.

**D. Student Personnel Relations**

The College/School Dean

1. Approves applications for admission to college or school concerned;
2. Monitors the evaluation of transcripts of transfer students;
3. Ensures the administration and supervision of a student advisement program by
  - a. Keeping up with student progress,
  - b. Advising students in the selection of courses, and
  - c. Advising students who have academic difficulties;
4. Promotes job placement of graduates; and
5. Ensures the implementation of an alumni assessment program.

**E. Teaching Personnel**

The College/School Dean

1. Prepares recommendations for faculty appointments, retention, promotions, tenure, and salaries;
2. Assists in determining the class loads and other responsibilities of teachers; and
3. Promotes faculty participation in the determination of departmental policies and practices in
  - a. Course content,
  - b. Instructional procedures,
  - c. Budget, and
  - d. Other areas of obvious pertinence.

**F. Programs**

The College/School Dean

1. Assists in evaluating proposals for program changes;
2. Ensures periodic examinations of course objectives in terms of the general objectives of Southern University programs;
3. Studies and examines proposals for changing and revising course offerings;
4. Supervises the program of instruction in all departments;
5. Monitors the development of syllabi and other instructional materials for all course offerings;
6. Approves plans for evaluation of teaching practices;
7. Schedules periodic college/school meetings and
8. Promotes the securing and maintenance of research grants and funds for sponsored initiatives.

**G. Others**

The College/School Dean

1. Ascertains physical needs, equipment, and supplies needed for instruction;
2. Reviews periodically library requirements and standards for all areas of the instructional program;
3. Serves as an appeal station for students with academic problems;
4. Promotes a climate that stresses teaching, learning and investigation through research and other initiatives; and
5. Provides leadership for division and department chairs.

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## Karen E. Crosby, Ph.D.

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### WORK

Southern University  
Mechanical Engineering Dept.  
P. O. Box 9969  
PH: (225) 771-4624  
karen\_crosby@subr.edu

### OBJECTIVE

To use my varied experience in education, research, and program management at the local and national level to lead and promote undergraduate and graduate education in Science, Technology, Engineering, and Math (STEM) while empowering students, faculty, and other stakeholders to participate fully in a diverse global workforce ecosystem.

### RESEARCH INTERESTS

Science, Technology, Engineering, and Math (STEM) education research; advanced engineering materials research including modeling material behavior, microstructural and mechanical property characterization, and performance study, including materials for efficient energy applications and sustainable technology.

### EDUCATION

**Louisiana State University**, Baton Rouge, Louisiana. Major: Engineering Science with emphasis in materials science, including corrosion, materials characterization, and mechanics of engineering materials. Degree: Ph.D. August 2000. Honors & Awards: Louisiana Board of Regents Fellowship (1993-1997), LSU Graduate School Fellowship (1998-2000), nominated for LSU Best Dissertation Award (2000)

**Southern University**, Baton Rouge, Louisiana. Major: Mechanical Engineering. Degree: Bachelor of Science, May 1993. Activities: National Society of Black Engineers (NSBE), American Society of Mechanical Engineers (ASME)—Newsletter editor, 1991-1992; Chairperson, 1992-1993, Pi Tau Sigma Mechanical Engineering Honor Society. Honors & Awards: National Action Council on Minority Engineering Scholar (1988-1993), Southern University Honors College Scholar (1988-1993), General Electric Aircraft Engines (GEAE) Scholar (1990-1992), Who's Who among American Colleges and Universities (1991-1992, 1992-1993), Southern University Most Outstanding Student in Mechanical Engineering (1992), Baton Rouge ASME Senior Section Most Outstanding Southern University M. E. Student (1993)

### WORK EXPERIENCE

- **Southern University**, Mechanical Engineering Department, Baton Rouge, Louisiana. Dates: August 2000-present. Duties: Professor (2012 - present), Associate Professor (August 2005 - present), Assistant Professor (August 2000-August 2005); College of Sciences and Engineering Retention Director (September 2017 - present). Courses taught: **Graduate**: Materials Characterization; **Undergraduate**: Materials Science, Engineering Materials & Material Selection/Materials Processing, Engineering Mechanics (Statics), Introduction to Engineering & Technology (Freshman Engineering I), Technical Communication, Engineering Seminar, and Principles of Sustainability
- **National Science Foundation**, Arlington, Virginia. Dates: September 2014 - September 2017. Duties: Program Director, Education and Human Resources Directorate/Division of Undergraduate Education (EHR/DUE) – Program management, including consideration of project intellectual merit and broader impacts in making recommendations for awards and declines of submitted proposals; evaluating and negotiating project and program budgets and overall program portfolio; arranging and managing proposal review processes; monitoring active projects and evaluation of project reports; STEM community outreach; and collaboration with other program officers, directorates and divisions. **Program Responsibility**: Program Lead - Innovation Corps for Learning (I-Corps L); Scholarships in Science, Technology, Engineering, and Mathematics (S-STEM); Improving Undergraduate STEM Education (IUSE:EHR), Advanced Technological Education (ATE). **Additional Program and other responsibility**: Interim EHR liaison to the Engineering Directorate - Improving Undergraduate STEM Education: Revolutionizing Engineering and Computer Science Departments (IUSE:RED); Engineering Education Centers site visit team; EHR Core Research (ECR); Internal domain expert/panel observer, site visit team - Experimental Program to Stimulate Competitive Research (EPSCoR); DUE liaison to EHR/Human Resource Development (HRD); Panel management: Graduate Research Fellowship Program (GRFP) and Presidential Awards for Excellence in Mathematics and Science Teaching (PAEMST)

- *NASA Glenn Research Center*, Cleveland, Ohio. Dates: June-August 2002. Duties: Faculty Fellow - Metallography, Scanning Electron Microscope study, and mechanical behavior modeling of copper alloys and diamond-copper metal matrix composites
- *NASA Marshall Space Flight Center*, Huntsville, Alabama. Dates: June-August 2000. Duties: Graduate Research Fellow - Research of metals and metal alloys for project pertaining to joining of composite and metal/alloy pipes
- *Southern University*, Baton Rouge, Louisiana. Dates: Fall 1999. Duties: Laboratory assistant – aid laboratory technician with performance of metallurgy experiments, instruct students, grade laboratory reports, and compose additional assignments
- *Los Alamos National Laboratory*, Los Alamos, New Mexico (Materials Science and Technology Division). Dates: January-February 1999, October 1997, May-August 1996, May-August 1995. Duties: Microstructural analysis including metallography, microscopy (optical and electron-TEM), crystallographic texture analysis using x-ray diffraction techniques, sample preparation, and Hopkinson bar high impact testing
- *General Electric Aircraft Engines*, Cincinnati, Ohio. (1) Dates: May-August 1991 (Combustor Design Department). Duties: Engine flameout study including data collection and analysis. Awarded **GE Engineering Achievement Honor** for implementing time-saving method to simplify engine flameout test analysis using spreadsheet software. (2) Dates: May-August 1990 (Fan Design Department). Duties: Geometry simulation and stress analysis of engine flange bolt holes using ANSYS finite element program
- *Packard Electric* division of General Motors (currently Delphi), Clinton, Mississippi. Dates: May-August 1989. Duties: Conducting and managing a Statistical Process Control (SPC) study of wire manufacturing processes within the plant. Responsibilities included coordinating with machine operators, collecting and measuring samples of the product, determining the ability of various machines and machine operators to manufacture product within specifications, and instructing personnel at supplier facilities in performing SPC methods

#### RESEARCH EXPERIENCE

- Principal Investigator of the NSF-funded Improving Undergraduate STEM Education (IUSE) project, *Enhancing Additive Manufacturing Education with Cybersecurity and Virtual Reality*, 2019 - 2024. This project will develop an additive manufacturing (AM) spine in the mechanical engineering curriculum using virtual reality technology to train students to identify and defend against cyberattacks in the AM process chain. A key component of the research involves investigating development of computational thinking skills in students using VR technology.
- Team member and research mentor, *NextGen<sup>3</sup> Composites CREST Center Phase II* and *Consortium for Innovation in Manufacturing and Materials (CIMM)* projects
- Co-Principal Investigator of the NSF-funded *HBCU-UP Ace Implementation Project: the New Energy Workforce*, 2010-2015. Project activities exposed undergraduate students to sustainable materials, energy, and technologies through an interdisciplinary dual degree curriculum that integrates academics, research and global engagement with international universities, and engage students and faculty in interdisciplinary sustainable materials, energy and technologies research activities with special emphasis on clean and renewable resources suitable for commercialization and replication.
- Co-Principal Investigator and Outreach Coordinator of the NSF-funded *NextGen<sup>3</sup> Composites CREST Center*, 2009-2014. The center focused on research related to advanced composites such as self-healing structures and supports education activities and outreach for students from K-12 to the doctorate.
- Principal Investigator of the NSF S-STEM-funded *Scholarships Creating Opportunities for Retention in Engineering (SCORE)* program at Southern University, 2007-2011. These scholarships attracted qualified students into the College of Engineering and helped to prepare them as entering freshman for the engineering curriculum by providing an eight-week summer workshop lead by an engineering graduate student who carried the students through hands-on demonstrations showing the applications of mathematics to various engineering topics. Scholars were also required to take a math course during the first summer to help them get on track with the Calculus requirements of the engineering curriculum to assist on-time matriculation.
- Team member/outreach coordinator on Department of Energy Project: *Towards Miniaturization of the Naval Nuclear Propulsion Reactors: Novel Processing Routes of Fabricating Microstructures on Pressurized Water Reactors*, 2005 - 2008. The major goal of this project was to develop innovative methods to enhance performance of naval reactors by optimizing manufacturing techniques for complex structures made with high performance materials that

can withstand extreme high pressure and elevated temperature. Outreach methods included a "research-oriented approach" designed to attract and retain a greater number of high-quality minority students in STEM disciplines, accomplished by providing training for graduate and undergraduate researchers in the fundamental area of design, fabrication techniques of microstructures, thermo-mechanical analysis, materials characterization, and advanced experimental techniques.

- *Historically Black Colleges and Universities--Undergraduate Program (HBCU-UP)/Strengthening Minority Access to Research and Training (SMART)*, 2004-2009. This project involved various programs intended to increase enrollment of underrepresented groups into science, technology, engineering and mathematics (STEM). Additionally, one of the major goals was to increase the number of underrepresented groups pursuing advanced degrees in the STEM fields. Participants and other graduates in STEM fields were tracked to provide information and best practices for dissemination to federal agencies and other entities.
- *Recruitment, Retention, and Advancement Initiative for Student Excellence (RAISE)*, 2002-2005. The main goal of this project was to provide scholarships to undergraduate and graduate students in the fields of computer science, engineering, and mathematics. Particular attention was paid to the recruitment of students with two-year degrees into four-year programs in the previously named disciplines. Retention and graduation information were monitored to provide feedback on the relative success of the participants.
- *Louisiana Department of Natural Resources K-12 Technical Support Project*, 2001. This project sought to address the energy conservation needs of Louisiana's K-12 school systems by focusing attention on energy conservation retrofit projects to enhance comfort levels & productivity while reducing the energy budget expenditures on wasted energy consumption. 18 East Baton Rouge Parish (EBRP) schools (about 5% of total number of EBRP K-12 schools) were benchmarked using the Environmental Protection Agency Portfolio Manager software.
- Dissertation Research: *Effects of Microstructure and Crystallographic Texture on Yield Behavior of Al-Cu-Li 2195 Plate*, 1995-2000. The material studied exhibits increased strength and lower density than conventional aluminum alloys with practical applications in the aerospace/aeronautics field. This project included experimentation and analysis of crystallographic texture, electron microscopy, and mechanical testing of the alloy. Properties studied include microstructure, anisotropy, and yield behavior using experimental and theoretical methods. Additional contribution to research in biaxial testing and fatigue properties of aluminum lithium alloys has been made.
- *Study of the Matrix/Diamond Interface and Wear Characteristics of Cobalt-Tungsten Carbide/Diamond Composite Grinding Tools*, 1994-1995. Participation in this research involved the study of the metal matrix and diamond particle interface using Scanning Electron Microscopy (SEM). This research has practical applications in the stone grinding industry including tombstones and highway stone/concrete applications. The focus of the research was the observation of the interface for determining properties of the bond between the metal and diamond in the hot-pressed part. Backscattered electron SEM imaging was used to identify a chemical bond at the interface.
- *Study of the Work Hardening of Ultra-High Strength Steel*, 1991-1993. This research encompassed the areas of mechanical response using tensile testing and hydraulic bulge testing and characterization using crystallographic texture with practical application to the automotive industry. As a research assistant for this project, duties included tensile specimen preparation, mechanical test data collection, data reduction, data analysis using spreadsheet software, and usage of graphical software to produce stress-strain flow curves and crystallographic texture orientation.

#### PROPOSALS AWARDED

- Principal Investigator (PI): *Enhancing Additive Manufacturing Education with Cybersecurity and Virtual Reality*, NSF, \$1,650,090, 2019-2024
- Co-Principal Investigator (Co-PI): *HBCU-UP Ace Implementation Project: the New Energy Workforce*. Sustainable Materials, Energy and Technology, National Science Foundation (NSF), \$3,000,000, 2010-2015
- Co-PI: *Next Generation Composites Crest Center (Next-Gen C<sup>3</sup>)*, NSF, \$5,000,000, 2009-2014.
- PI: *Scholarships Creating Opportunities for Retention in Engineering (SCORE)*, NSF, \$500,000, 2007-2011
- Co-PI: *Towards Miniaturization of the Naval Nuclear Propulsion Reactors: Novel Processing Routes of Fabricating Microstructures on Pressurized Water Reactors*, Department of Energy \$1,500,000, 2005-2009
- Co-PI: *Historically Black Colleges and Universities-Undergraduate Program (HBCU-UP)/Strengthening Minority Access to Research and Training (SMART)*, NSF, \$3,145,602, 2004-2009

- PI: *Recruitment, Retention, and Advancement Initiative for Student Excellence (RAISE)*, NSF, \$399,000, 2002-2005
- Southern University HBCU-UP/SMART Research Start-Up Grant, \$3500, 2000-2001
- Southern University HBCU-UP/SMART Equipment Grant, \$1000, 2000-2001
- NASA/Louisiana Space Consortium (NASA/LaSPACE)-EPSCoR-Louisiana Board of Regents grant, \$21,666, 1999-2000, Topic-*Crystallographic Texture and Yield of Al-Cu-Li 2195*
- NASA/LaSPACE travel grant, \$750, January-March 1999
- NASA/LaSPACE grant, \$4000, 1997-1998. Topic-*Study of Fatigue and Fracture of Aluminum Alloy 2195*
- Oak Ridge National Laboratory SHaRE program travel grant, 1994. Provided for travel to Oak Ridge National Laboratory, Oak Ridge, Tennessee. Performed SEM of Tungsten Carbide-diamond composite grinding tools

## PUBLICATIONS

- Weatherton, Yvette Pearson, **Karen E. Crosby**, Edgar Blevins, Beth Isbell, Andrew Kruzic, Stephen Mattingly, Lynn Peterson, and J. Carter Tieman. (2016). "Challenges, Opportunities, and Impacts of S-STEM Projects: Insights for Institutional Capacity Building at Minority Serving Institutions," *2016 American Society for Engineering Education Annual Conference Proceedings*
- *NSF Contributions to Engineering Education*, NSF brochure 2016
- **Karen Crosby**, Samuel Ibekwe, Guoqiang Li, Su-Seng Pang, and Kun Lian. "AC 2007-1589: Tiered Mentoring in a Cross-Disciplinary and Multi-Institutional Research Project," *2007 American Society for Engineering Education Annual Conference Proceedings*
- Patrick F. Mensah, Solomon Abdi, Amitava Jana, Samuel Ibekwe, **Karen Crosby**, Laurence Henry, and Bill Notardonato. "Development of a Smart Material Integrated Sensor Thermal Switch for Thermal Management," *American Society of Mechanical Engineers Heat Transfer/Fluids Engineering Summer Conference Proceedings*, Charlotte, North Carolina, July 11-15, 2004, Paper No. HT-FED2004-56267
- Samuel Ibekwe, Chun-Ling Huang, **Karen Crosby**, and Shedrick Armstrong. "Microstructure Analysis of Shot Peened Cast Ti-6Al-4V after Fatigue Fracture," *American Society for Engineering Education Proceedings of the Mid Atlantic Conference*, Kean University, Union, New Jersey, April 11-12, 2004
- **Karen E. Crosby** and Mildred R. Smalley. "Recruitment and Retention of 2-year Degree Students into 4-year Programs in Engineering, Math and Computer Science," *Proceedings of the 2002 American Society for Engineering Education Gulf-Southwest Annual Conference*, The University of Louisiana at Lafayette, March 20-22, 2002
- Chu-Chen Chen, Parviz S. Razi, **Karen E. Crosby**, and Louis W. McArthur. "Technical Support for K-12 Schools in Louisiana," *Proceedings of WEEC 2001*, October 24-26, 2001.
- **Karen E. Crosby**, Brett H. Smith, Patrick F. Mensah, and Michael A. Stubblefield. "Applications of Materials Selection for Joining Composite/Alloy Piping Systems," *Proceedings of American Society of Mechanical Engineers Engineering Technology Conference on Energy 2001*, Houston, Texas, February 5-7, 2001
- **K. E. Crosby**, R. A. Mirshams, and S. S. Pang. "Development of Texture and Texture Gradient in Al-Cu-Li (2195) Thick Plate," *Journal of Materials Science*, Vol. 35, No. 13, p. 3185 (2000)
- **K. E. Crosby**, R. A. Mirshams, and S. S. Pang. "Crystallographic Texture and Yield Behavior of Al-Cu-Li (2195) Plate," *Materials Research Society 1999 Fall Meeting* (Nov. 29-Dec. 3, Boston, MA) *Symposium A Proceedings: Multiscale Phenomena in Materials-Experiments and Modeling*, Vol. 578, Ed. D. H. Lassila, I. M. Robertson, R. Phillips, B. Devincere, Materials Research Society, Warrendale, PA
- R. A. Mirshams, H. P. Mohamadian, and **K. E. Crosby**. "On the Effects of Predeformation on Work Hardening Behavior of Ultra Low Carbon Sheet Steels," *Journal of Materials Engineering and Performance*, Vol. 3, No. 1, p. 65 (1994)
- **K. E. Crosby**, R. A. Mirshams, H. P. Mohamadian, and C. L. Burriss. "Use of Undergraduate Assistants in Evaluating Work Hardening of Sheet Steels," *The Journal of Materials Education*, Vol. 15, No. 4, p. 225 (1993)
- A. Mirshams, **K. E. Crosby**, H. P. Mohamadian, and C. L. Burriss. "The Influence of Biaxial Stretching on the Texture of Ultra Low Carbon (ULC) Sheet Steels," *Scripta Metallurgica et Materialia*, Vol. 29, No. 4, p. 433 (1993)

## PROFESSIONAL ACTIVITIES

### Presentations

- *Keynote Speaker:* American Society of Mechanical Engineers Design Engineering Division, International Design Engineering Technical Conference, August 2017
- *NSF Programs Outreach:* American Society for Engineering Education (ASEE) Annual Meeting, Columbus, Ohio (June 2017), Frontiers in Education Conference, Erie, Pennsylvania (October 2016); American Society for Engineering Education (ASEE) Annual Meeting, New Orleans, Louisiana (June 2016); Envisioning the Future of Undergraduate STEM Education: Research and Practice Symposium, Washington, D.C. (April 2016); North Carolina A&T NSF Day, Greensboro, North Carolina (April 2016); Creating Futures Through Technology Conference, Biloxi, Mississippi (March 2016); HBCU-UP/CREST PI Meeting, Washington, D.C. (February 2016); Frontiers in Education Conference, El Paso, Texas (October 2015); Florida International University, Miami, Florida (September 2015); HBCU Leadership Conference, Atlanta, Georgia (July 2015); ASEE Annual Meeting, Seattle, Washington (June 2015); University of Maryland Eastern Shore, Princess Anne, Maryland (April 2015); Bowie State University, Bowie, Maryland (March 2015); HBCU-UP/CREST PI Meeting, Washington D.C. (February 2015)
- Color of Leadership Conference, Arlington Public Schools, Arlington, Virginia, November 2015. Presentation topic: *Get Moving with S.T.E.A.M.: Materials Science and Engineering*
- Dual Degree Program Recruitment, presentation to Chinese students at Guizhou University, Guiyang, China, June 2012. Also, transcribed Southern University history video for translation and created Chinese subtitles.
- PVAMU/TAMU NSF ADVANCE-PAID Workshop, Houston, Texas, May 21, 2011 (Panel Speaker). Panel discussion: *Establishing an Engineering Research Institute, Building Collaborations*
- BEYA Global Competitiveness Conference, Washington, D.C., February 18, 2011 (Panel Speaker). Panel discussion: *Novel Materials for Energy Generation and Structural Systems*
- Two-Year College Chemistry Consortium (2YC3), Baton Rouge, Louisiana, April 4-5, 2008. Presentation topic: *Strengthening Minority Access to Research and Training (SMART) Program*
- American Society for Engineering Education Conference and Exposition, June 2007, Honolulu, Hawaii, 2007. Presentation topic: *Tiered Mentoring in a Cross-Disciplinary and Multi-Institutional Research Project*
- Graduate Seminar: Michigan Tech University, Houghton, Michigan, October 2006. Presentation Topic: *Novel Processing Routes of Fabricating Microstructures on Pressurized Water Reactors*
- 2002 ASEE-GSW Regional Conference, Lafayette, Louisiana. Presentation topic: *Recruitment and Retention of 2-year Degree Students into 4-year Programs in Engineering, Math and Computer Science*
- 2001 ASME Energy Sources Technology and Exhibition Conference, Houston, Texas, February 5-7, 2001 (Session Co-Chair). Presentation topic: *Applications of Materials Selection for Joining Composite/Alloy Piping Systems*
- Louisiana School Facility Manager's Association Meeting, Alexandria, Louisiana, March 22-23, 2001. Exhibition: *Louisiana Department of Natural Resources Technical Support Project in Energy Management*
- 2000 ASME Region X Student Conference/Graduate Student Technical Conference Oral Competition, University of Louisiana, Lafayette. Presentation topic: *Development of Texture and Texture Gradient in Al-Cu-Li 2195 Thick Plate. Award: Third Place (\$500)*
- 1999 Materials Research Society Fall Meeting, Boston, Massachusetts. Presentation topic: *Crystallographic Texture and Yield Behavior of Al-Cu-Li (2195) Plate*
- 1999 ASME/ETCE Conference, Houston, Texas. Presentation topic: *Microstructure and Texture Considerations for Application to Finite Element Modeling of Deformation of Precipitate-Strengthened Alloys*
- 1998 ASME/ETCE Conference, Houston, Texas. Presentation topic: *Biaxial Yield Loci of Al-Li 2195*
- 1994 National Conference on Undergraduate Research, Union College, Schenectady, New York. Presentation topic: *Study of the Matrix/Diamond Interface and Wear Characteristics of CO-WC/Diamond Composite Grinding Tools*
- 1993 American Society for Engineering Education/Gulf-Southwest Region Conference, Austin, Texas. Presentation topic: *Use of Undergraduate Students in a Study of Work Hardening of Ultra-High Strength Steel*

### Workshops

- *STEM Leadership Institute for STEM Faculty*, hosted by the American Association of Colleges and Universities (AAC&U) and Project Kaleidoscope, Adamstown, Maryland, July 17 - 22, 2018.
- *Transforming Undergraduate Engineering Education*, Meeting of stakeholders in the Engineering community to identify critical components of engineering curricula, pedagogy, and educational culture necessary to support the future education of engineers. Phase III, Seattle, Washington, June 12-13, 2015; Phase IV, Washington, D.C., April 18 - 19, 2017.
- *HBCU-UP/WIDER Workshop on Evidence-based Instructional Strategies for STEM and Education Faculty at HBCU-UP Grantee Institutions*, November 9– 10, 2012, Baltimore, Maryland
- *AAC&U Institute on Integrative Learning and the Departments*, The University of Vermont, July 11–15, 2012, Burlington, Vermont
- *How People Learn Engineering Workshop*, Colorado School of Mines, August 1 - 5, 2010, Golden, Colorado
- *ABET Faculty Workshop on Assessing Program Outcomes*, Tampa, Florida, February 2008
- *Developing Faculty for the 21st Century Workshop* offered by Project Kaleidoscope (PKAL), Kansas City, Missouri, September 30 – October 2, 2005
- *Conducting Rigorous Research on Engineering Education Workshop*, Colorado School of Mines, Golden, Colorado, July 31 – August 5, 2005
- Louisiana Board of Regents, *Grant-Writing Workshop*, Southern University, September 18, 2003
- *Technical Assistance Workshop*, Dryden Flight Research Center, Edwards Air Force Base, California, October 23 – 25, 2002
- *MME Mechanics and Materials Linkage Summer School*, University of California San Diego, 1994

### Conferences/Meetings

- *Association of Public and Land-grant Universities (APLU) 2019 HBCU Engineering Faculty Workshop*, Tennessee State University, Nashville, Tennessee, May 22 - 24, 2019
- *Quality Education for Minorities (QEM) Annual Legislative Conference (ALC) HBCU Research Action & Practice (RAP) Symposium*, Washington, DC, September 11-12, 2018
- *American Society for Engineering Education (ASEE) Conference and Exposition*, Columbus, Ohio, June 25 – 28, 2017
- *Frontiers in Education Conference*, Erie, Pennsylvania, October 12 - 15, 2016
- *ASEE Conference and Exposition*, New Orleans, Louisiana, June 26 – 29, 2016
- *Frontiers in Education Conference*, El Paso, Texas, October 21 – 24, 2015
- *ASEE Conference and Exposition*, Seattle, Washington, June 14–17, 2015
- *AAC&U - General Education and Assessment: New Contexts, New Cultures*, February 23–25, 2012, New Orleans, Louisiana
- *SU Global Sustainability Institute Research Experience*, Beijing, Nanning, & Guiyang, China, May 28 – June 7, 2011
- *HBCU-UP SMART Global Energy Research Experience*, Shenzhen, Changsha, & Shanghai, China, December 2009
- *National Science Foundation Joint Annual Meeting*, Washington, D.C., May 2009 & March 2003
- *HBCU-UP National Research Conference*, 2009, 2008 & 2007
- *Consortium for International Management, Policy, and Development (CIMPAD) Conference: Transitional and Sustainable Approaches to Improving Development and Administration*, Accra, Ghana, June 13-24, 2009
- *ASEE Conference and Exposition*, Honolulu, Hawaii, June 24 – 27, 2007
- *Gulf States Alliance Gulf Coast Post-Katrina Forum: Network Science and Recovery*, Gulfport, Mississippi, August 19 – 21, 2007
- *Rigorous Research in Engineering Education Reflection and Planning Meeting*, August 2-3, 2007, Golden, Colorado

- *ASEE Conference and Exposition*, Chicago, Illinois, June 21-24, 2006
- *Dane and Mary Louise Miller Symposium and Center for the Advancement of Scholarship on Engineering Education (CASEE) Annual Meeting*, San Diego, California, October 28-29, 2006
- *Frontiers in Education (FIE) Conference*, San Diego, California, October 29-31, 2006
- *National Women of Color in Technology Awards and Conference*, Atlanta, Georgia, October 21-23, 2005
- *Frontiers in Education (FIE) Conference*, Indianapolis, Indiana, October 19-22, 2005
- *Dane and Mary Louise Miller Symposium and CASEE Annual Meeting*, Indianapolis, Indiana, October 18-19, 2005
- *American Society of Mechanical Engineers*, Region X Conference, Houston, Texas, March 2003
- *Louisiana EPSCoR State Conference*, Baton Rouge, Louisiana. Sponsored by the Louisiana Board of Regents and National Science Foundation, April 10 – 11, 2002
- *Florida-Georgia Louis Stokes Alliance for Minority Participation (FGLSAMP) Expo*, Tallahassee, Florida, January 31 – February 3, 2002

### Reviews

- Engineering Papers Reviewer: NSF Envisioning the Future of Undergraduate STEM Education (EnFUSE), 2016
- Proposal Reviewer: - National Science Foundation  
- United States Department of Agriculture/ Small Business Innovation Research
- Editorial Staff: *SMART Findings: An Undergraduate STEM Research Journal* (June 2007)
- November 2003 – Article Review: *Metallurgical and Materials Transactions*

### HONORS & AWARDS

- 2013 Inductee: Southern University "Millionaire Club" for research awards (in collaboration, 2009 – 2012)
- 2011–2012 Preparing Critical Faculty for the Future (PCFF) participant (Cohort II)
- 2012 Center for HBCU Media Advocacy Female Faculty of the Year Award Nomination
- 2011 Minority Access National Role Model Award
- 2005 National Women of Color in Technology Educational Leadership Award
- 2005 HBCU Engineering Education Research Team – Center for the Advancement of Scholarship on Engineering Education (CASEE) of the National Academy of Engineering
- 2003-2005 Southern University College of Engineering Teacher of the Year
- 2003-2004 Southern University Outstanding Service Award for Honors Thesis Research
- 2000–2004, Most Outstanding Faculty Member in Mechanical Engineering
- 2001-2002 Southern University Young Research Investigator of the Year
- 2001 Inductee: "SU Young Faculty Award: Science, Mathematics, Engineering, & Technology Hall of Fame," Southern University, Baton Rouge
- 2000, Third Place (\$500 cash, plus \$500 cash for L.S.U. ASME student section). ASME Region X Student Conference/Graduate Student Technical Conference Oral Competition, University of Louisiana, Lafayette
- 1992, Induction: Pi Tau Sigma Mechanical Engineering Honor Society
- 1991, General Electric Aircraft Engines (Cincinnati, Ohio) Engineering Achievement Award

### UNIVERSITY/DEPARTMENTAL SERVICE

- Mechanical Engineering Department Course Outcomes Assessment Workshop (design and delivery), Fall 2018
- Course Development:

#### Undergraduate

- Principles of Sustainability (ENGR 210)

#### Graduate

- Materials Characterization (MEEN 565) Coordinator/Developer
- Corrosion Science & Engineering (MEEN 552) Co-developer

- Accreditation Board for Engineering & Technology (ABET) SU Mechanical Engineering Report Editorial Committee Chair (2008, 2003)
- SU Engineers Week Activities
  - 2014, 2010 and 2006 Chair: College of Engineering Committee
  - 2005 Chair: Mechanical Engineering Department Committee
  - 2001-2006 Planning Team Member, 2011 Chair: Student Activities
- Faculty Advisor
  - Pi Tau Sigma Mechanical Engineering Honor Society, Southern Delta Mu chapter, 2000 – 2014
  - Society of Women Engineers, 2011 – 2014, 2018 - present
- Engineering Graduate Advisory Council
- Mechanical Engineering Departmental Council
- SMART Summer Research Experiences for Undergraduates (SREU) Research Activities Coordinator, 2003 - 2008
- Strengthening Minority Access to Research and Training (SMART) Steering Committee, 2002 - 2004
- SREU mentor, summer 2001
- Mechanical Engineering Department LS-LAMP Mentoring Coordinator (2000 – 2010)
- Mechanical Engineering Department Laboratory Committee
- Committee to Develop a General Studies Degree, 2003
- College of Engineering Council of Visitors Strategic Planning Committee

#### **RESEARCH ADVISEMENT**

##### ***Undergraduate Advisor***

- Joel L. Deal—Honors Thesis: *The Study of the Proper Design of a Motorized Scooter*(B.S. 2004)
- Rhasean M. L. Taylor—Honors Thesis: *The Aeronautical Approach to the Design of an Aircraft and the Four Forces Which Affect Flight*(B.S. 2004)
- Frank Oliver—*Metal Matrix Composite Welding*(2001)
- Henry Robinson-- *Energy Efficiency Study of Louisiana K-12 Schools*(2001)

##### ***Graduate Committee Member***

Kanika Vessel (Ph.D. 2011), Ineaka Carbo (M.S. Eng. 2011), Rochelle Williams (Ph.D. 2011, M.S. Eng. 2005), Dorothy Honore (M.S. Eng. 2010), Rediet Abera (M.S. Eng. 2010), Naresh Polasa (M.S. Eng. 2010), Naveen Uppu (M.S. Eng. 2009), Tiffany Augustine-Brown (M.S. Eng. 2009), Jennifer Robinson Lee (M.S. Eng. 2009), Kamissia Stampley (M.S. Eng. 2009), Chorondalette Moore (M.S. Eng. 2009), Edith Womack-Richardson (M.S. Eng. 2004), Alvin Williams (M.S. Eng. 2004), Shelita Smith-Williams (M.S. Eng. 2004), Solomon Abdi (M.S. Eng. 2004), Brian Warren (M.S. Eng., 2003)

#### **PROFESSIONAL CERTIFICATION**

Engineer-in-Training, Louisiana, 1993

#### **PROFESSIONAL MEMBERSHIPS**

- American Society for Engineering Education (ASEE)
- American Society of Mechanical Engineers (ASME)

JOB CLASS				
JOB CODE				
CAL ID				

# SOUTHERN UNIVERSITY SYSTEM

## Personnel Action Form

POSITION NUMBER

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CAMPUS: SUS  SUBR  SULAC  SUAREC  SUNO  SUSLA

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

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

Previous Employee NA Reason Left NA

Date Left \_\_\_\_\_ Salary Paid \_\_\_\_\_

### Profile of Person Recommended

Length of Employment 07/01/2019 To 06/30/2020

Effective Date 01/01/2020

Name Lisa Mims-Devezin SS# xxx-xx- Sex Female Race\* Black

Position Title: Professor Department: Natural Sciences

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

New Position Expiration Date: \_\_\_\_\_

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

Years Experience 25.5 Southern University Experience 25.5

Degree(s): Type/Discipline (BA-Education): Ph.D. Institution/Location (SU-Baton Rouge): Southern University A & M Year: 2004

Current Employer SUNO

### Personnel Action

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

Recommended Salary \$110,000.00 Salary Budgeted \$110,000.00

Source of Funds State

Identify Budget: General Location 411001-41210-61002-46000  
 Form Code: \_\_\_\_\_ Page \_\_\_\_\_ Item # \_\_\_\_\_

Change of: \_\_\_\_\_

Position Chancellor From Professor To

Status \_\_\_\_\_

Salary Adjustment \$180,000.00 \$110,000.00

Financial Aid signature (if applicable):

List total funds currently paid this employee by Southern University:

Source of Funds	Amount
General Fund	\$110,000.00

\*See Reverse Side

Comments: (Use back of form)

\*See Reverse Side

Graduate School signature (if applicable):

Supervisor [Signature] Date 10-15-19 Dean/Unit Head \_\_\_\_\_ Date \_\_\_\_\_

Vice Chancellor [Signature] Date 10-15-19 Chancellor \_\_\_\_\_ Date \_\_\_\_\_

Director/Personnel [Signature] Date 10/16/19 Vice President/Finance Business Affairs/Comptroller \_\_\_\_\_ Date \_\_\_\_\_

President [Signature] Date \_\_\_\_\_ Chairman/S.U. Board Of Supervisor \_\_\_\_\_ Date \_\_\_\_\_

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

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

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

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

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

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

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

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

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

**COMMENTS:**

**EMPLOYEE REGULAR WORK SCHEDULE:**

M-F, 8:00 am TO 5:00 pm

**EMPLOYEE DIRECT SUPERVISOR:**

Dr. Lisa Mims-Devezin

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

**HR USE ONLY:**

STATUS (circle one):

EXEMPT

NON-EXEMPT

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

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

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

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

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

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

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



# Southern University and A&M College System

J.S. Clark Administration Building  
4th Floor  
Baton Rouge, Louisiana 70813

Office of The  
President-Chancellor  
(225) 771-4680

Fax Number  
(225) 771-5522

## MEMORANDUM

TO: Honorable Members of the Board

FROM: Ray Belton, Ph.D.   
President-Chancellor  
Southern University system

RE: Personnel Requests – Dr. Lisa Mims Devezin

DATE: October 14, 2019

Dear Honorable Members of the Board,

This communication comes to inform you that Chancellor Lisa Mims-Devezin has formally submitted a letter requesting that her employment contract not be renewed. As such, her term as the Chancellor of Southern University at New Orleans will end on December 31, 2019. Beginning January 1, 2020, Dr. Devezin is requesting to assume a tenured faculty position in the College of Arts and Sciences at a salary of \$110,000. Effective November 1, 2019 she has also requested to take paid annual leave until the expiration of her contract at which time she plans to take a 6-month sabbatical to prepare for her teaching assignment (December 30, 2019 to June 30, 2020). I have both accepted and approved all of Dr. Devezin's aforementioned requests, and we will formally submit the required actions to the Board for consideration during this month's meeting.

In order to ensure a smooth and seamless transition, I am reassigning Executive Vice-President, Dr. James Ammons to the Southern University at New Orleans campus as the Interim Chancellor. His salary will remain unchanged, however, we do plan to offer an additional housing and transportation allowance during the assigned period, moreover, Dr. Bijoy Sahoo, who currently serves as the Senior Associate Vice Chancellor for Academic Affairs, will assume the role as Acting Executive Vice-Chancellor, and therein will coordinate with my office in advancing the efforts of the Baton Rouge campus. These personnel actions will also be submitted for your consideration.

I am confident that the Southern University at New Orleans campus will continue its normal operations during this transition period. We appreciate Dr. Devezin's leadership throughout her tenure as Chancellor and wish her continued success in her new capacity.

Please contact me with any questions or concerns.



## SOUTHERN UNIVERSITY AND A&M COLLEGE SYSTEM

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

OFFICE OF THE  
PRESIDENT - CHANCELLOR  
(225) 771-4680

FAX NUMBER  
(225) 771-5522

October 17, 2019

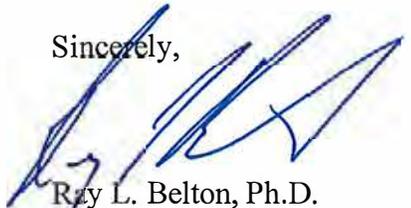
Lisa Mims-Devezin  
Chancellor  
Southern University New Orleans  
6400 Press Drive  
New Orleans, LA 70126

Dear Dr. Devezin,

This letter comes to advise you that I am in receipt of your letter informing me of your interest to assume your tenure position in the College of Arts & Sciences at Southern University at New Orleans. Further, you request a six (6) month sabbatical and paid annual leave from November 1, 2019 to December 30, 2019. Therein, please know that I accept this notification and will advance these requests for consideration by the Southern University Board of Supervisors.

On behalf of the Southern University System and the Southern University Board of Supervisors, I take this opportunity to thank you for your many years of service and dedication.

Sincerely,



Ray L. Belton, Ph.D.  
President-Chancellor  
Southern University System

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

WWW.SUS.EDU



**SOUTHERN UNIVERSITY AT NEW ORLEANS**

6400 Press Drive  
New Orleans, LA 70126-0002  
(504) 286-5311  
FAX (504) 284-5500  
www. suno.edu

OFFICE OF THE CHANCELLOR

October 14, 2019

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

**C/O Southern University System Board of Supervisors**

Dear Dr. Belton,

For more than thirty years, I have been a student, alumna, faculty, advocate, Associate Dean, Dean, Interim Chancellor and Chancellor of my beloved Southern University at New Orleans. It has been an honor and a privilege to serve as Chancellor of Southern University at New Orleans. As my contract draws to an end on December 31, 2019, I would like to thank you and the Board of Supervisors.

At the end of my contract, I will assume my tenured faculty position in the College of Arts and Sciences. I am requesting a six (6) month sabbatical to prepare for my teaching assignment beginning December 30, 2019. Finally, I am requesting to take paid annual leave from November 1 to December 30, 2019 at my current salary until the expiration of my contract.

Thank you again for allowing me to serve the institution that I hold dearly as Chancellor and for your consideration of these requests.

Sincerely yours,

A handwritten signature in cursive script that reads "Lisa Mims-Devezin".

Lisa Mims-Devezin, Ph.D., Chancellor

JOB CLASS				
JOB CODE				
CAL ID				

**SOUTHERN UNIVERSITY SYSTEM**

**Personnel Action Form**

POSITION NUMBER 2m9771

CAMPUS: SUS  SUBR  SULAC  SUAREC  SUNO  SUSLA

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

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

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

**Profile of Person Recommended**

Length of Employment November 1, 2019 To June 30, 2020  
Effective Date November 1, 2019

Name Jocelyn Johnson SS# \_\_\_\_\_ Sex Female Race\* Black  
(Last 4 digits only)

Position Title: Chief of Police Department: Police Department

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

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

Years Experience 20 Southern University Experience 20  
Degree(s): Type/Discipline (BA-Education): Institution/Location (SU-Baton Rouge): Year:  
Associate Degree Southern University and A&M College 1997  
BS - Criminal Justice Southern University and A&M College 2004  
Masters - Criminal Justice Southern University and A&M College 2010

Current Employer Southern University - Baton Rouge

**Personnel Action**

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

Recommended Salary \$94,000.00 Salary Budgeted \$94,000.00

Source of Funds 211001-26102-61002-26000

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

Change of: From To  
Position \_\_\_\_\_  
Status \_\_\_\_\_  
Salary Adjustment \$83,200 \$94,000.00

Financial Aid signature (if applicable):

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

Source of Funds	Amount
211001-26251-61002-26000	\$94,000.00

Comments: (Use back of form)

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

Supervisor Burt Pugh 10/1/19 Date  
 Vice Chancellor Burt Pugh 10/1/19 Date  
 Director/Personnel [Signature] 10/1/19 Date  
 President [Signature] 10/1/19 Date  
 Dean/Unit Head [Signature] 10/1/19 Date  
 Chancellor [Signature] 10/1/19 Date  
 Vice President/Finance [Signature] 10/1/19 Date  
 Business Affairs/Comptroller \_\_\_\_\_  
 Chairman/S.U. Board of Supervisors \_\_\_\_\_ Date

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

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

Hispanic or Latino  Non-Hispanic or Non-Latino

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

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

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

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

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

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

**COMMENTS:**

Employment may require occasional travel within the Southern University System campuses

**EMPLOYEE REGULAR WORK SCHEDULE:** 8:00 am – 5:00 pm (Monday – Friday)  
**EMPLOYEE DIRECT SUPERVISOR:** Benjamin Pugh  
**SUPERVISOR/DEPARTMENT CONTACT NUMBER** 771-5021  
**NUMBER OF EMPLOYEES SUPERVISED, (if any)** \_\_\_\_\_  
**HR USE ONLY: STATUS (circle one):**      **EXEMPT**                      **NON-EXEMPT**

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

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

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

<b><u>TYPE</u></b>	<b><u>CODE</u></b>	<b>SOUTHERN UNIVERSITY SYSTEM BUDGET OFFICE</b>
United States Citizen/Certificate of Naturalization	US	
Resident Alien	RA	
H-1 Visa (Distinguished Merit & Ability)	HI	OCT 01 2019
J-1 Visa (Exchange Visitor Program)	J1	<i>Y. Jones</i>
F-1 Visa (Student Emp. FT Student at S.U.)	F1	FUNDS AVAILABLE
OPT (F-1 Visa-INS Prior Approval-"Practical Work Experience")	F0	

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

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

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

REC'D UP FIN&BUS AFFAI  
19 OCT 1 PM 4:39



SOUTHERN  
UNIVERSITY

4311 AGRICULTURAL & MECHANICAL COLLEGE

Vice Chancellor for Finance and Administration

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

October 1, 2019

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

Dear Dr. Belton:

I am writing to request your approval of a salary increase for the Southern University - Baton Rouge campus Chief of Police position.

Chief Jocelyn Johnson has performed her duties in a highly professional manner. She has successfully implemented many innovative ideas and strategies. I have included for your review a schedule that highlights some of her numerous accomplishments in a short two-year span.

Additionally, I am including documentation that provides evidence that her current salary, when compared to both local law enforcement and other Universities, is not indicative of her value to this institution.

I am recommending a change in salary from \$83,200 to \$94,000.

Your review and consideration of this request is appreciated. Should you have any questions or require any additional documentation, please feel free to call.

Sincerely,

Benjamin Pugh  
VICE CHANCELLOR FOR FINANCE AND ADMINISTRATION

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

Ray L. Belton, Ph.D.  
President-Chancellor



**University Police Department**

P. O. Box 10719

Baton Rouge, Louisiana 70813 Voice: (225) 771-2770

FAX: (225) 771-3263

E-mail: [police@subr.edu](mailto:police@subr.edu)

Benjamin Pugh  
J S Clark Administration Building  
3<sup>rd</sup> Floor  
Baton Rouge, La 70813

Mr. Pugh,

Please see the listing of my accomplishments for the years of 2018 and 2019. It has been my goal to implement something new every year to aid in making the department a more progressive police department. It is with this in mind that I meet our goal of becoming an accredited police department.

**Accomplishments 2018**

Started this process of preparing for accreditation in the Southern University Police Department. Implemented Standards of Operations and Procedures Manual that meets accreditation standards.

Added golf carts to department equipment to help reduce fuel cost.

Implemented additional Mass Notification System as recommended by the dept. of education.

Implemented additional technology upgrade- Blue Point Pull stations that replaced call callboxes.

**Accomplishments 2019**

Updated handheld radios.

Implemented Body Camera Usage

Hired a Traffic & Parking Director to oversee and implementation of the parking meters and parking app.

Added additional License Plate Readers at no cost.

Implemented drop bags for emergency response.



Received grant for \$500.00 to purchase first aid kits for Units.

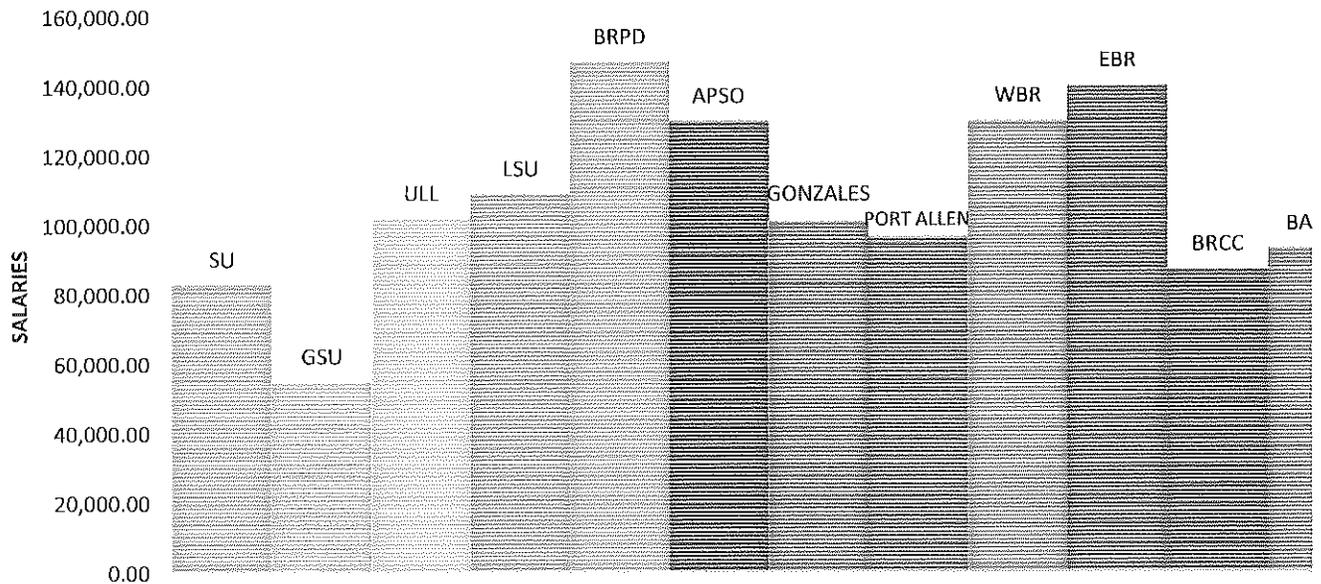
Received grants \$10,000.00 to purchase body amour.

Awarded HBCU Regional Director of the Year Region II- Appointed to the Board of Directors.

Chief Johnson

UNIVERSITY	SALARY	DEPARTMENT SIZE	RESIDENTIAL LIVING	MAJOR SPORTS	STUDENT ENROLLMENT
Southern University	83,000.00	0-30	Y	Y	<8,000
Grambling State	55,000.00	0-25	Y	Y	<5,000
ULL	102,000.00	0-50	Y	Y	>15,000
LSU	109,000	0-50	Y	Y	>30,000
BRPD	147,000	620			
Ascension Parish SO	130,000	300			
Gonzales	101,000	80			
Port Allen PD	96,738	45			
West Baton Rouge SO	130,000				
East Baton Rouge SO	140,000				
BRCC	87,000	0-15	N	N	<5,000
Baker PD	93,000	30			

B.R. METRO STATISTICAL AREA CHEIF PAY BREAKDOWN



**CHIEF OF POLICE PAY RANGE COMPARISON**

<i>UNIVERSITY</i>	<i>SALARY</i>	<i>DEPARTMENT SIZE</i>	<i>RESIDENTIAL LIVING</i>	<i>MAJOR SPORTS</i>	<i>STUDENT ENROLLMENT</i>
<i>Southern University</i>	80,000.00	<30	Y	Y	<8,000
<i>Grambling State</i>	55,000.00	<25	Y	Y	<5,000
<i>ULL</i>	98,000.00	<50	Y	Y	>15,000
<i>LSU</i>	127,000	50+	Y	Y	>30,000
<i>Texas Southern</i>	120,000	<30	Y	Y	<7,000
<i>Arkansas Pine Bluff</i>	93,700	<30	Y	Y	<4,000
<i>Howard University</i>	110,000	<40	Y	Y	>10,000
<i>Florida A&amp;M</i>	98,000	<30	Y	Y	<12,000
<i>Xavier University</i>	120,000	<25	Y	N	<4,000
<i>NCCU</i>	110,000	<20	Y	Y	<9,000
<i>BRCC</i>	83,000	<15	N	N	<4,000
<i>Prairiview A&amp;M</i>	98,000	<20	Y	Y	<7,000

**SUMMARY**

The data provided represents a comprehensive review of University Campus Chief of Police salaries in the State of Louisiana and HBCU systems. It is important to note that other Universities were interviewed about the salary for their Chief of Police, many did not provide the information. It is widely understood that salaries for state funded Universities are in the public domain but the information

## CHIEF OF POLICE PAY RANGE COMPARISON

requested was not released. Of the twelve Universities listed, Grambling State and Southern University are the only two four year Universities paying their Chief below the National median of \$85,000.00.

Indeed.Com, a nationally recognized job and salary search web site, sets the national median pay for Campus Police Chiefs at \$85,000.00 annually. An examination of the Chief of Police salaries for the MSA (metropolitan statistical area), for Grater Baton Rouge reveals that the median salary for a Chief of Police is \$103,000.00 annually. The median salary is a representation of all chiefs, to include University and municipal Chief of Police. The median salary for the Greater Baton Rouge MSA is approximately 17% higher the national median salary for a Chief of Police. Several factors can attribute to this increase in pay:

- ❖ **Crime Rate:** The national violent crime rate is 3.8 per 1,000 people, the violent crime rate for the state of Louisiana is 5.5 per 1,000 people. The national property crime rate is 26 per 1,000 people and Louisiana's property crime rate is 33.6 per 1,000.
- ❖ **Weapons Use:** Louisiana has one of the highest rates of firearm usage while committing a violent act in the nation.
- ❖ **Drug Trade:** Because of Louisiana's geographical location to the northern border of Mexico and being home to both I-10 and I-20, known drug trade routes, Louisiana drug usage during violent acts is higher than the national average.
- ❖ **Alcohol Usage:** Louisiana has very liberal open container laws and viewed by some as a part of the state's lifestyle.

While these factors are considered by municipalities when establishing the salaries of their Chief of Police, they should be considered by the Universities within those municipalities. A review of University crime stats indicated that the crime of college campuses follows the trend of the community in which it is located.

Note: Information collected via phone conversations with Human Resource Departments of the University, conversation with the Chief of Police, Indeed.com and a representative of the Department of Education.

JOB CLASS			
JOB CODE			
CAL ID			

# SOUTHERN UNIVERSITY SYSTEM

## Personnel Action Form

POSITION NUMBER							
-----------------	--	--	--	--	--	--	--

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

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

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

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

### Profile of Person Recommended

Length of Employment 10/1/2019 To 9/30/2020  
Effective Date 10/1/2019

Name Dr. Toni Manogin SS# XXX-XX- Sex F Race\* AA  
(Last 4 digits only)

Position Title: Executive Director for Institutional Effectiveness Department: Institutional Effectiveness  
Policy and Planning Policy and Planning

Check One  Existing Position \*Visa Type (See Reverse Side):   
 New Position Expiration Date: \_\_\_\_\_  
(Position vacancy authorization form must be processed and approved to fill existing and new positions. Position must be advertised before processing PAF, if applicable.)

Years Experience 22 Southern University Experience 10  
Degree(s): Type/Discipline (BA-Education): Institution/Location Year:  
Ph.D. Health Sciences Nova Southeastern University 2005  
M.S. Nursing Southern University and A&M College 1996  
B.S. Nursing Southern University and A&M College 1989

Current Employer Southern University Baton Rouge - Executive Director for Institutional Effectiveness, Policy & Planning

### Personnel Action

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

Recommended Salary \$13,000 Salary Budgeted \$13,000

Source of Funds Title III

Identify Budget: 220379 2111 61002 24100 Location \_\_\_\_\_  
Form Code: \_\_\_\_\_ Page \_\_\_\_\_ Item # \_\_\_\_\_

Change of: \_\_\_\_\_ From \_\_\_\_\_ To \_\_\_\_\_  
Position \_\_\_\_\_  
Status \_\_\_\_\_  
Salary Adjustment \$105,000 \_\_\_\_\_ \$118,000

Financial Aid signature (if, applicable):

List total funds currently paid this employee by Southern University:

Source of Funds	Amount
11105-11601-61002-16000	\$ 105,000
220379 2111 61002 24100	\$13,000

\*See Reverse Side

Comments: (Use back of form)

\*See Reverse Side

Graduate School signature (if, applicable):

Supervisor [Signature] 09/19/2019  
 Vice Chancellor [Signature] 9/30/2019  
 Director/Personnel [Signature] 9/20/19  
 President [Signature] Date \_\_\_\_\_  
 Dean/Unit Head [Signature] 09/19/2019  
 Chancellor [Signature] Date \_\_\_\_\_  
 Vice President/Finance [Signature] Date \_\_\_\_\_  
 Business Affairs/Comptroller \_\_\_\_\_ Date \_\_\_\_\_  
 Chair/S.U. Board of Supervisors \_\_\_\_\_ Date \_\_\_\_\_



# SOUTHERN UNIVERSITY AND A&M COLLEGE SYSTEM

Office of the Vice President, Strategic Planning, Policy and Institutional Effectiveness

P. O. BOX 9653, Baton Rouge, LA 70813

## MEMORANDUM

**TO:** Ray L. Belton, Ph.D.  
President - Chancellor

**FROM:** Vladimir A. Appeaning, Ph.D. *(JAA)*  
Vice President, Strategic Planning, Policy and Institutional Effectiveness

**DATE:** September 19, 2019

**RE:** Dr. Toni Manogin

This communiqué comes to request your approval to offer a salary adjustment for Dr. Toni Manogin, who serves in a dual role as Executive Director, Planning, Policy and Institutional Effectiveness for the Southern University System and Southern University and A&M College.

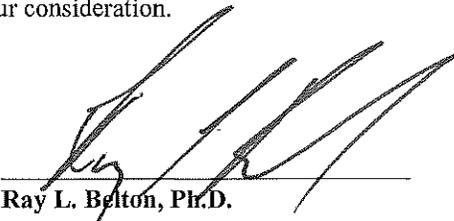
A salary adjustment of \$13,000 is recommended for two primary reasons: first as a counter offer of employment to retain Dr. Manogin in her current role, and second the adjustment will serve as compensation for taking on additional duties as the Title III Activity Director for Enhancing Institutional Effectiveness (EIE) for the Southern University Baton Rouge Campus. To date, Dr. Manogin has volunteered in this role. This adjustment also serves to recognize the significant contributions that Dr. Manogin has made including the timely completion of the SU System Strategic Plan (Fulfilling the Promise: 2018-2025), SUBR Strategic Plan (Imagine 20K: 2018-2030), Annual Accountability Scorecards for the SU System and each SU campus, as well as her significant contributions to SUBR's Compliance Certificate, particularly the narratives for SACSCOC Sections 4, 7 and 8, and numerous SACSCOC-related system policies. The source of funding for the adjustment is Title III federal funds.

Present Base Salary: \$105,000 per annum (SGF) + \$13,000 (Title III - federal) = \$118,000. The research I've done on comparable salaries shows that a base salary of \$144,200 would be the average market value for the position. Based on the above, I recommend a salary adjustment of \$13,000.

If you agree to this salary adjustment to the present base salary, I am confident that we will be able to retain Dr. Manogin's services for years to come. Based on her meeting with you Mr. President, Dr. Manogin has affirmed her commitment to remain in the planning, policy and institutional effectiveness office and provide the necessary leadership for years to come.

Thank you for your consideration.

Approved:

  
Ray L. Belton, Ph.D.  
President-Chancellor

Attached: Resume – Dr. Toni Manogin

SUS  SUBR  SULAC  SUAREC  SUNO  SUSLA

\*\*\*\*\*

**POSITION VACANCY AUTHORIZATION**

\*\*\*\*\*

REQUEST THAT THE POSITION TITLE Executive Director for Institutional Effectiveness, Policy and Planning AS DESCRIBED BELOW

BE AUTHORIZED AS A VACANCY FOR Institutional Effectiveness, Policy and Planning  
(Department or Unit)

- |  |  |                                       |  |
|--|--|---------------------------------------|--|
| <input 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).

We request 11% of support for the Executive Director for Institutional Effectiveness who will work 12 months at a salary of \$13,000. The Executive Director oversees the implementation of the University's Institutional Effectiveness Model that is grounded in an annual systematic, comprehensive and ongoing planning and assessment process designed to demonstrate continuous improvement and accomplishment of the institutional mission, goals and expected outcome contained in SUBR's Board of Supervisors approved Strategic Plan - Imagine 20K: 2018-2030

Salary/Range: \$13,000 Previous Incumbent (if replacement):

Approved  Disapproved *[Signature]* 09/19/2019  
Department Head Date

Approved  Disapproved *[Signature]* 09/19/2019  
Dean/Director/Supervisor of Budget Unit Date

FINANCE/BUDGET OFFICE ONLY	
Funds Available	
<input type="checkbox"/> Yes	<input type="checkbox"/> No
Signature	Date
Budget Number	

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

*Approved*  
*[Signature]*  
9/20/19

Approved  Disapproved *[Signature]* 09/19/2019  
Vice Chancellor Date

Approved  Disapproved *[Signature]* 9/20/19  
Chancellor/Vice President Date

Approved  Disapproved *[Signature]* 9/20/19  
President Date

An Equal Opportunity Employer

## *Curriculum Vitae*

### **Toni Manogin, DHSc, RN**

**Office : (225) 771-2273**

**Email : [toni\\_manogin@sus.edu](mailto:toni_manogin@sus.edu)**

#### **EDUCATION**

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- |      |  |
|------|--|
| 2005 | Doctor of Health Science (D.H.Sc.)<br>Nova Southeastern University, Ft. Lauderdale, FL.            |
| 1996 | Master of Science in Nursing (M.S.N.)<br>Southern University and A & M College, Baton Rouge, LA.   |
| 1989 | Bachelor of Science in Nursing (B.S.N.)<br>Southern University and A & M College, Baton Rouge, LA. |

#### **INSTITUTIONAL EFFECTIVENESS, ACADEMIC & STUDENT SERVICES EXPERIENCE**

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##### **Executive Director, Strategic Planning, Policy, and Institutional Effectiveness**

**April 2018 – Present**

##### **Southern University and A&M College System**

###### *Institutional Effectiveness Model for Planning and Assessment*

Strategic planning serves as the cornerstone of all research-based planning and assessment efforts. To date, we have developed and implemented a five-phase institutional effectiveness (IE) model that is research-based and integrates the university's annual planning, assessment, and budgeting cycle. The IE model ensures that at both the macro (institutional) and micro (unit) levels, the university identifies expected outcomes for its educational programs, administrative, as well as academic support and student services; assesses whether it achieves expected outcomes; and provides evidence of improvement based on analysis of results; where the data ultimately informs decision-making.

Collectively, the **five phases of the IE Model - Planning, Implementation, Assessment, Improvement, and Budgeting** – guide the university in advancing an evidence-based planning and assessment culture that is centered on the institution's mission and provides guidance for the allocation of resources.

- The **planning phase** is executed in July and August when each functional organizational unit, both academic and non-academic, establishes annual goals that are aligned with the unit's mission and support institutional goals. Unit mission, goal(s), university strategic plan goal(s) reference, expected outcome(s), target(s), measures of assessment (direct and indirect), and strategies/action plans are documented on the Annual Planning, Budget & Assessment (APBA) Reporting Form.
- The **implementation phase** is executed in the months of August through May, where units implement their action plans and strategies designed to achieve their expected outcomes identified during the planning phase. The operational budget that supports implementation was developed during the previous cycle, where prior year assessment results served as the cornerstone in resource allocation decisions.

- The **assessment phase** is executed in the months of May and June. Units complete the results/findings section of the APBA integrated report by documenting and comparing actual data achieved with performance targets that were set during the planning phase to determine whether the unit met, exceeded, or failed to meet its expected outcomes.
- The **improvement phase** is executed in the months of June and July. Units complete the use of results section of the APBA integrated report when they fail to meet expected outcomes. Units develop corrective action plans and provide recommendations for improvement. These recommendations are reflected on the APBA Report under the improvements (use of results) section.
- The **budgeting phase** is executed in the months of June and July when units complete the budgeting section of the APBA integrated report in preparation for the upcoming planning cycle. Budget hearings are held where individual budget units develop and submit their budget requests identified on the APBA reports to a Budget Committee for consideration. The recommendations are finally forwarded to the President-Chancellor for final action. Unit budget allocations are partly influenced by the unit's assessment results. The process occurs in June-July in anticipation of the new budget cycle that begins on July 1st. Typically, the Southern University Board of Supervisors reviews and approves the university's Operating Budget in August.

### ***Strategic Planning***

President-Chancellor, Dr. Ray Belton shared his vision for the SU System and SUBR campus and charged us to facilitate the development and writing of both strategic plans. The strategic planning process used to develop the SU System and SUBR's strategic plans required that my team and I work collaboratively with internal stakeholders (faculty, staff, students, senior administration, chancellors, SU Board of Supervisors) and external constituencies (alumni, governmental, business, and community leaders) of the five Southern University campuses to advance the vision of the President-Chancellor, Dr. Ray L. Belton.

Additionally, alumni groups, friends and community members were actively engaged for their feedback.

- Southern University Los Angeles Chapter
- Southern University Houston Alumni Chapter
- Southern University Dallas Alumni Chapter
- Southern University Chicago Chapter

Based on the collective feedback received, the SU System's Strategic Plan, ***Fulfilling the Promise: A Pathway to Excellence: 2018-2025*** has 7 goals and is supported by 45 Specific Measurable, Attainable, Results-Oriented, Time-bound (SMART) objectives (posted at [www.sus.edu](http://www.sus.edu)) The goals are:

- Commitment to Student Access and Affordability
- Commitment to Academic Excellence and Student Success
- Commitment to Institutional Effectiveness and Accountability
- Commitment to Scholarly Research, Discovery, and Entrepreneurship
- Commitment to Fundraising and Philanthropic Support
- Commitment to Improve Campus Life through Infrastructural Development
- Commitment to Promote the SU Brand through Outreach and Global Engagement

SUBR's Strategic Plan, ***Imagine 20K: 2018-2030*** has ten (10) goals and is supported by 55 SMART objectives. The goals are:

- Commitment to Student Access and Affordability
- Commitment to Academic Excellence and Student Success
- Commitment to Institutional Effectiveness and Accountability
- Commitment to Scholarly Research, Discovery, and Entrepreneurship

- Commitment to Fundraising and Philanthropic Support
- Commitment to Improve Campus Life through Infrastructural Development
- Commitment to Promote the SUBR Brand through Outreach and Global Engagement
- Commitment to Enhance Campus Technology
- Commitment to Invest in Human Capital and Strengthen Human Resources Operations
- Commitment to Quality Customer Service

### ***Policies***

To maintain consistency with best practices and ensure compliance with the Southern Association of Schools and Colleges, Commission on Colleges (SACSCOC), Principles of Accreditation, we developed several policies for consideration and approval by the Board of Supervisors of the Southern University and A&M College System. Upon Board approval, all policies were implemented.

- Policy # 6-001 – Policy on Policies (Board approved on 06/22/2018)
- Policy # 6-002 – Policy on Policies Template (Board approved on 06/22/2018)
- Policy # 6-003 – Board Self-Evaluation Policy and Instrument (Board approved on 05/25/2018)
- Policy # 6-004 – Mission Review Policy (Board approved on 06/22/2018)

### ***SACSCOC Accreditation***

The 2018 Southern Association of Schools and Colleges, Commission on Colleges (SACS-COC) Principles of Accreditation have 14 sections across 74 standards. My team and I compiled assessment and institutional research data, conducted data analytics and prepared reports in support of SACSCOC standards contained in the following three (3) SACSCOC sections, namely:

- **Section 4 – The Governing Board**
  - 4.1 – Board Characteristics
  - 4.2.A - Mission Review
  - 4.2.B – Board/Administration Distinction
  - 4.2.C – CEO Evaluation/Selection
  - 4.2.D – Conflict of Interest
  - 4.2.E – Board Dismissal
  - 4.2.F – External Influence
  - 4.2.G – Board Self-Evaluation
- **Section 7 – Institutional Effectiveness and Planning**
  - 7.1 – Institutional Planning
  - 7.2 – Administrative Effectiveness
- **Section 8 – Student Achievement**
  - 8.1 – Student Achievement
  - 8.2a – Educational Programs
  - 8.2c – Academic and Student Support Services

### ***Data Reporting Requirements***

Data serves to both inform and drive decision-making. To date, we have met all reporting obligations. Examples include:

- Employee Salary Data System (EMPSAL) - Board of Regents (BOR)
- Facilities Inventory and Space Utilization System - Board of Regents (BOR)
- Fall Enrollment - National Center for Education Statistics (NCES)
- IPEDS 12-month enrollment - National Center for Education Statistics (NCES)
- IPEDS 200% GRS - National Center for Education Statistics (NCES)
- IPEDS Completions - National Center for Education Statistics (NCES)

- IPEDS Graduation Rates - National Center for Education Statistics (NCES)
- IPEDS Student Financial Aid - National Center for Education Statistics (NCES)
- LAPAS First, Second, Third, and Fourth Quarter Performance Progress Reports (OPB)
- Operational Plans - Office of Planning and Budget (OPB)
- Statewide Student Profile System- Fall/Winter Semester(s) (SSPS) - Board of Regents
- Statewide Student Profile System Spring Semester (SSPS) - Board of Regents (BOR)
- Student End-of-Course Evaluations - Southern University and A&M College (SUBR)

#### *University Committee Service*

- University Assessment Committee – Chair
- University Strategic Planning Committee – member
- University SACSCOC Steering Committee – member

#### **BOARD SELF-EVALUATION RESULTS**

- Contributed to the completion of the 2017-2018 Board Self-Evaluation Report for SACSCOC
- Contributed to the completion of the 2018-2019 Board Self-Evaluation Report for SACSCOC

**Vice Chancellor for Academic & Student Affairs  
2017 – 2018  
Baton Rouge Community College, Baton Rouge, LA**

**In this position, I was responsible for three core institutional functions:**

- *Institutional Effectiveness (IE)*
- *Academic Affairs*
- *Student Affairs*

**Responsibilities as the Chief Institutional Effectiveness Officer:**

- Ensured the assessment of program outcomes for academic and non-academic programs on an annual cycle.
- Provided leadership to the following institutional effectiveness functional areas:
  - *Institutional Research*
  - *Data Analytics and Reporting*
  - *Institutional Information Processes*
  - *Planning and Assessment*
  - *Institutional Policy Development*
- Served as a member of the Chancellor’s Executive Cabinet to provide Institutional Effectiveness guidance for the entire college. Worked closely with campus and site teams to leverage strategies that promote an Institutional Effectiveness model that utilizes data to inform planning and assessment designed to improve college operations and promote continuous improvement at the macro (institutional) level and micro (unit) level.
- The IE model was adopted and implemented by the academic and non-academic/administrative units at BRCC to generate three cycles of assessment data namely: FY 2014-15, FY 2015-16 and FY 2016-17.
- The IE model served as the cornerstone for BRCC’s response to Sections 7 and 8 of the 2018 Southern Association of Colleges and Schools Commission on Colleges (SACSCOC) revised principles of accreditation.

- The IE model was used in evaluating the BRCC 2012-2017 Strategic Plan.
- Collaborated with the Faculty Senate on academic program reviews and assessment activities.
- Directed the academic deans and department heads to submit their annual program level assessment data based on the institution's assessment calendar.
- Provided leadership in completing the institution's annual Program Health Index (PHI) – an academic program inventory assessment initiative by the Louisiana Community and Technical College System (LCTCS) designed to identify the number of high-wage, high-demand (4 and 5 star) programs at BRCC.
- Served as the institution's Chief Policy Officer.
  - Collaborated on the development of the BRCC *Policy on Policies* which was used as the framework to assess existing policies based upon a three-year policy review cycle.
  - A select list of academic and student affairs policies that were assessed using the BRCC *Policy on Policies* framework include:
    - 1-4100 Academic Program Review
    - 1-4280 College Catalog
    - 1-7040 Responsibility and Authority of Faculty in Academic and Governance Matters
    - 1-7050 Closing a Program
    - 1-4421 Transfer of Credit
- Maintained an Annual Reporting Calendar for all external state and federal constituencies.
- Oversaw the College's reporting functions. To date BRCC has maintained 100% compliance with state and federal reporting requirements.
- Oversaw the College's institutional research operations.
- Oversaw the collection, analyses, and publication of institutional data in the BRCC Fact book, etc.
- Evaluated institutional goals on a quarterly, semi-annual, and annual basis regarding the system-wide strategic initiative titled, *Our Louisiana 2020-Building the Workforce of Tomorrow*.
- Provided leadership in supporting the institution-wide strategic planning process by identifying appropriate measures and outcomes of student access, success and completion.
- Ensured that the institution's Strategic Plan addresses five (5) key questions:
  - *Who are we?* (identified in well-constructed mission and vision statements, and core values)
  - *Where are we now?* (identified through an environmental scan and a Strengths Weaknesses Opportunities & Threats – S.W.O.T. Analysis)
  - *Where do we want to be?* (identified through data-informed goals, objectives and outcomes that are Specific, Measurable, Achievable, Results Oriented, and Time bound – S.M.A.R.T.)
  - *How do we get there?* (identified through well-developed strategies and action plans that contain timelines and responsible individuals for accountability)
  - *How do we measure progress/performance?* (identified through a systematic ongoing, research-based, and comprehensive assessment process that focused on continuous improvement)

#### **Responsibilities as the Chief Academic Affairs Officer:**

- Responsible for the overall operations of Academic Affairs Office that includes both degree granting divisions and academic support units.
  - Degree-Granting Divisions include:
    - Business, Social Sciences and History Division
    - Liberal Arts Division
    - Nursing and Allied Health Division
    - Science, Technology, Engineering and Math (STEM) Division
  - Academic-support units include:
    - Innovative Learning and Academic Support Division (includes, tutorial services, testing, prior learning assessments, e-learning support)
    - Learning Resources Division (the Library)

- Accreditation, Curriculum and Articulation – Responsible for the accreditation efforts of the college that includes programmatic accreditation and SACSCOC reaffirmation efforts under the SACSCOC 2018 Revised Principles of Accreditation.
  - Assembled the Compliance Certificate Team led by the SACS Accreditation Liaison
  - Assembled the Quality Enhancement Plan (QEP) led by the QEP Director
  - Assembled various committees aligned to the 14 Sections in the SACSCOC 2018 Revised Principles of Accreditation chaired by faculty and staff to support the preparation and completion of the Compliance Certificate and Quality Enhancement Plan
- Ensures the assessment of non-academic program outcomes and student learning outcomes for educational programs on an annual cycle.
- Academic/Workforce/Business/High School Partnership(s): Developed collaborations with area high schools (Tara, Port Allen, Brusly, and Brusly) and business partners (IBM and DOW) to establish a brand new Partnership - *Pathways in Technology Early College High School (P-TECH)*, a new education model co-developed by IBM working together with educators, policymakers and elected officials. P-TECH is designed to be both widely replicable and sustainable, as part of a national effort to reform career and technical education. P-TECH students are supported by business partners who help to ensure that students graduate career-ready, providing mentoring, site visits and paid internships. The schools map skills that employer's value into the curriculum, preparing P-TECH graduates to enter the workforce after graduation.
- Dual Enrollment Efforts: Launched Dual Enrollment initiatives with Service Area High School Partners (Tara, Port Allen, Brusly, Lavonia, White Castle, East and West Feliciana) where high school students, grades 9 – 12, take BRCC courses, earn college level credit, and upon admission apply the credits to the completion of a program of study at BRCC.
- Develops and approves the budget for degree granting programs of study in academic support units.
- Oversees the implementation of a faculty development program including a comprehensive orientation program for new faculty.
- Chairs the Academic Council comprised of academic deans and directors for the academic support units.
- Chairs the Council of Academic Deans.
- Advances the strategic priorities for the academic enterprise contained in the current BRCC Strategic Plan.
- Promotes a student centered and faculty engaged environment that embraced diversity in all of its forms.
- Applies technology to promote teaching and learning across the BRCC Mid-City campus and all instructional sites.
- Ensures appropriate fiscal resources are available to support distance learning.
- Provides supplemental support to encourage research and scholarship opportunities for BRCC faculty, staff and students in collaboration with business and industry groups, foundations, the federal government, and 4-year universities.
- Promotes positive relations by maintaining effective lines of communication with the students, faculty and officers of the Faculty Senate, deans, department heads, staff, administrators, and members of the executive staff.
- Serves the chief advocate for the faculty, staff and students.

**Responsibilities as the Chief Student Affairs Officer:**

- Provides executive-level leadership, strategic planning, oversight, and coordination of all units in the Office of Student Affairs and Enrollment Management to support operational programming, policy development, human resources, facilities, and fiscal resource management.
- Provides leadership and guidance for the development and implementation of high-quality and student-centered approaches to support student success.

- Responsible for the overall operations of the Student Affairs and Enrollment Management units.
- Ensures the assessment of program outcomes for non-academic programs on an annual cycle.
  - Oversight of Enrollment Management units include:
    - Office of Admissions and Recruitment
    - Office of Financial Aid
    - Office of the Registrar
  - Oversight of Student Affairs units include:
    - Career Services
    - Student Leadership Development
    - Student Organizations and the Student Government Association (SGA)
    - Phi Theta Kappa (PTK) – Honors society for community college students
    - Student Success Center
    - Upward Bound
    - Counseling Center
    - Carl D. Perkins Basic Grant program
- Co-developed a comprehensive 5-year Enrollment Management Plan (2017 – 2022) for BRCC.
- Coordinates and leads the work of multiple offices in support of institutional enrollment goals.
- Develops and approves the budget for the student affairs and enrollment management units.
- Oversees the implementation of a staff development program including a comprehensive orientation program for new staff.
- Chairs the Academic and Student Affairs Council comprised of academic deans, directors for the academic support units, and directors for the student affairs and enrollment management units.
- Advances the strategic priorities for the student affairs and enrollment management enterprise contained in the current BRCC Strategic Plan.
- Applies technology to improve the operations of the student affairs and the enrollment management units such as the use of Maxient Solutions - a software application package.
- Promotes positive student relations by maintaining effective lines of communication with students, parents/guardians, and staff.
- Serves the chief advocate for the student affairs and enrollment management units.
- Ensures that all programs and services in the student affairs and enrollment management enterprise comply with relevant state and federal laws, and LCTCS policies.

**Dean of Nursing and Allied Health Division  
2013 – 2017  
Baton Rouge Community College, Baton Rouge, LA**

- Responsible for day to day operations of the Nursing and Allied Health Division, including but not limited to the following programs of study:
  - Associate of Science in Nursing
  - Associate of Science in Surgical Technology
  - Associate of Applied Science in Diagnostic Medical Sonography
  - Associate of Applied Science in Veterinary Technology
  - Licensed Practical Nurse Diploma
  - Pharmacy Technician Diploma, Patient Care Technician Certificate
  - Nurse Assistant Certificate, and Medical Assistant Certificate
- Served as direct supervisor to department chairs and support staff for Nursing and Allied Health.
- Worked with the Vice-Chancellor for Academic Affairs in advancing the priorities of the Nursing and Allied Health Division.

- Demonstrated positive growth in the NCLEX-RN passage rates during my tenure:
  - December 31, 2013 – 90.74%
  - December 31, 2014 – 88.14%
  - December 31, 2015 – 91.67%
  - December 31, 2016 – 97.37%
- Served on SACSCOC Committee in 2015 for the merger between Baton Rouge Community College (BRCC) and Capital Area Technical College (CATC). Worked on CR 2.7.4.
- Worked with other academic deans, faculty and college committees during all aspects of program development, program improvement, governance, and professional development.
- Worked with the Louisiana Board of Regents, state regulatory and licensing boards, and national regulatory and accrediting bodies to ensure program compliance.

**Associate Dean of Nursing and Allied Health Division  
2008 – 2013  
Baton Rouge Community College, Baton Rouge, LA**

- Provided leadership for Allied Health programs, faculty and staff. Responsibilities included marketing, management, and assisting in curriculum design of educational programs; worked closely with industry partners and advisory committee to determine program development needs; designed innovative curricula to enhanced skills and knowledge and comply with professional accreditation requirements; recruited students and faculty; managed budgets and contracts; served as liaison with outside agencies, community organizations, and other constituencies within the college.
- Served on Quality Enhancement Plan (QEP) committee in 2009 for The Southern Association of Colleges and Schools Commission on Colleges (SACSCOC) reaffirmation visit. Worked on sub-committee to identify the QEP mission and focus groups to ultimately identify the QEP topic. Based on the responses received, the QEP committee narrowed its focus to two target areas: Enhancing the first year student experience, and professional development for faculty and staff.

**Nursing Department Chair and Faculty  
Nursing and Allied Health Division  
2006 – 2008  
Baton Rouge Community College, Baton Rouge, LA**

- Served as one (1) of seven (7) inaugural faculty and department chair for the Nursing program. Duties included development of course and program proposals, subsequently approved by BRCC Curriculum Committee, Louisiana Community and Technical College System and the Louisiana Board of Regents. Ordered equipment and supplies for setup of clinical nursing laboratory. Established clinical affiliation agreements with local healthcare facilities.
- Created class and clinical schedules, observed and evaluated faculty, participated in program review and course assessment planning. Assisted with curriculum and articulation plan development. Initiated the development of clinical affiliation agreements, addressed faculty and student concerns, and assisted in management of the department annual budget.
- Developed departmental advising practices, selective admission procedures, and program admission testing. Ensured the program met Louisiana State Board of Nursing (LSBN) approval standards and National League for Nursing Accrediting Commission (NLNAC) and SACSCOC accreditation standards.

**Nursing Course Coordinator and Faculty**  
**School of Nursing**  
**1997 - 2006**  
**Southern University and A&M College**

1997 – 2006      Maternal-Newborn and Women’s Health Nursing  
Assistant Professor and Course Coordinator  
Southern University A & M College, Baton Rouge, LA

2002 – 2006      Orientation to Health and Nursing Careers  
Assistant Professor and Course Coordinator  
Southern University A & M College, Baton Rouge, LA

1998 – 2000      Fundamentals of Nursing  
Assistant Professor  
Southern University A & M College, Baton Rouge, LA

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**COMMITTEES: 2017 - PRESENT**

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**2017 - 2018      SACSCOC Reaffirmation Steering Committee, Chair**  
**Southern Association of Colleges and Schools Commission on Colleges**  
**Baton Rouge Community College, Baton Rouge, LA**

Worked with a team of nine (9) faculty, staff and administrators to review, revise, and evaluate compliance in all 14 Principles of Accreditation for the SACSCOC Reaffirmation Compliance Certification Report. Provided oversight and coordination of activities during preparation of the compliance certification report. Identified and addressed areas of concern relative to compliance with the revised 2018 SACSCOC principles of accreditation.

Collaboratively reviewed and utilized the SACSCOC Resource Manual for Principles of Accreditation to ensure compliance was established and sufficient supporting documentation was provided for each principle. Provided supporting documentation, revised narratives to reduce redundancy, ensure accuracy, and consistency in voice. Formatting, linking of supporting documents, and consistency of voice, and integrity of information included was verified throughout the report. A thorough, comprehensive Compliance Certification report was submitted.

**2017 - 2018      SACSCOC Compliance Certification, Reviewer**  
**Southern Association of Colleges and Schools Commission on Colleges**  
**Baton Rouge Community College, Baton Rouge, LA**

Assisted with the review of narratives for the reaffirmation Compliance Certification report using fourteen (14) revised principles of accreditation: Integrity; Mission; Basic Eligibility Standard; Governing Board; Administration and Organization; Faculty; Institutional Planning Effectiveness; Student Achievement; Educational Program Structure and Content; Educational Policies, Procedures and Practices; Library and Learning / Information Resources; Academic and Student Support Services; Financial and Physical Resources and Transparency and Institutional Representation.

Utilized crosswalk from the 2012 accreditation principles to the revised 2018 principles to develop narratives that established and supported compliance in all 14 principles. Composition of the narratives required writing skills, personal and administrative experience, assessment experience, student programing, faculty management, and institutional history, as well as the ability to successfully work with Individuals Campus-wide.

**2017 – 2018                      Academic Program Review (APR) Committee  
Baton Rouge Community College, Baton Rouge, LA**

Collaborated with faculty, staff, and administration to develop, evaluate, and memorialize the processes and procedures associated with Academic Program Review (APR). The collaboration produced pathways and timelines for both faculty and administration to effectively execute General Education Learning Outcome Assessment, Academic Program Review, and the Academic Program Health Index. Applied experience in this area to the completion of the SACSCOC Compliance Certification Report.

**2017 – 2018                      Campus-wide Enrollment Management Plan  
Baton Rouge Community College, Baton Rouge, LA**

Worked with faculty, staff and administrators to develop a Campus-wide Enrollment Management Plan. Enrollment plans were developed in collaboration with site administrators, faculty and staff. Strategies were customized to address the unique enrollment needs of each program, operational unit, department, and each instructional site: Acadian, New Roads, Port Allen, Jackson, Central, Ardendale and Mid City.

Seven (7) action plans were developed: Enrollment, Conversion, Retention, Persistence, Campus Life, Communication and Marketing. Each action plan consisted of the following components: Goals and targets, strategies, responsible offices and departments, champions, timelines, and budgets. Reporting templates and participate surveys were also developed.

**2017 – 2018                      Faculty Senate Assessment Committee, Ex Officio  
Baton Rouge Commuunity College, Baton Rouge, LA**

Participated in a new campus-wide process for academic program review which resulted in the successful review of 22 programs. Faculty participated in professional development sessions to learn how to map Student Learning Outcomes (SLOs) to Program Outcomes (POs). Templates were created for each program review, documents were distributed and the Office of Institutional Effectiveness supplied data and assisted with the completion of the reports. Report findings from each division was reviewed, recommendations made, and final reports submitted to the Vice Chancellor for Academic Affairs.

**2017 – 2018                      General Education Assessment Committee, Ex Officio  
Baton Rouge Community College, Baton Rouge, LA**

Collaborated with deans and faculty in the review of a system of institutional, campus-wide assessment of general education outcomes. General education outcomes aligned with the Louisiana Board of Regents Outcomes for student learning were established with a 3-semester cycle of assessment. An assessment form and rubric was created for assessing student achievement, and faculty training sessions were held.

General education committee chair worked with committee members to compile, write, evaluate, and disseminate the data collected. Departments were able to examine the course success rates by outcomes and make appropriate revisions to ensure continuous improvement.

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**MEMBERSHIP ON SELECT COMMITTEES: 2007 – 2018**

- Executive Team
- Executive Council for Institutional Effectiveness
- Academic and Student Affairs Council
- Deans Council
- Office of the Mayor President, Healthy BR Initiative

- EBRP Paramedic Program Advisory Committee
- Associate Nursing Program Advisory Committee
- Practical Nursing Program Advisory Committee
- Veterinary Technology Program Advisory Committee
- Surgical Technology Program Advisory Committee
- Diagnostic Medical Sonography Program Advisory Committee
- Pharmacy Technician Program Advisory Committee
- EBR Career and Technical Education Center Advisory Committee
- Enrollment Taskforce Committee

## **PROGRAMMATIC ACCREDITATION EXPERIENCE**

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Provided leadership in the transfer and development, implementation, accreditation and reaffirmation of five (5) academic programs.

- Associate of Science in Nursing program accredited by the Accreditation Commission for Education in Nursing (ACEN).
- Associate of Science in Surgical Technology program accredited by the Commission on Accreditation of Allied Health Education Programs (CAAHEP) and the Accreditation Review Council for Education in Surgical Technology and Surgical Assisting (ARC-ST/SA).
- Associate of Applied Science in Paramedic program accredited by the Committee on Educational Programs for the Emergency Medical Services Professions.
- Associate of Applied Science in Diagnostic Medical Sonography program accredited by the Commission on Accreditation of Allied Health Education Programs (CAAHEP) and Joint Review Committee on Education in Diagnostic Medical Sonography (JRC DMS).
- Associate of Applied Science in Veterinary Technology program accredited by the American Veterinary Medical Association (AVMA) Committee on Veterinary Technical Education and Activities (CVTEA).
- Certificate of Technical Studies in Pharmacy Technician program

## **TEACHING EXPERIENCE**

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2010 – 2012

### **INTRODUCTION TO HEALTH PROFESSIONS**

Explores the healthcare industry, health care regulatory systems, and essential communication and decision-making skills for health care workers. Introduces health occupations and educational requirements for these career choices. It also addresses basic skills and terminology common to health occupations

Assistant Professor and Course Coordinator  
Baton Rouge Community College, Baton Rouge, LA

2002 – 2006

### **ORIENTATION TO HEALTH AND SAFETY**

A general introductory course emphasizing the history and principles of health and safety and their relation to general education.

Assistant Professor and Course Coordinator,  
Southern University A & M College, Baton Rouge, LA

1998 – 2000

### **FUNDAMENTALS OF NURSING RESEARCH**

Introductory nursing research seminar. Major focus is on valuing nursing research and utilization in clinical nursing care.

Assistant Professor  
Southern University A & M College, Baton Rouge, LA

1997 – 2006

### **FAMILY DEVELOPMENT I**

Focus is on assisting childbearing and childrearing families to maximize health as they experience events related to intrauterine stages of life, the neonatal period, parenting, and issues such as sexuality and reproductive complications.

Assistant Professor and Course Coordinator  
Southern University A & M College, Baton Rouge, LA

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### **CLINICAL EXPERIENCE**

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2006 – 2001	Staff Nurse, Birth Center, Mother-Baby Baton Rouge General Medical Center Baton Rouge, LA.
1992 – 1998	Staff Nurse, Family Birthing Center, Labor and Delivery Woman's Hospital Baton Rouge, LA.
1989 – 1992	Staff Nurse, Labor and Delivery, Postpartum, Nursery West Jefferson Medical Center Marrero, LA.
1989	Staff Nurse, Medical Surgical Unit Earl K. Long Hospital Baton Rouge, LA.

### **PUBLICATIONS AND PRESENTATIONS**

- Manogin, T. BRCC New Student Convocation. Presentation (2017)
- Manogin, T. Nursing and Allied Health Pinning Ceremonies. Presentation (2017)
- Manogin, T. Phi Theta Kappa Honor Society Induction Ceremony. Presentation (2017)
- Manogin, T. MLK Unity Celebration. Presentation (2017)
- Manogin, T. and Norton, B. Nursing Simulation Expansion Project. Louisiana Community and Technical College System: 2016 Annual Conference.
- Manogin, T.W., Bechtel, G.A., Rami, J.S. Caring behaviors by nurses: women's perceptions during childbirth. *Journal of Obstetric, Gynecological and Neonatal Nursing*. 29(2): 153-7. (2000).
- Brown, S.C. Geiselman, P.J., Copeland, A.L., Gordon, C., Dudley, M., Manogin, T., Backstedt, C. Cardiac assessment risk evaluation (CARE study) of African American college women. *Health Education Journal*, Vol. 64, No. 1, 13-30. (2005).
- Pourcaiu, C. and Ghebretatios, G. Cardiac assessment risk evaluation (CARE Study) of African American college women. *Health Education Journal*. 64(1): 13-30. (2005).

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### **AWARDS AND HONORS**

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- Phi Theta Kappa Honor Society, Student Club Advisor 2015
  - National Institute for Leadership Development, Participant. 2008
  - Teacher of the Year. Southern University School of Nursing. 2003
  - Business and Industry Cluster, Quality Performance Award Recipient. 2003
-

## **MEMBERSHIPS**

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- LCTCS Council of Chief Academic Officers
- LCTCS Council of Chief Student Affairs Officers
- American Nurses' Association, Member
- National League of Nursing, Member
- Louisiana State Board of Nursing Registered Nurse, Licensee
- The National Organization for Associate Degree Nursing, Member
- The Louisiana Council of Administrators of Nursing Education, Member
- Sigma Theta Tau International Honor Society of Nursing: Tau Pi Chapter, Member

## **REFERENCES**

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Available upon request

JOB CLASS			
JOB CODE			
CAL ID			

# SOUTHERN UNIVERSITY SYSTEM

## Personnel Action Form

POSITION NUMBER									
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CAMPUS: SUS  SUBR  SULAC  SUAREC  SUNO  SUSLA

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

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

Previous Employee Dr. Retia Walker Reason Left Retired  
 Date Left May 31, 2019 Salary Paid \_\_\_\_\_

### Profile of Person Recommended

Length of Employment November 1, 2019 To October 31, 2020  
 Effective Date November 1, 2019

Name Renita W. Marshall SS# xxx-xx-\_\_\_\_\_ Sex M Race\* AA  
(Last 4 digits only)

Position Title: Vice Chancellor for Academics & Student Services/Associate Dean Department: SUBR

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

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

Years Experience \_\_\_\_\_ Southern University Experience \_\_\_\_\_  
 Degree(s):  
 Type/Discipline (BA-Education): \_\_\_\_\_ Institution/Location (SU-Baton Rouge): \_\_\_\_\_ Year: \_\_\_\_\_  
Veterinary Medicine D.V.M. Tuskegee University-Veterinary Medicine 2003  
MS-Biomedical Sciences University of Missouri 2006  
BS-Animal Science Southern University A & M College 1999

Current Employer \_\_\_\_\_

### Personnel Action

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

Recommended Salary \$135,000 Salary Budgeted \$135,000

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

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

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

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

Financial Aid signature (if, applicable): \_\_\_\_\_

List total funds currently paid this employee by Southern University: 62165

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

Source of Funds	Amount
62165-65300-61002-62000	\$73,830
627001-66100-61002-66000	\$10,000
611001-22111-61002-24100	\$34,658
227028-22111-61000-26000	\$16,512

\*See Reverse Side

Graduate School signature (if, applicable): \_\_\_\_\_

Orlando McManis 10/8/19  
 Supervisor Date  
Orlando McManis 10/8/19  
 Vice Chancellor Date  
Orlando McManis 10/10/19  
 Director of Personnel Date  
Orlando McManis 10/10/19  
 President Date

Orlando McManis 10/8/19  
 Dean/Unit Head Date  
Orlando McManis 10/8/19  
 Chancellor Date  
Orlando McManis 10/8/19  
 Vice President/Finance Date  
 Business Affairs/Comptroller  
 \_\_\_\_\_  
 Chairman/S.U. Board of Supervisors Date

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

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

Hispanic or Latino  Non-Hispanic or Non-Latino

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

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

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

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

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

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

**COMMENTS:**

**EMPLOYEE REGULAR WORK SCHEDULE:** 8:00 am to 5:00 pm – Monday thru Friday  
**EMPLOYEE DIRECT SUPERVISOR:** Dr. Orlando F. McMeans  
**SUPERVISOR/DEPARTMENT CONTACT NUMBER** 225.771.5152  
**NUMBER OF EMPLOYEES SUPERVISED, (if any)** \_\_\_\_\_

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

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

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

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

<u>TYPE</u>	<u>CODE</u>	<u>EXPIRES</u>
United States Citizen/Certificate of Naturalization	US	FUNDS AVAILABLE
Resident Alien	RA	OFFICE OF THE AGRICULTURAL
H-1 Visa (Distinguished Merit & Ability)	H1	RESEARCH AND EXTENSION
J-1 Visa (Exchange Visitor Program)	J1	SOUTHERN UNIVERSITY SYSTEM
F-1 Visa (Student Emp. FT Student at S.U.)	F1	FINANCE & ADMINISTRATION BIRTH
OPT (F-1 Visa-INS Prior Approval-"Practical Work Experience")	F0	621653-65300-62000

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

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

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



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

Ashford O. Williams Hall · P. O. Box 10010 · Baton Rouge, LA 70813 · (225) 771-2152 · (225) 771-4369 Fax

Office of the Chancellor-Dean  
www.suagcenter.com

October 4, 2019

Dr. Ray Belton, President - Chancellor  
Southern University System  
4th Floor J. S. Clark Admin Bldg.  
Baton Rouge, LA 70813

**Re: Request for SU Board Approval to Waive the Search for a Vice Chancellor for Academic and Student Support Services/Associate Dean**

Dear President-Chancellor Dr. Belton:

This correspondence is to request your approval and the approval of the Southern University Board of Supervisors to waive the vacancy announcement for the position of Vice Chancellor for Academic and Student Support Services/Associate Dean in the College of Agricultural, Family and Consumer Sciences (CAFCS). The previous incumbent for the position retired May 31, 2019. Since that time it has been held in the interim by Dr. C. Reuben Walker. For greater efficiencies and operations, a permanent person is needed for the position. It is urgent that we fill the vacancy for the day-to-day operations of the academic and student support services in the CAFCS. A permanent person is critical for our land grant program as we continue to prepare for the accreditation of the University, Urban Forestry and Natural Resources, and Family and Consumer Sciences. Dr. Renita Marshall is my choice and preferred candidate.

As an administrator, Dr. Marshall is currently serving as Chairperson of the Department of Agricultural Sciences. She has upheld the academic integrity and student service delivery for undergraduate studies in five concentrations of study. Enrollment has tripled in the Department of Agricultural Sciences since 2016. She has worked closely with leadership and colleagues in building academic and dual enrolled programs with Zachary High School, BAYOU participants, Scotlandville Pre-Engineering Magnet School, and Southern University Laboratory School. She has helped to enhance the distance education and on-line learning by offering two courses fully on-line and two hybrid courses, community-focused academic services and interdisciplinary initiatives that fulfill the CAFCS's strategic goals. Dr. Marshall has led collaborative campus partnership efforts focused on outreach, including providing leadership for the annual National Ag Day celebrations, campus High School Days, and college recruitment events. Conversely, she is successfully leading the Department of Agricultural Sciences through the reaffirmation process with the Southern Association of Colleges and Schools (SACS).

Dr. Ray Belton, President - Chancellor

October 4, 2019

Page 2

Her duties and responsibilities are similar to her predecessor. These duties will include:

- Providing leadership in recruitment and retention;
- Providing leadership in the implementation of the CAFCS Strategic Plan;
- Assist the Dean and or designee in accreditation requirements and needs;
- Assist the Dean and Department Chairs in the implementation of programs and activities that enhance the curriculum, faculty, staff, and students;
- Provide leadership in enhancing student support services;
- Help establish and maintain partnerships for benefiting the land grant programs to include alumni;
- Serve as the main representative for the Chancellor-Dean of CAFCS at Council of Deans monthly meetings in the absence of the Dean and other campus and professional meetings as need;
- Perform related duties as assigned.

The approval of this letter will allow my staff to process the paperwork needed to complete Dr. Marshall's ePAF.

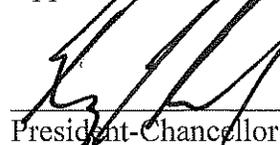
If you have any questions, please contact me at (225) 771-3660.

Best regards,



Chancellor-Dean  
SUAREC-CAFCS

Approval:

  
President-Chancellor  
Date

# Renita Woods Marshall DVM

## Summary Curriculum Vitae

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(225) 771-0252 (Work)    renita\_marshall@suagcenter.com

*An accomplished researcher, animal scientist, veterinarian, extension educator and faculty of the Southern University Ag Center and College of Agricultural Family & Consumer Sciences, who has secured **\$7.5 million** in direct funding while balancing research, teaching, and cooperative extension. I bring expertise from my work creating and directing the **Southern University Institute for One Health One Medicine**, the only one of its kind among HBCUs, also from my time serving as the animal science department chair, facilitating strategic planning, mentoring students from pre-college through graduate in Ag sciences, supporting researchers, faculty, and staff statewide, and giving back to the community as a member of the Next Generation Global Health Security Network, Baton Rouge Zoo Advisory Board, and as a critical contact for livestock emergency preparedness in the state.*

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## Career Highlights in Administration

Southern University Agricultural Research and Extension Center (Baton Rouge, LA)

**Director, Southern University Institute for One Health One Medicine ~ 2017 – Present**

Provide exceptional leadership to the Institute with a coherent vision for agricultural and biomedical research, undergraduate and postgraduate training, and international studies for a lasting, global impact in disease diagnosis, treatment, and prevention, as well as health education and the human-animal bond.

- Develop the Institute's strategies and associated financial and operational plans in partnership with its staff and the Vice Chancellor for Research; allocate Institute resources accordingly, with clear objectives, targets and associated measurements.
- Identify and support opportunities for international research and undergraduate and postgraduate teaching program developments internally, externally, and internationally, both within existing funding streams, and through multi-disciplinary collaboration across and beyond the Southern University System
- Participate in departmental teaching and training programs, including independent and collaborative research programs
- Actively develop the Institute's international academic profile and enhance its international recruitment and partnership development
- Identify, promote, and contribute resources to developing the Institute's strengths and managing its portfolio

- Achieve income generation targets from research funding agencies and ensure that the Institute capitalizes upon funding initiatives
- Forge new and maintain existing external relations essential to the Institute's business, promoting the Institute, SU Ag Center, and System to external bodies and organizations and enhancing its reputation, profile and influence
- Formulate and implement local aspects of the Learning and Teaching strategy and ensuring full engagement of students and that the quality assurance of all provision is carried out in line with University policies

Southern University and A&M College, College of Agricultural, Family, and Consumer Sciences  
***Department Chair, Agricultural Sciences and Professor, Animal Science ~ 2017 – Present***

Serves as administrator of the agricultural sciences team, lead and assist with SACS accreditation and program reviews, and assist in the evaluation and improvement of course offerings

- Identify, recommend, and mentor qualified adjunct instructors
- Prepare and assist with assessment
- Conduct annual performance reviews of department faculty and adjuncts
- Review and determine faculty members to be forwarded to the College Dean for teaching and research awards
- Assist with College and Department budgeting
- Provide recommendations for tenure, promotion, and termination
- Consider faculty input for departmental decisions to ensure all departmental units are represented
- Update department programs as needed
- Engage in, encourage, and assist faculty with scholarly activities and the development of quality curriculum and instruction
- Advise students and ensure department-level availability throughout the year
- Respond and attempt to resolve student and faculty concerns

Southern University Agricultural Research and Extension Center (Baton Rouge, LA)  
***Interim Associate Research Director ~ February 2016 – April 2016***

Promoted and facilitated leading-edge research, including collaborative and interdisciplinary research; established and provided sufficient support for a community of innovative researchers to enhance research capacity at the university

- Coordinated networks between SU Ag Center and researchers in public and private sectors locally, nationally, and internationally
- Aided faculty and student recruitment and retention by enriching the research environment
- Provided interdisciplinary research training and mentoring for undergraduate and graduate students
- Communicated internal and external research opportunities for faculty, post-doctoral fellows, and graduate students
- Facilitated strong linkages with appropriate academic departments and units
- Maintained communication of SU Ag Center activities and opportunities for faculty and students involvement

Southern University Agricultural Research and Extension Center (Baton Rouge, LA)  
***Director of Livestock Programs*** ~ February 2007 – July 2010

Directed and led the Department of Livestock Programs, which oversees all livestock shows and events, and developed livestock programs for the State of Louisiana's Commissioner of Agriculture.

- Reviewed livestock program content and analyzed administrative and educational data for quarterly reports submitted to the LaPAS
- Solicited financial support for livestock programs
- Created, communicated, and implemented Department goals and operating policies and assisted with the development and maintenance of the budget
- Assisted institutional personnel with extension program development execution

University of Missouri-Columbia (Columbia, MO)  
***Laboratory Animal Veterinarian*** ~ August 2003 – July 2006

Managed a staff of twenty-four including animal care technicians, veterinary technicians, and area supervisors to assure timely procurement and appropriate maintenance of acceptable animal models for safety and drug metabolism studies

- Provided the clinical veterinary care for all animals being maintained in our facilities
- Maintained animal resources in compliance with the USDA, FDA and AAALAC standards
- Maintained USDA Class A and Class B licenses, a USDA Research Registration and full AAALAC accreditation
- Served as the attending veterinarian for the site Institutional Animal Care and Use Committee
- Assisted study directors with protocol and animal model development and supervised the operation of the internal diagnostic laboratory and the sentinel, health monitoring and environmental QA programs
- Coordinated the department's efforts to maintain up-to-date Standard Operating Procedures, training programs for researchers and animal care staff, the canine exercise program and the nonhuman primate environmental enrichment program
- Assisted with making long-term and short-term recommendations on issues relating to animal resource practices, facility planning and design, budgetary issues relating to current and future operating and capital expenditures

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*Career Highlights in Research and Extension*

Southern University Agricultural Research and Extension Center (Baton Rouge, LA)  
***Center Veterinarian*** - 2012 – Present

Develop clinical and preventative health programs, while overseeing all statewide husbandry programs.

- Train research staff in proper care and handling, humane methods of performing surgery and restraining animals, the proper use of anesthetics and analgesics

- Provide veterinary care, make diagnoses, prescribe medications and treatments, administer vaccinations and perform euthanasia as necessary
- Assess healthy and ill animals and refer animals to partner veterinarians or specialists as needed

Southern University Office of Research and Strategic Initiatives (OSRI) (Baton Rouge, LA)

***Implementation Coordinator*** ~ June 2016 – September 2016

Assisted with the implementation of the Southern University and A&M College Strategic Plan and Coordinated with SU Administrative Units to draft their individual, internal strategic plans

- Facilitated workshops for all SU Administrative Units that outline the strategic plan development process and the structure that should be utilized, ensuring that the plans produced mirror Southern University's 2015-2020 Strategic Plan goals and objectives
- Represented the SU Vice Chancellor for Research and Strategic Initiatives at meetings with the Board of Regents and other related organizations as requested

University of Missouri-Columbia University Hospital

Department of Obstetrics, Gynecology and Women's Health/Division of Reproductive and Perinatal Research (Columbia, MO)

***Comparative Medicine Resident/Post-doctoral Fellow*** ~ August 2003 – July 2006

Demonstrated record of successful and productive research projects covering health problems among females of reproductive age, Using, my broad background in reproductive pathophysiology, with specific training and expertise in key research areas for women's health

- Developed a novel rat-human comparative cDNA microarray for endometriosis
- Validated the rat model as a model to study endometriosis using immunohistochemistry, immunofluorescence, microarray analysis, electron microscopy, and ELISA
- Involved in projects inclusive of laboratory animal medicine and comparative pathology
- Received extensive research training under an established investigator
- Involved in implementation of an AALAS certification program for the ALAT and LAT levels
- Implemented occupational health program for nonhuman primates to ensure compliance with regulations and guidelines and managed and supervised clinical care, health surveillance and regulatory compliance.

Schering-Plough Research Institute (Kenilworth, NJ)

Department of CNS/Cardiovascular Research

***Intern*** ~ June 2002 – August 2002

National Institute of Environmental Health Sciences (Research Triangle Park, NC) Laboratory of Toxicology and Immunology

***Research Biologist*** ~ June 2001 – August 2001

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## *Teaching, Research, and Extension Funding*

Southern University National Agricultural Day 2019: Food for Life. **\$6,200**, Southern University System Foundation (SUSF) programming Grant. **PI-Renita Marshall**, CO-PI- Kenyetta Nelson-Smith, Tiffany-Wilkerson-Franklin.

JAGS in AG: Recruitment, Exploration, and Retention, **\$150,000**, USDA NIFA CBGP, **PI-Renita Marshall**, Kenyetta Nelson-Smith, Tiffany-Wilkerson-Franklin. 2018

Enhancing Capacity of Louisiana's Small Farms and Businesses, **\$1.5 million**, Louisiana Division of Administration's Office of Community Development, **CO-PI Renita Marshall**, 2016

Building Sustainable Small Farms in Louisiana, **\$108,540** 1890 Land Grant Universities' 125<sup>th</sup> Anniversary Centers Initiative, Dawn Mellion-Patin and **CO-PI: Renita Marshall**, 2016

Evaluation and Development of Cattle and Small Ruminant Herd Health Programs to Reduce Production Limiting Diseases on Small Farm Operations, **\$489,507** USDA, Evans Allen, **PI-Renita Marshall**, 2015

National Feral Swine Damage Management Program, **325,000**, USDA, APHIS, **PI-Renita Marshall**, 2014-2020

Management of Fiscal Year 2013-2014 appropriations, **\$200,000,000**, **CO-PI-Renita Marshall** 2013

"The Performance of Cattle and Goats under Sequential and Mixed-Grazing Systems" **\$417,608.00**, USDA NIFA Sebahatu Gebrelul, **CO-PI: Renita Marshall**. October 1, 2010 to September 30, 2016

Building Opportunities Through Leadership Development "BOLD," **\$250,000**, USDA NIFA CBGP, Kenyetta Nelson-Smith and **CO-PI: Renita Marshall**, 2013

JAGS in AG: Recruitment, Exploration, and Retention, **\$150,000**, USDA NIFA CBGP, **PI-Renita Marshall**, Kenyetta Nelson-Smith, Willie Rawls, Gary Simon. 2012

Sustainable Forage Management Practices Through Intensive Sequential Grazing System For Cattle And Goat Production, **\$287,005**, USDA NIFA CBGP, Sebahatu Gebrelul, **CO-PI: Renita Marshall**, Y. Ghebreyessus, V. Bachireddy, J. Kaliba. 2011

The performance of cattle and goats under sequential and mixed-grazing systems", **\$325,000**, USDA/NIFA Sebahatu Gebrelul, **CO-PI: Renita Marshall**, Y. Ghebreyessus, V. Bachireddy, J. Kaliba. 2010

Outreach and Assistance to Socially Disadvantaged Farmers and Ranchers in Louisiana, **\$300,000**, USDA, Dawn Mellion, **CO-PI: Renita Marshall**, Zanetta Augustine, and Bridget Udoh, 2010

Reduction of *Escherichia coli* O157:H7 in small-scale cow/calf operations using Best Management Practices, **\$1,077,639**, USDA NIFA, Divya Jaroni, **CO-PI: Renita Marshall**, Mindy Brashears, Todd Brashears, Mark Miller, Marlene Janes. 2009

Evaluation of Burnt Corn Gluten Meal, **\$441,000**, Evans Allen, Walker, C. R., Malekian, F., Anderson, L., **CO-PI: Renita Marshall**, and Simon, G. 2008

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## *Certifications*

Pharmacy Certification, Louisiana Board of Pharmacy, February 2007 – present

Drug Enforcement Agency Controlled Substance Certified Veterinarian, United States Department of Justice, Washington DC, April 2005 – present

Residency Completion in Comparative Laboratory Animal Medicine, University of Missouri, Columbia, MO, May 2006

Category II Accredited Veterinarian, United States Department of Agriculture, Washington DC, April 2003 - present

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## *Education*

Doctorate in Veterinary Medicine, 2003, Tuskegee University School of Veterinary Medicine, Tuskegee, AL

Masters of Science in Biomedical Sciences, 2006, University of Missouri – Columbia, Columbia, MO

Bachelor of Science in Animal Science, 1999, Southern University and A & M College, Baton Rouge, LA

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## *Media Coverage and Appearances*

Southern Ranchers Relief Drive. Channel 33 Local News BRProud. April 17, 2019. [https://www.brproud.com/news/southern-ranchers-relief-drive\\_20190417135655/1932807336](https://www.brproud.com/news/southern-ranchers-relief-drive_20190417135655/1932807336)

Southern Student Organizing Relief Drive for Midwest Farmers Devastated by Floods. WAFB. April 8, 2019. <https://www.wafb.com/2019/04/08/southern-student-organizing-relief-drive-midwest-farmers-devastated-by-floods/>

Animal Science Department Receives Donation from Four Paws Cremation Services. SU Ag Center Blog. Feb. 2019. <https://suagcenter.blogspot.com/2019/02/animal-science-department-receives.html>

Southern University Ag Center Seeks Dogs for its Animal Therapy Program. WAFB. Oct. 15, 2018. <https://www.wafb.com/2018/10/15/southern-university-agcenter-seeking-dogs-its-animal-therapy-program/>

Southern University Ag Center to Host National Ag Day Celebration. March 26, 2018. <https://>

[voiceoflouisianaagriculture.org/news/2018/3/26/southern-university-ag-center-to-host-national-ag-day-celebration](http://voiceoflouisianaagriculture.org/news/2018/3/26/southern-university-ag-center-to-host-national-ag-day-celebration)

SU Ag Center to Celebrate National Agriculture Day. The Advocate. March 16, 2018. [https://www.theadvocate.com/baton\\_rouge/news/communities/zachary/article\\_00d2248f-fa93-5cc8-bda8-71b105d40de6.html](https://www.theadvocate.com/baton_rouge/news/communities/zachary/article_00d2248f-fa93-5cc8-bda8-71b105d40de6.html)

BREC Responds after Calls Grow for Agency to Cut Ties with Superintendent, Zoo Director. WAFB. March. 28, 2018. <http://www.wafb.com/story/37830179/brec-responds-after-calls-grow-for-agency-to-cut-ties-with-superintendent-zoo-director/>

With Baton Rouge Zoo Losing Accreditation, Group That Fought Relocation Starts a New Push. The Advocate. March 28, 2018. [https://www.theadvocate.com/baton\\_rouge/news/article\\_4bc51e32-32c8-11e8-827b-8f2f016c2051.html](https://www.theadvocate.com/baton_rouge/news/article_4bc51e32-32c8-11e8-827b-8f2f016c2051.html)

Southern Institute for One Health One Medicine Hosts Shreveport Pet Product Specialist. SU Ag Center Blog. 2017. <https://suagcenter.blogspot.com/2017/09/southern-institutc-for-one-health-one.html>

Southern Ag Center to Host Pet Wellness Clinic. BR Proud. Sept. 5, 2016. <https://www.brproud.com/news/local-news/southern-ag-center-to-host-pet-wellness-clinic/543939159>

White House Initiative on Historically Black Colleges and Universities HBCU All-Star mentor. SU Ag Center Blog. Aug. 16, 2016. <https://suagcenter.blogspot.com/2016/08/southern-university-student-shines.html>

Southern Ag Center Livestock Show and National Ag Day Preview. BR Proud. Feb. 22, 2017. <https://www.brproud.com/home/southern-ag-center-livestock-show-and-national-ag-day-preview/661186841>

Southern University AG Center to Host Wellness Clinic for Animals Affected by Flood. WBRZ. Sept. 9, 2016. <http://www.wbrz.com/news/southern-university-ag-center-to-host-wellness-clinic-for-animals-affected-by-flood/>

Free Wellness Event for Dogs, Cats Impacted by Flooding. WAFB. Aug. 31, 2016. <http://www.wafb.com/story/32942590/free-wellness-event-for-dogs-cats-impacted-by-flooding/>

Southern, SARE Program Host Tour of Farms. The Advocate. Aug. 5, 2015. [https://www.theadvocate.com/baton\\_rouge/news/communities/st\\_helena/article\\_3f9dbc45-54eb-50ae-a096-80287adbef68.html](https://www.theadvocate.com/baton_rouge/news/communities/st_helena/article_3f9dbc45-54eb-50ae-a096-80287adbef68.html)

SU Ag Center Students Win Awards. The Advocate. April 19, 2013. [https://www.theadvocate.com/baton\\_rouge/news/education/article\\_8da0f3c7-ecb4-520f-aaa2-bde2ad73aa58.html](https://www.theadvocate.com/baton_rouge/news/education/article_8da0f3c7-ecb4-520f-aaa2-bde2ad73aa58.html)

Meet Louisiana's Doc McStuffins: Dr. Renita Marshall and Dr. Tyra Davis. Jozef Syndicate. Oct. 18, 2013. <https://jozefsyndicatcla.wordpress.com/2013/10/18/meet-louisianas-doc-mcstuffins-dr-renita-marshall-and-dr-tara-davis/>

Marshall Joins National Swine Flu Discussion. SU Ag Center Blog. Aug. 2009. <https://suagcenter.blogspot.com/2009/08/marshall-joins-national-swine-flu.html>

Navigating the Academic Hierarchy: A "Video Mentor" for New and Aspiring Faculty Members. SU Ag Center YouTube video. [www.youtube.com/user/SUAgcenter](http://www.youtube.com/user/SUAgcenter)

Discovering 21st Century Opportunities. Southern University Ag Center Video. [www.youtube.com/watch?v=JZxxkNHZQ](http://www.youtube.com/watch?v=JZxxkNHZQ)

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## Scholarly Publications

### Book Chapter

Louime, C., **Marshall, R.**, Hemanth, K. & Vasanthaiah, N. "Genomics and Potential Bioenergy Applications in the Developing World" in *Genomics, Applications and the Developing World*. Springer Publishing, 2012.

### Refereed Journal Articles

**Marshall, R.**, and H. Mellieon. "One Health, Herd Health, and the Small farmer: The Use of Health and Wellness to Improve Small Farmer Production Efficiency." *Dairy and Vet Sci J* 8(5): JDVS.MS.ID555746 (2018).

**Marshall R.**, Nelson-Smith K., Simon G., and Rawls W. The impact of Experiential Learning Experiences in Food and Agricultural Sciences. *J. Education & Human Development*. (Accepted for publication 2017).

**Marshall R.**, S. Gebrelul, J. Brown, A. Rubin, C. Adams, and Y. Ghebreyessus. "Blood Parameters of Kids in Mixed and Sequential Grazing Experiment." *J Vet Med & Surgery* (Accepted for Publication 2017).

**Marshall R.**, Gebrelul S, Adams C. "Prevention and Control of Production Limiting Goat Diseases on Small Farms." *J Vet Sci Anim Husb* 5(1): 102. DOI: 10.15744/2348-9790.5.102.

**Marshall, R.**, and H. Mellieon. Animal Diseases, Biosecurity and the Potential Impact on a Global Scale. *Ope Acc Jou of Vet Sci & Res* 1(1): OAJVSR-MS-ID-000101 (2016).

Gebrelul, S., R. Marshall, Y. Ghebreyessus, C. Adams, M. B. and E. Runles. 2016. The effects of mixed and sequential grazing on growth performances and parasitic resistances of kids. *J Anim. Sci.* 94 (Suppl. 1): 49.

**Marshall, R.**, Gebrelul, S., M. Morgan, C. Adams and Y. Ghebreyessus. 2016. Blood plasma profiles of kids in mixed and sequential grazing experiment. *J Anim. Sci.* 94 (Suppl. 1): 56.

**Marshall, R.**, S. Gebrelul, M. Morgan, C. Adams, and Y. Ghebreyessus. Blood Profiles of Kids in Mixed and Sequential Grazing Experiment. Southern Section of the American Society of Animal Science. DOI: 10.2527/ssasas2015-11.

**Marshall, R.**, C. Adams, S. Manuel, Y. Ghebreyessus and S. Gebrelul. 2015. Parasitic Loads and Growth Performance of Goats and Kids under Sequential and Mixed Species Grazing with Cattle at a Constant Stocking Rate. *American Journal of Animal and Veterinary Sciences*. DOI: 10.3844/ajavsp.2015.

Ghebreyessus, Y., M. Berhane, **Marshall, R.**, C. Adams, E. Runles and S. Gebrelul. 2014. Evaluation of forage yield in sequential grazing of cattle and goats under an intensive rotational system. *J Anim. Sci.* 94 (Suppl. 1): 38.

Manuel, S., **Marshall, R.**, C. Adams, E. Runles, M. Berhane and S. Gebrelul. 2014. The effect of sequential grazing on the performance of kids under an intensive rotational system. *J Anim. Sci.* 94 (Suppl. 1): 40.

Ondieki Gekara, Talesha Dokes and **Marshall R.** Effect of Replacing Corn and Soybean Meal with Brewers Rice and Dried Distillers Brewers Yeast on Performance of Growing-Finishing Pigs. *American Journal of Animal and Veterinary Sciences*, 2014 9 (2): 110-115.

Ondieki Gekara, Talesha Dokes and **Marshall R.** Diet Modification to Reduce Fecal Excretion of Nitrogen and Phosphorus in Growing and Finishing Pigs. *American Journal of Animal and Veterinary Sciences*, 2013 8 (4): 197-202.

Ondieki Gekara and **Marshall R.** Nutritional Strategies to Mitigate the Effects of Negative Energy Balance on Reproductive Performance of Early Postpartum Does. *American Journal of Animal and Veterinary Sciences*, 2012, 7 (4), 194-197.

**Marshall, R.**, Gebrelul, S., L. Gray, Y. Ghebreyessus “Mixed Species Grazing of Cattle and Goats on Gastrointestinal Infections of *Haemonchus Contortus*”. *American Journal of Animal and Veterinary Sciences*. 2012, 7(2): 61-66.

Gebrelul, S. L. Gray, **Marshall, R.** and Y. Ghebreyessus. 2012. The effects of confinement and protein levels on the growth and parasitic loads of kids raised under mixed-species grazing system. *J Anim. Sci.* 90, Suppl. 3: 381.

Gebrelul, S., L. Gray, **Marshall, R.**, and C. Chisley. 2012. The effects of confinement and protein levels on carcass traits of kids raised under mixed-species grazing system. *J Anim. Sci.* 90, Suppl. 3: 380.

Marcio de Cassio Juliano, Clifford Louime and **Marshall, R.** “Rondon project: Addressing water issues in socioeconomically disadvantaged communities in Brazil”. *International Journal of Water Resources and Environmental Engineering* Vol. 3(6), 117-125, July 2011.

Julie A.W. Stille, **Marshall, R.** Miriam Sutovsky, Peter Sutovsky, and Kathy L. Sharpe-Timms “Reduced Fecundity in Female Rats with Surgically Induced Endometriosis and in Their Daughters: A Potential Role for Tissue Inhibitors of Metalloproteinase 1”. *BIOLOGY OF REPRODUCTION* 80, 649–656 (2009) DOI: 10.1095/biolreprod.108.073411.

**Marshall, R.**, The Impact of Extension on Minority Owned Small Farm Operations. *Journal of Extension*. February 2012. Volume 50. Number 1. (Available at <http://www.joe.org/joe/2012february/comm1.php>).

**Marshall, R.**, *Herd Health Programs for Limited Resources Farmers: Prevention vs. Treatment*. *Journal of Extension*. October 2011. Volume 49. Number 5. (Available at <http://www.joe.org/joe/2011october/comm2.php>).

### **Proceedings, Reports, and Abstracts**

**Marshall, R.** H. Mellieon, S. Gebrelul, A. Johnson, 2019. The Southern University Institute for One Health One Medicine: One World- It’s All Connected! Southern University Institute for One Health One Medicine, Southern University Agricultural Research & Extension Center, ARD19th Biennial Research Symposium, Jacksonville, FL.

A. K. Sias, **Marshall R.**, and O. Lukongo, 2019. Department of Agricultural Sciences, Southern University Institute for One Health One Medicine, Southern University Agricultural Research & Extension Center, College of Agriculture, ARD19th Biennial Research Symposium, Jacksonville, FL.

K. M. Dalton, S. Gebrelul, **Marshall R.**, C. Adams, Y. Ghebreyessus, E. Runles, J. Henson. 2019, Effects of Mixed Legume Pastures on Growth Performances and Parasitic Loads in Goats. Southern University Agricultural Research & Extension Center and College of Agriculture, ARD19th Biennial Research Symposium, Jacksonville, FL.

T. E. Hills, S. Gebrelul, **Marshall R.**, Y. Ghebreyessus, C. Adams, M. Berhane, E. Runles, 2019, Diverse Pastures on Growth Performances and Parasitic Control in Lambs. Southern University Agricultural Research & Extension Center and College of Agriculture, ARD19th Biennial Research Symposium, Jacksonville, FL.

A. Rubin, **Marshall R.**, C. Adams, Y. Ghebreyessus, 2017. Blood Parameters of Kids in Mixed and Sequential Grazing Experiment. Southern University Agricultural Research & Extension Center and College of Agriculture, ARD18th Biennial Research Symposium, Atlanta, GA.

J. Brown, S. Gebrelul, **Marshall R.**, Y. Ghebreyessus, C. Adams, M. Berhane, E. Runles, A. Harris, 2017, Growth Performances and Parasitic Resistances of Kids and Calves in Mixed and Sequential Grazing System. Southern University Agricultural Research & Extension Center and College of Agriculture, ARD18th Biennial Research Symposium, Atlanta, GA.

- Marshall, R.** 2015. Evaluation of Herd Health Programs and Management Practices on Small Beef Cattle Farm Operations: A Case for Prevention vs Treatment. 73<sup>rd</sup> Professional Agricultural Workers Conference (PAWC). Tuskegee, LA.
- Marshall, R.** 2014. How Can I successfully Breed My Goats? Fact Sheet. Southern University Ag Center.
- Marshall, R.** 2014. How Do I Keep My Goat Herd Healthy? Fact Sheet. Southern University Ag Center.
- Marshall, R.** 2014. Bridging the Gap between Workforce Development & Higher Education: A Critical Link to Preparing the Next Generation of Agricultural Leaders. 72<sup>nd</sup> Professional Agricultural Workers Conference (PAWC). Tuskegee, LA.
- Jackson, A., **Marshall, R.**, L. Gray, and S. Gebrelul. 2013. Housing and feeding effects on the growth and nematode loads in kids under mixed-species grazing system. ARD 17th Biennial Research Symposium, Jacksonville, FL, p. 54.
- Profit, L., **Marshall, R.**, L. Gray, and S. Gebrelul. 2013. Housing and feeding effects on the carcass yield and quality traits in kids under mixed-species grazing system. ARD 17th Biennial Research Symposium, Jacksonville, FL, p. 56.
- Ghebreyessus, Y., S. Gebrelul, M. Berhane, R. Payne and **Marshall, R.** 2013. Evaluation of forage yield and quality in mixed cattle and goats grazing practices. ARD 17th Biennial Research Symposium, Jacksonville, FL, p. 230.
- Manuel, S., C.V. Chisley, **Marshall, R.**, G.S. Simon, C.R. Walker and S. Gebrelul. 2013. Evaluation of burnt corn gluten meal in layers diets. ARD 17th Biennial Research Symposium, Jacksonville, FL, p. 232.
- Gebrelul, S., L. Gray, **Marshall, R.**, and C. Chisley. 2012. The effects of confinement and protein levels on carcass traits of kids raised under mixed-species grazing system. J Anim. Sci. 90, Suppl. 3: 380.
- Gebrelul, S. L. Gray, **Marshall, R.**, and Y. Ghebreyessus. 2012. The effects of confinement and protein levels on the growth and parasitic loads of kids raised under mixed-species grazing system. J Anim. Sci. 90, Suppl. 3: 381.
- Ondieki Gekara, **Marshall R.**, Tyrone Miller, Lisa Gray. 2011. Foreign Animal Diseases of Beef Cattle That May Pose a Major Threat to the US Economy. National Center for Foreign Animal and Zoonotic Disease Defense. FAZD. SSERT-201 03-11.
- Ondieki Gekara, **Marshall R.**, Tyrone Miller, Lisa Gray. 2011. Farm Level Biosecurity Practices of Small Beef Cattle Practices. National Center for Foreign Animal and Zoonotic Disease Defense. FAZD. SSERT-203 03-11.
- K.L.Sharpe-Timms, **Marshall R.** 2011. Development of a Comparative Species Microarray for Rapid Translation of Endometriosis Date from Animal Models to Women. World Congress on Endometriosis. Montpellier, France.
- S. Gebrelul, L. Gray, **Marshall R.**, and Y. Ghebreyessus. 2011. Evaluation of the Growth, Carcass Traits and Parasitic Load of kids Produced Under Mixed-Species Grazing System. ARD16th Biennial Research Symposium, Atlanta, GA, p. 151.
- L. Gray, S. Gebrelul, **Marshall R.**, and Y. Ghebreyessus. 2011. Effect of Mixed Species and Rotational Grazing Systems on Weights, Body Condition and FAMACHA Scores in Spanish Docs. ARD16th Biennial Research Symposium, Atlanta, GA, p. 151.
- Marshall, R.**, S. Gebrelul, L. Gray. 2011. Control of Gastrointestinal Infections of *Haemonchus contortus* in Goats Using Mixed Grazing Systems. ARD16th Biennial Research Symposium, Atlanta, GA, p. 154.
- Harris, A and **Marshall, R.** 2011. The Effects of Mixed-Species Grazing Systems on the Performance of Brangus Calves. ARD16th Biennial Research Symposium, Atlanta, GA, p. 39.

Ghebreyessus, Y. S. Gebrelul, V. Bachireddy, M. Berhane, R. Payne, **Marshall, R.**, E. Runles, L. Gray, and Z. Augustine. 2010. Effects of cattle and goat grazing practices on soil physical properties, and forage yield and quality. *J Anim. Sci.* 88 (Suppl 3):32

Gebrelul, S., L. Gray, **Marshall, R.**, Y. Ghebreyessus, V. Bachireddy, R. Payne, M. Berhane, E. Runles, and Z. Augustine. 2010. The performance of Spanish kids under mixed-species grazing system. *J Anim. Sci.* 88 (Suppl 3):32

**Marshall, R.**, L. Gray and S. Gebrelul. 2010. The effect of mixed species grazing on the determination of gastrointestinal infections of *Haemonchus contortus* in Spanish does. In: Proc National Goat Conference, 'Strengthening the Goat Industry', Florida A&M University, September 12-15, p. 170.

Gebrelul, S., **Marshall, R.**, Y. Ghebreyessus, V. Bachireddy. 2009. Performances of kids and calves grazing together and separately. *J Anim. Sci.* 87 (Suppl 2): 310

Gebrelul, S., Y. Ghebreyessus, V. Bachireddy, **Marshall, R.**, L. Gray, R. Payne, M. Berhane, E. Runles and Z. Augustine. 2009. Influences of forage quality and quantity on the performance of goats and cattle under mixed-species grazing systems. ARD 15th Biennial Research Symposium, Atlanta, GA, p. 98.

Gebrelul, S, Y. Ghebreyessus, V. Bachireddy, **Marshall, R.**, L. Gray and A. Harris. 2009. The performance of Brangus calves under mixed-species grazing systems. ARD 15th Biennial Research Symposium, Atlanta, GA, p. 204.

Bachireddy\*, V, Y. Ghebreyessus, S. Gebrelul, **Marshall, R.** R. Payne, M. Berhane, and E. Runles. 2009. Mixed species and grazing practices effects on the yield and quality of forage crops. ARD 15th Biennial Research Symposium, Atlanta, GA, p. 205.

**Marshall, R.**, S. Gebrelul, L. Gray, Z. Augustine, and E. Runles. 2009. The effect of mixed species grazing in the determination of gastro-intestinal infections of *Haemonchus contortus* in Spanish does. ARD 15th Biennial Research Symposium, Atlanta, GA, p. 210.

Julie A. W. Stille, **Marshall R.**, Peter Sutovsky, Kathy L. Sharpe-Timms. 2008. TIMP-1 Contributes to the Anomalies in the Ovary and Preimplantation Embryo Development in a Rat Model of Endometriosis. Society of the Study of Reproduction. Kona, Hawaii.

**Marshall, R.** 2008. Care and management of Kids from Birth to Weaning. Fact Sheet. Southern University Ag Center.

**Marshall, R.** 2008. Becoming a Veterinarian. Fact Sheet. Southern University Ag Center.

**Marshall, R.** 2008. Planting Knowledge? Article. Baton Rouge Advocate.

### **Non-Refereed Publications**

**Marshall, R.** 2013. Goat Herd Health Management Plans and Manual.

**Marshall, R.** 2013. Southern University Agricultural Research and Extension Center's Research Experimentation Plans.

**Marshall, R.** 2009. Hurricane preparation tips for Louisiana livestock producers. *Louisiana Farm & Ranch.* pg 40.

**Marshall, R.** 2009. Southern University Holds 66<sup>th</sup> Annual Livestock Show. *Minority Landowners*, Winter Edition.

**Marshall, R.** 2009. Beef Cattle Management Calendar and Workbook.

**Marshall, R.** 2008. Southern University Ag Center Livestock Show and Related Programs.

**Marshall, R.** 2008. Summer heat can cause discomfort for Livestock. *Louisiana Farm & Ranch*.

**Marshall, R.** 2007. Heat can cause discomfort for livestock. *Agricultural Edge*.

**Lectures, Symposia Seminars, Presentations, and Workshops**

**Marshall, R.** 2019. The Southern University Institute for One Health One Medicine: One World- It's All Connected! ARD19th Biennial Research Symposium, Jacksonville, FL.

**Marshall, R.** 2019. Goat Reproduction and Breeding. Southern University Ag Center Louisiana Small Farm Conference, Baton Rouge, LA.

**Marshall, R.** 2019. Goat Health and Master Small Ruminant Certification. Southern University Ag Center Louisiana Small Farm Conference, Baton Rouge, LA.

**Marshall, R.** 2018. What is One Health and Why is it Important. Minority Health Summit/Louisiana Health Equity, Baton Rouge, LA.

**Marshall, R.** 2018. Majors in the College of Agricultural Family and Consumer Sciences. SUSLA Connect Transfer Ceremony, Baton Rouge, LA.

**Marshall, R.** 2018. Southern Institute for One Health One Medicine. SU One Health: Building Sustainable Communities Research Symposium, Baton Rouge, LA.

**Marshall, R.** 2017. Animal safety during the holidays. SU Land-grant Campus Holiday Workshop, Baton Rouge, LA.

**Marshall, R.** 2017. Small ruminant research update. 11<sup>th</sup> Annual Small Ruminant Field Day, Baton Rouge, LA.

**Marshall, R.** 2016. Tuskegee University School of Veterinary Medicine 51<sup>st</sup> Annual Veterinary Medical Symposium Luncheon Guest Speaker, Tuskegee, AL.

**Marshall, R.** 2016 Southern University Ag Center Research Update. LSU/SU Small Ruminant Field Day, Baton Rouge, LA.

**Marshall, R.** 2015. Herd health for limited resource farmers. Morehouse Black Farmers and Landowners Association, Inc., Bastrop, LA.

**Marshall, R.** 2015. Saving Rural America. St. Helena Ag Day. Greensburg, LA.

**Marshall, R.** 2015. Small ruminant health management. 10<sup>th</sup> Annual Small Ruminant Field Day, Baton Rouge, LA.

**Marshall, R.** 2015. The control of gastrointestinal infections of *Haemonchus contortus* in goats using mixed species under sequential grazing systems. Environmental Toxicology Seminar, Baton Rouge, LA.

**Marshall, R.** 2015. What can the Southern University Ag Center do for you. Early Risers Kiwanis. Baton Rouge, LA.

**Marshall, R.** 2015. Panel on diversity. Louisiana State University School of Veterinary Medicine. Baton Rouge, LA.

**Marshall, R.**, 2015. Animal models used for human disease. Southern University Ag Center Seminar Series. Baton Rouge, LA.

**Marshall, R.** 2015. The importance of herd health plans for small cattle farmers. Cheneyville Cattle Association, Port Hudson, LA.

**Marshall, R.** 2015. Evaluation of herd health plans for small farmers. St. Helena Cattlemen's Association Meeting, Greensburg, LA.

**Marshall, R.** 2014 Southern University Research Update. LSU/SU Small Ruminant Field Day, Baton Rouge, LA.

**Marshall, R.** 2014. Preparing the next generation of agricultural leaders, Jags in Ag. 72<sup>nd</sup> Professional Agricultural Workers Conference. Tuskegee, LA.

**Marshall, R.** 2014. Bridging the gap between workforce development and higher education: a critical link to preparing the next generation of agricultural leaders. 72<sup>nd</sup> Professional Agricultural Workers Conference. Tuskegee, LA.

**Marshall, R.**, 2014. The effects of mixed species grazing on parasite levels in goats. American Society of Animals Science National Conference Dallas, TX.

**Marshall, R.** 2014. Alternative careers in agriculture. Southern University Ag Center Youth Expo, Baton Rouge, LA.

**Marshall, R.** 2014. Evaluation of herd health plans for small farmers. Morehouse Black Farmers and Landowners Association Growers Meeting, Bastrop, LA.

**Marshall, R.** 2014. We shall overcome. Black History Program at New Providence Baptist Church, Zachary, LA.

**Marshall, R.** 2014. Careers in agriculture. Beechwood Academy Career Day, Baton Rouge, LA.

**Marshall, R.** 2013. Navigating the academic hierarchy. Southern University Ag Center Professional Development Seminar Series, Baton Rouge, LA.

**Marshall, R.** 2013. Food security. Farm to Table International Symposium. New Orleans, LA.

**Marshall, R.** 2013. Disaster planning and emergency preparedness. University of North Texas Health Sciences Center. Fort Worth, TX.

**Marshall, R.**, 2013. Small ruminant herd health. St. Helena Ag Day, Greensburg LA.

**Marshall, R.** 2013. Parasite updates and management. Southern University Ag Center Goat Field Day, Baton Rouge, LA.

**Marshall, R.** 2013. Benefits of mixing beef and goats on the same pastures. Louisiana Small farmer Conference, Baton Rouge, LA.

**Marshall, R.**, 2013. Try agriculture. Zachary High School Career and Technical Academy, Port Hudson, LA.

**Marshall, R.** 2013. On-farm cattle demonstration. Morehouse Black Farmers and Landowners Association Growers Meeting, Bastrop, LA.

**Marshall, R.**, 2012 My life as a veterinarian. Crestworth Learning Academy 2<sup>nd</sup> Annual Career Day Event Speaker, Baton Rouge, LA.

**Marshall, R.** 2012. Small farmer livestock programs. Louisiana Conference of the 8<sup>th</sup> Episcopal District, Walker,

LA.

**Marshall, R.**, 2012. Mixed species grazing of cattle and goats. SU/LSU Annual Conference, Baton Rouge, LA.

**Marshall, R.** 2012. Hoof trimming in goats. Women in Agriculture Field Day, Baton Rouge, LA.

**Marshall, R.** 2012. Careers in agriculture? Southern University Ag Center Youth Expo, Baton Rouge, LA.

**Marshall, R.**, 2012. Food safety: animals and vegetables. Louisiana Small Farmer Conference, Baton Rouge, LA.

**Marshall, R.** 2012. Beef cattle vaccinations and fly control. Morehouse Black Farmers and Landowners Association Growers Meeting, Bastrop, LA.

**Marshall, R.** 2012. How to do a fecal egg count. Southern University Ag Center Small Ruminant Training Workshop, Baton Rouge, LA.

**Marshall, R.** 2012. Recruitment, exploration, and retention. JAGS in Ag. workshop for high school counselors, Minden, LA.

**Marshall, R.** 2012. Southern University small ruminant research updates. LSU Goat Field Day. Baton Rouge, LA.

**Marshall, R.** 2011. How to become a veterinarian. Crestworth Learning Academy 2<sup>nd</sup> Annual Career Day Event Speaker. Baton Rouge, LA.

**Marshall, R.**, 2011. The importance of reading. Crestworth Elementary Accelerated Reader Awards Night. Baton Rouge, LA.

**Marshall, R.**, 2011. Beef cattle vaccinations. Southern University Ag Center Louisiana Small Farm Conference, Baton Rouge, LA.

**Marshall, R.** 2011. Careers in agriculture. St. Helena High School 4-H, Greensburg, LA.

**Marshall, R.** 2011. What is agriculture? Crestworth Elementary School, Baton Rouge, LA.

**Marshall, R.** 2011. Parasite control in beef cattle. Agromen Beef Cattle Field Day, Opelousas, LA.

**Marshall, R.** 2011. Proper care and handling of small animals. Zion Travelers Baptist Church, New Roads, LA.

**Marshall, R.** 2011. Help, My goat is sick! LSU/SU Small Ruminant Field Day, Baton Rouge, LA.

**Marshall, R.** 2011. Beef biosecurity. North Louisiana Heifer Project International (HPI Group), Minden, LA.

**Marshall, R.** 2011. Body walk collaboration with LSU AgCenter. Northwestern Elementary School. Zachary, LA.

**Marshall, R.** 2011. Careers in agriculture. Back to School Summit, New Roads, LA.

**Marshall, R.** 2011. Careers in agriculture. Back to School Summit, Opelousas, LA.

**Marshall, R.** 2011. Why pursue a degree in agriculture? Pointe Coupe Expo, New Roads, LA.

**Marshall, R.** 2011. Explore agriculture. Crestworth Elementary Math and Ag Night. Baton Rouge, LA.

**Marshall, R.** 2011. Updates in goat health management. St. Helena Agriculture Advisory Council Meeting. Greensburg, LA.

**Marshall, R.** 2011. Beef cattle production. Louisiana Small Farmer Conference. Baton Rouge, LA.

- Marshall, R.** 2011. What does it mean to come home? Mt. Zion Methodist Church. Clinton, LA.
- Marshall, R.** 2011. Importance and opportunities in agriculture. Morehouse Black Farmers and Landowners Association Growers Meeting, Bastrop, LA.
- Marshall, R.,** Gebrelul, S., Gray, L., 2011. The control of Gastrointestinal Infections of *Haemonchus contortus* in Goats Using Mixed Species Grazing Systems. ARD 16th Annual Biennial Conference. Atlanta, GA.
- Marshall, R.** 2010. Animal diseases and how they impact biosecurity. Plant Biosecurity Symposium. Baton Rouge, LA.
- Jaroni, D. and **Marshall, R.** 2010. Use of best management practices to reduce E. Coli O157:H7 in cow/calving operations. SU Ag Center Seminar Series, Baton Rouge, LA.
- Marshall, R.** 2009. Preparing the next generation of agricultural scientists. St. Helena Central High School Future Farmers A Banquet Speaker, Amite, LA.
- Marshall, R.** 2009. Food security and fresh produce safety panel discussion. Plant Biosecurity Symposium. Baton Rouge, LA.
- Marshall, R.** 2009. Pandemic H1N1/2009 influenza in pigs. Extension Disaster Education Network Webinar.
- Marshall, R.** 2008. The importance of agriculture. St. Helena Central High School Future Farmers of America Banquet, Amite, LA.
- Marshall, R.** 2008. A rainbow of livestock. Class Act Summer Camp, Mansfield, LA.
- Marshall, R.** 2008. Targeting minority producers in Louisiana. National Animal Identification Systems Coordinators Workshop. New Orleans, LA.
- Marshall, R.,** Gebrelul, S., Gray, L. Augustine, Z., Runles, E. 2008. The effect of mixed species grazing in determination of gastro-intestinal infections of *Haemonchus contortus* in Spanish does. ARD 15<sup>th</sup> Annual Biennial Conference. Atlanta, GA.
- Marshall, R.** 2008. The importance of animal biosecurity. Plant Biosecurity Symposium. Baton Rouge, LA.
- Marshall, R.** 2008. Taking the first step your animals. Your livelihood. Your future. Your NAIS. SU Ag Center Seminar Series. Baton Rouge, LA.
- Gebrelul, S., **Marshall, R.,** Y. Ghebreyessus, V. Baehireddy, 2008. Mixed species grazing. LSU/SU Ag Centers' Annual Conference. Baton Rouge, LA.
- Marshall, R.** 2008. Goat herd health management. Goat production informational meeting. Opelousas, LA.
- Monroe, C., and **Marshall, R.** 2008. Cattle operations. Morehouse Black Farmers and Landowners Association, Inc. Southern University Ag Department Field Day. Bastrop, LA.
- Marshall, R.** and Christie Monroe. 2008. Your horse and you. Monroe Horse Expo. Monroe, LA.
- Marshall, R.** 2007. Help, my goat is sick! SU Ag Center 3<sup>rd</sup> Annual Goat Field Day, Baton Rouge, LA.
- Marshall, R.** 2007. Deworming your cattle. Agromen, Inc. Livestock Field Day, Opelousas, LA.

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## *Student Engagement*

- Southern University-Baton Rouge Graduate Faculty LEVEL II, primary appointment is in the Department of Agricultural Sciences and secondary appointment is in the Department of Urban Forestry and Natural Resources. effective Fall 2018.
- Animal Science/Pre-Veterinary Club Faculty Advisor, 2008 - present
- Southern University Beta Kappa Chi, mentor, 2015 - present
- Southern University National Institute of Sciences, mentor, 2015
- Southern University Chapter of Minorities in Agriculture Natural Resources and Related Sciences (MANRRS), faculty advisor, 2014-present
- Southern University Ag Center Journeying Through Agriculture Gaining Innovative Experiences (JAGIE) Committee, 2013
- Southern University College of Sciences and Agriculture Beginning Agricultural Youth Opportunities Unlimited (BAYOU) program, Co-Coordinator, 2013-present
- Southern University Campus Leaders Enrollment Strategies Committee, 2019
- Dual Enrollment Program for Agricultural Sciences at Zachary High School, Zachary, LA, 2018 – present
- Partnership with the Urban Art Farm to provide internships for Plant and Soil Sciences students, Baton Rouge, LA, 2018
- Windows to the World student mentor, Zachary High School, Zachary, LA, 2017 – present
- Urban Forestry Graduate Faculty Committee, 2017 – present
- Southern University Black History Quiz Bowl Committee, 2011-present
- Jags in Ag Experiential Learning Tour, Pensacola, FL, 2016
- Developed partnership between SU and LSU School of Veterinary Medicine, 2015
- Minorities in Agriculture, Natural Resources, and Related Sciences (MANRRS) advisor 2014 – 2016
- Southern University National Agricultural Day, 2014 (100 high schoolers attended) 2015 (300 high schoolers attended) 2016 (300 K-12<sup>th</sup> attended) 2017 (3,000 K-12<sup>th</sup> attended) 2018 (600 high schoolers attended) 2019 (1,600 K-12<sup>th</sup> attended).
- Jags in Ag Experiential Learning Tour, Jackson, MS, 2014
- Louis Stokes Louisiana Alliance for Minority Participation Mentor, 2011
- Research and Honors College Thesis Mentor
- Taught SU courses: Orientation to Agriculture AGSC 110, Poultry Production AGSC 211, Veterinary Diseases AGSC 321, and Reproductive Physiology of Farm Animals AGSC 430

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## *Service and Involvement*

### *Editorial Service*

- USDA Small Business Innovative Research (SBIR) Proposal Review Panel, Washington, DC, 2019
- Association of Research Directors (ARD) Biannual Research Symposium Steering Committee, President, Moderator, Judge, 2017-present
- USDA Antimicrobial Resistance Proposal Review Panel, Washington, DC, 2017
- Editorial Board for the Open Access Journal of Veterinary Science & Research, 2016 - present
- USDA Small Business Innovative Research (SBIR) Proposal Review Panel, Washington, DC, 2016 & 2015
- Editorial Board Member, American Journal of Animal and Veterinary Science, 2012-present
- Association of Research Directors Sustainable Plant Animal Systems, Judge, Moderator and Reviewer, Atlanta, GA, 2011

- NIFA Veterinary Medicine Loan Repayment Program Proposal Review Panel, Washington, DC, 2011, 2012
- NIFA Veterinary Medicine Loan Repayment Program Proposal Review Panel, Washington, DC, 2010
- National Goat Conference Manuscript Peer Reviewer, Tallahassee, FL, 2010
- NIFA Integrated Solutions for Animal Health Proposal Review Panel, Washington, DC, 2009

### *Community Service*

- Scotlandville Pre-Engineering Magnet Academy Town Hall Panel Member, 2019
- Southern University Laboratory School *First Science, Writing, & Agriculture (S.W. AG.)* Summer Enrichment Camp Co-Developer, 2019
- Zachary Community School District Color Run, 2019
- East Feliciana High School World AIDS Day, 2019
- STEM Night, Crestworth Elementary School, 2017
- Fall Fest, Crestworth Elementary School, 2017
- Commencement Speaker, Second Chance Academy, 2017
- St. Helena Parish Horticulture Advisory Committee, 2015 and 2016
- Shiloh Missionary Baptist Church Summer Youth Enrichment Program Mentor, 2015 and 2016
- The Piney Woods School, Demonstrating Initiatives in Science Career Opportunities and Veterinary Education Recruitment (DISCOVER) host, 2015
- Louisiana Science & Engineering Association Science Fair Judge, 2015
- Kids Camp Quest, June 2015
- New Orleans Summer Camp, 2012
- Cedar Crest Science Fair Judge, 2012
- Baton Rouge Food Bank Volunteer, 2011
- Opelousas Community Easter Egg Hunt, 2011
- 4-H Life Program Volunteer Mentor, 2011
- National Education Association Read Across America, 2011
- Jetson Youth Correctional Facility Agriculture Program, 2011
- Special Olympics Volunteer, 2011
- Capital Area United Way Site Evaluator, 2010 and 2011
- East Baton Rouge Parish Prison "One Day With Kids," 2010-present
- Volunteers in Public Schools Every One Counts Math Friend, 2010 and 2011
- Susan G. Komen for the Cure, Baton Rouge Volunteer, 2010 and 2011
- Baton Rouge Area Alcohol and Drug Center, Inc., 2010 and 2011
- Big Buddy Day with the Mentor Program, 2010 and 2008
- Scotlandville Magnet High School Mentor Program, 2009
- Sarah Towles Reed Elementary First Career Exploration Day, New Orleans, LA, 2008
- Instructor for Agriculture Science I at Capitol High Academy, 2008
- Benefit Youth Rodeo, in conjunction with K&K Youth Rodeo Co., 2007
- Ag Days of Summer, Summer Camp, 2007

### *Public Service*

- Southern Ranchers Relief Effort 2019
- Task Force on Recreation and Park Commission for the Parish of East Baton Rouge Policies, Louisiana House of Representatives, House Resolution No. 148 by Barbara Carpenter State Representative, District 63, 2018 – present
- Chair of the Commission to Keep the Baton Rouge Zoo at Greenwood Park, 2018- present
- Recreation and Park Commission for the Parish of East Baton Rouge Baton Rouge (BREC), Zoo Advisory Board, 2018 – present
- Mayor's Office of Homeland Security & Emergency (MOHSEP) Animal Disaster/Evacuation Representative for Southern University 2016- present
- USDA Strike Force Initiative for Rural Growth & Opportunity, 2014- present
- Louisiana Department of Health, Office of Public Health, Louisiana Volunteers in Action (LAVA), 2011- present
- Louisiana Department of Ag and Forestry, Food Safety Modernization Act (FSMA) Taskforce, 2013

- USDA 1890 Taskforce, 2013
- Summer Medical and Dental Education Program, Association of American Medical Colleges, 2011
- State Coordinator for the National Animal Identification Systems, 2008
- Horse Health Fair, Southern University, 2007 and 2008
- Office of Public Health - Center for Community Preparedness, 2007 – present

### *University Service*

- Southern University College of Agricultural Family and Consumer Sciences, Blue and Gold Recognition Banquet, Committee, 2017-2018, Chair 2019
- Southern Human Animal Relationship Experiences (SHARE) Pet Therapy Program - 2019
- Southern University Inaugural Student and Staff Food Pantry Committee – 2019
- National Goat Conference Planning Committee 2018-present
- Southern University Ag Center and College of Agricultural Family and Consumer Sciences Inaugural Research Symposium, “One Health: Promoting Sustainable Communities” Co-Chair, 2018
- Southern University Ag Center Livestock Advisory Committee, 2018 – present
- Southern University Ag Center Louisiana Small Farm Conference, Committee, 2016 - present
- Southern University System 125<sup>th</sup> Years of 1890 Land-Grant Universities Steering Committee, 2015
- Southern University System Search Committee for the Executive Vice President and Academic Provost, 2015
- Southern University Ag Center Scholarship Gala Committee, 2015 – present
- Southern University Ag Center State Emergency Board (SEB) and FAC representative, 2015-2016
- Southern University National Ag Day, Chair 2014-present
- Southern University Sustainability Week Committee, 2013- present
- Southern University Ag Center and College of Agricultural Family and Consumer Sciences Convocation Committee, 2011-present
- Southern University and A&M College System Summer Transportation and Energy Institute, 2011
- Southern University Blacks in Agricultural, Family & Consumer Sciences Awareness Symposium, Presider, 2011
- Southern University Beef Cattle Field Day Organizing Committee, Chair, 2010 – present
- Southern University Baton Rouge, Institutional Review Board for the use of Human Subjects in Research, 2009 – present
- Southern University Baton Rouge Institutional Animal Care and Use Committee Chair, 2009- present
- Southern University Addressing Threats to Community Health (SUATCH), 2008
- Southern University Ag Center Safety Committee, 2008 - present
- Southern University Ag Center & LSU AgCenter Small Ruminant Field Day Co-Chair, 2008-present
- Emergency Response Team for Extension Disaster Education Network (EDEN) 2008- present
- Southern University’s Louisiana Department of Agriculture Contact (Veterinarian) for State Agricultural Emergencies, 2007- present
- Family & Youth Expo Co-Chair, 2007- present
- Southern University Ag Center Livestock & Poultry Quiz Bowl Chair, 2007- 2009
- Southern University Ag Center Annual State Livestock Show Chair, 2007-2009
- Southern University Ag Center State & National Rabbit Show Co-Chair, 2007- 2009
- Southern University Ag Center Goat Field Day Organizing Committee, 2007- present

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## *Continuing Education*

Household Pet Shelter Training, Louisiana State Animal Response Team, **4 hours**, Baton Rouge, LA, October 26, 2018

Household Pet Evacuation Training, Louisiana State Animal Response Team, **4 hours**, Baton Rouge, LA, October 26, 2018

Quality Matters QEP Online Teaching, Southern University, 2018- present

Artificial Insemination in Small Ruminants, Louisiana State University School of Veterinary Medicine, **3.5 hours**, Baton Rouge, LA, 2017

Cultural Competency, Diversity and Inclusivity: An Imperative For Success in Our Multicultural Society, LSU School of Veterinary Medicine, **3.5 hours**, Baton Rouge, LA , September 11, 2015

Agribusiness Leadership Forum, New Orleans Louisiana, October 21, 2015

3<sup>rd</sup> Annual Farm to Table International Symposium, New Orleans, LA. August 8-10, 2015

Urban Forestry Seminar Series, Urban Forest and Natural Resource Management, April 29, 2015

Tuskegee University School of Veterinary Medicine, **20 hours**, March 2013

Getting into Purpose, Professional Development, September 2013

"Animal Wellbeing and Welfare Science," **18 hours**, February 2013

"Food Animal Management," **20 hours**, Louisiana Board of Veterinary Medicine, Baton Rouge, LA, February, 2011

Association of Extension Administrators (AEA) Grantsmanship Workshop, Atlanta, GA, 2010

National Science Foundation (NSF) HBCU Securing Grants Workshop, New Orleans, LA, 2010

"Food Animal Medicine," **20 hours**, Louisiana Board of Veterinary Medicine, Baton Rouge, LA, February, 2010

"Food Animal Reproduction," **20 hours**, Louisiana Board of Veterinary Medicine, Baton Rouge, LA, February, 2009

"Preparing Communities for Agroterrorism" **6.5 hours**, National Center for Biomedical Research and Training, Baton Rouge, LA, July, 2008

"Food Animal Medicine," **20 hours**, Louisiana Board of Veterinary Medicine, Baton Rouge, LA, February, 2008

CSREES, USDA Integrated Competitive Programs Grantsmanship Workshop, Memphis, TN, 2008

"Small Ruminant Health Management," **10 hours**, Louisiana Board of Veterinary Medicine, Baton Rouge, LA, April, 2008

Performance Planning & Review, Comprehensive Public Training Program, 2007

"Beef Cattle Short Course," **16 hours**, Texas A&M College of Veterinary Medicine & Biomedical Sciences, College Station, TX, August, 2007

"Technical Large Animal Emergency Rescue," **20 hours**, Louisiana State University School of Veterinary Medicine & Fire & Emergency Training Institute, Baton Rouge, LA, October, 2007

"Research Training," **1 hour**, Essentials for IACUC Members, April, 2007

"Food Animal Production," **20 hours** Louisiana Board of Veterinary Medicine, Baton Rouge, LA, February, 2007

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## *Honors and Recognitions*

- Beta Sigma Chapter of Alpha Phi Alpha Fraternity, Inc. Woman of Excellence Award, 2017
- Southern University Honors College Outstanding Service Award, 2015
- Southern University System Achievement Award recipient for Outstanding Researcher, 2014
- Southern University Agricultural Research & Extension Center Most Outstanding Researcher Award, 2013.  
<https://suagcenter.blogspot.com/2013/12/su-and-lsu-ag-centers-award-faculty-and.html>

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## *Professional Affiliations and Committees*

- Next Generation Global Health Security Network, 2017-present
- National Association for Black Veterinarians, Charter President, 2018-present
- Southern University Alumni Federation Lifetime Member 2018
- Southern University Baton Rouge Institutional Animal Care and Use Committee Chair, 2009- present
- Southern University Baton Rouge, Institutional Review Board for the Use of Human Subjects in Research, 2009 – present
- State Coordinator for the National Animal Identification Systems, 2008
- Emergency Response Team for Extension Disaster Education Network (EDEN) 2008- present
- Louisiana Department of Agriculture, Southern University Contact (Veterinarian) for State Agricultural Emergencies, 2007- present
- Recreation and Park Commission for the Parish of East Baton Rouge Zoo Advisory Committee, 2018
- LEAD 21 Class X, Leadership for the 21 Century 2014 - 2015
- Physicians Committee for Responsible Medicine, 2014- present
- Gamma Sigma Delta Honor Society of Agriculture, 2014 – present; Secretary- present
- Kiwanis International, 2012 – present
- IDeA Networks of Biomedical Research Excellence, 2011
- Species Specific Education Research Team, 2011
- Women's Council of Greater Baton Rouge, 2009- present
- Louisiana Grassland and Forage Council, 2007 - present
- Office of Public Health Emergency Preparedness and Response Team, 2007 - present
- National Center for Biomedical Research, 2006 – present
- Louisiana Agriculture Response Team, 2006 – present
- Society for the Study of Reproduction 2003 - 2006
- American Veterinary Medical Association, 2003 - present
- USDA Nationally Accredited Veterinarian, 2003 - present
- Louisiana Veterinary Medical Association, 2003 - present
- Tuskegee University School of Veterinary Medicine Alumni Association, 2003 – present
- American Association of Laboratory Animal Science, 2003 – present
- American Society of Laboratory Animal Practitioners, 2003 - 2006
- American Committee on Laboratory Animal Diseases, 2003 – 2006
- American Veterinarian Medical Association, 2003 -present
- Delta Sigma Theta Sorority, INC., 1997-present

JOB CLASS				
JOB CODE				
CAL ID				

**SOUTHERN UNIVERSITY SYSTEM**

**Personnel Action Form**

POSITION NUMBER									
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CAMPUS: SUS  SUBR  SULAC  SUAREC  SUNO  SUSLA

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

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

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

**Profile of Person Recommended**

Length of Employment October 1, 2019 To September 30, 2020  
 Effective Date November 1, 2019

Name Dana Pollard SS# xxx-xx- Sex F Race\* AA  
 ("S" number)

Position Title: Research Associate Professor Department: Research

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

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

Years Experience	Southern University Experience		
Degree(s):	Type/Discipline (BA-Education):	Institution/Location (SU-Baton Rouge):	Year:
	<u>PhD. - Veterinary Microbiology</u>	<u>Texas A&amp;M University, College Station, TX</u>	<u>2017</u>
	<u>MS - Animal Science</u>	<u>Louisiana State University, Baton Rouge, LA</u>	<u>2009</u>
	<u>BS - Animal Science</u>	<u>Southern University A&amp;M College, Baton Rouge, LA</u>	<u>2007</u>

Current Employer \_\_\_\_\_

**Personnel Action**

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

Recommended Salary 65,000 Salary Budgeted 65,000

Source of Funds Federal

Identify Budget: 621653-65300-62000 Location \_\_\_\_\_  
 Form Code: \_\_\_\_\_ Page \_\_\_\_\_ Item # \_\_\_\_\_

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

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

Financial Aid signature (if, applicable):

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

Source of Funds	Amount

Comments: (Use back of form)

\*See Reverse Side

Graduate School signature (if, applicable):

Kerita Marshall 10/2/19  
 Supervisor Date  
Arch 10/2/19  
 Vice Chancellor Date  
John Jones 10/3/2019  
 Director/Personnel Date  
Ray L. Bellas  
 President Date

BAM 10/2/19  
 Dean/Unit Head Date  
OSCAR LOUDON JR 10/2/2019  
 Chancellor Date  
 Vice President/Finance Date  
 Business Affairs/Comptroller  
 Chairman/S.U. Board of Supervisors Date

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

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

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

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

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

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

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

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

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

**COMMENTS:** This is a new position for a research association professor to help Dr. Marshall conduct research emphasizing care and management of livestock with duties in developing the biomedical laboratory animal medicine program focusing on "One Health Initiative." This will include producing scholarly publications, conservation/sharing of resources, extension activities, grant proposal development, securing of external funds and other related duties to include teaching and advising.

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

**EMPLOYEE DIRECT SUPERVISOR:** Dr. Renita Marshall

**SUPERVISOR/DEPARTMENT CONTACT NUMBER** 225.771.0250

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

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

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

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

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

<u>TYPE</u>	<u>CODE</u>	<u>EXPIRES</u>
United States Citizen/Certificate of Naturalization	US	FUNDS AVAILABLE
Resident Alien	RA	OFFICE OF THE AGRICULTURAL RESEARCH AND EXTENSION
H-1 Visa (Distinguished Merit & Ability)	H1	SOUTHERN UNIVERSITY SYSTEM
J-1 Visa (Exchange Visitor Program)		
F-1 Visa (Student Emp. FT Student at S.U.)		
OPT (F-1 Visa-INS Prior Approval-"Practical Work Experience")	F1	
	F0	

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

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

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

## DANA A. POLLARD

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### EDUCATION

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<b>Ph.D. – Veterinary Microbiology</b> , GPA 3.750	2011 – 2017
Texas A&M University, College Station, TX	
▪ <i>Dissertation</i> : Molecular assessment of North American vector-borne hemoparasites and <i>in vitro</i> studies	
<b>M.S. – Animal Science</b> , GPA 4.00	2007 – 2009
Louisiana State University, Baton Rouge, LA	
▪ <i>Thesis</i> : Dose titration of <i>Sericea lespedeza</i> leaf meal on <i>Haemonchus contortus</i> infection in crossbred lambs	
<b>B.S. – Animal Science</b> , summa cum laude, GPA 3.86	2003 – 2007
Southern University and A&M College, Baton Rouge, LA	

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### CERTIFICATION

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Custom Excel/Word 2016 Intermediate Certification	2019
Temporary Authority to Teach in Louisiana Certification	2016-2017

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### AWARDS AND HONORS

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Texas A&M University (TAMU) College of Veterinary Medicine (CVM) Merit Scholar	2011– 2015
TAMU CVM Graduate Student Association Travel Award	Summer 2013, 2014
American Association of Veterinary Parasitologists Young Investigators Travel Grant	Summer 2013, 2014
Louisiana State University Graduate School Tuition Award	2007 – 2009
Southern University and A&M College Student Marshall for College of Agriculture, Family, and Consumer Sciences	May 2007
Southern University and A&M College Academic Scholarship	2003 – 2007
Taylor Opportunity Program for Students Award	2003 – 2007
Southern Regional Honors Council	2004 – 2007

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### MEMBERSHIPS

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American Association of Veterinary Parasitologists	2013 – 2016
Texas A&M University College of Veterinary Medicine Graduate Student Association	2011 – 2015

Louisiana State Animal Rescue Team	2010 – 2011
Louisiana State University School of Veterinary Medicine Graduate Student Organization	2008 – 2009
Minorities in Agriculture, Natural Resources, and Related Sciences	2006 – 2007
Southern University and A&M College Honors Students Association	2004 – 2007
Southern University and A&M College Honors College	2004 – 2007
Animal Science/Pre-Veterinary Medicine Club	2004 – 2007
Southern University and A&M College Agricultural Research & Extension Center Pastured Poultry Research	2005 – 2006

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## EXPERIENCE

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**Vivarium Supervisor and Animal Health Technician** 2017-present  
 Health Resources and Services Administration Agency/Department of Health and Human Services Baton Rouge, LA

Perform generalized and specialized tasks in the treatment, care, and use of animals that support the continuing research efforts on Mycobacterial diseases.

- Supervise vivarium personnel and oversee inventory and daily activities.
- Inspect and tend to athymic, conventional, transgenic mouse strains, and nine-banded armadillos infected with *Mycobacterium tuberculosis* and *Mycobacterium leprae*.
- Monitor *M. tuberculosis* and *M. leprae* infected and non-infected colonies of animals under biosafety levels 2 and 3.
- Aid in the husbandry of special (knock-out) mouse strain colonies.
- Assist and support the principal investigator, veterinarian, and research staffs in performing various procedures and diagnostic tests.

**Fifth and Sixth Grade Special Education Teacher** 2016-2017  
 Belle Rose Middle School Belle Rose, LA

Worked with special education students in order to promote behavioral and academic excellence.

- Modified general education curriculum to meet students' needs.
- Developed Individualized Education Programs (IEPs).
- Planned and conducted activities tailored to each student's abilities.
- Taught and guided students in class, in one-on-one, and in small group settings.
- Assisted in data collection for providing suitable classroom interventions.
- Implemented IEPs, evaluate students' performance, and track their progress.
- Conferred with parents, teachers, social worker, and administrators on student progress.

**Laboratory Technician** 2015 – 2016  
 Eurofins GeneScan New Orleans, LA

Conducted laboratory analyses for detecting the presence of allergens and contaminants in samples of foods, beverages, additives, and preservatives.

- Processed food and feed samples for extraction of DNA used in biotech crop identification, plant and animal speciation, and allergen detection polymerase chain reaction (PCR) assays.
- Extracted proteins and performed enzyme-linked immunosorbent assays (ELISA) and lateral flow tests that detected proteins that cause allergic reactions.
- Provided maintenance for laboratory equipment.



Southern University A&M College

Baton Rouge, LA

Provided comprehensive secretarial and clerical support to the administrative assistant to the vice chancellor of research.

- Assessed forms for employee records regarding human resources.
- Communicated with employees to address given tasks, answer questions, and explain or disseminate information.

#### PUBLICATIONS

**D.A. Pollard**, M.V. Reichard, L.A. Cohn, A.M. James, P.J. Holman, 2017. Genetic variability of cloned *Cytauxzoon felis* ribosomal RNA ITS1 and ITS2 genomic regions from domestic cats with varied clinical outcomes from five states. *Vet. Parasit.* 244, 136-143.

A. Al haboubi, **D.A. Pollard**, P.J. Holman, 2017. Molecular and morphological characterization of a haemogregarine in the alligator snapping turtle, *Macrochelys temminckii* (Testudines: Chelydridae). *Parasitol. Res.* 116 (1), 207-215.

Burke, J.M., Whitley, N.C., **Pollard, D.A.**, Miller, J.E., Terrill, T.H., Moulton, K.E., Mosjidis, J.A., 2011. Dose titration of sericea lespedeza leaf meal on *Haemonchus contortus* infection in lambs and kids. *Vet. Parasit.* 181, 345-349.

#### PRESENTATIONS

**D. Pollard.** Giardiasis: a big problem for the small intestine, Southern University One Health Symposium, Baton Rouge, LA. April 12-13, 2018 (platform presentation).

A. Al haboubi, C. Plummer, **D. Pollard**, P. Holman. New sequence data for a haemogregarine of the Alligator Snapping Turtle *Macrochelys Temminckii* (Testudines: Chelydridae) in Tyler, Texas, Texas A&M University College of Veterinary Medicine Graduate Student Association Spring Research Symposium, College Station, TX. January 2016 (platform presentation).

**D.A. Pollard**, M.V. Reichard, L.A. Cohn, A. James, and P.J. Holman, Molecular assessment of the ITS-1 and ITS-2 regions of *Cytauxzoon felis* from domestic cats of various clinical outcomes and geographic regions, Texas A&M University College of Veterinary Medicine Graduate Student Association Spring Research Symposium, College Station, TX. January 29, 2015 (platform presentation).

**D.A. Pollard**, D.P. Keane, S. Jones, C. Raid, R.E. Droleskey, and P.J. Holman, *Trypanosoma theileri* associated with a second trimester aborted Holstein fetus, American Association of Veterinary Parasitologists 59<sup>th</sup> Annual Meeting, Denver, CO. July 26-29, 2014 (platform presentation).

**D.A. Pollard**, M.V. Reichard, L.A. Cohn, A. James, and P.J. Holman, Genetic analysis of the 18S rRNA gene and assessment of ITS-1 and ITS-2 regions of *Cytauxzoon felis* from domestic cats of varied geographic regions, American Association of Veterinary Parasitologists 59<sup>th</sup> Annual Meeting, Denver, CO. July 26-29, 2014 (platform presentation).

**D.A. Pollard**, M.V. Reichard, L.A. Cohn, and P.J. Holman, Evaluation of culture conditions for the cultivation of the *Cytauxzoon felis* erythrocytic stage, American Association of Veterinary Parasitologists 59<sup>th</sup> Annual Meeting, Denver, CO. July 26-29, 2014 (platform presentation).

**D.A. Pollard**, M.V. Reichard, L.A. Cohn, A. James, and P.J. Holman, Identification and genetic characterization of the ITS-1 and ITS-2 regions of *Cytauxzoon felis* from domestic cats of varied geographic regions, Texas A&M University College of Veterinary Medicine Graduate Student Association Spring Research Symposium, College Station, TX. January 30, 2014 (platform presentation).

**D.A. Pollard** and P.J. Holman, *In vitro* cultivation of *Cytauxzoon felis*. American Association of Veterinary Parasitologists 58<sup>th</sup> Annual Meeting, Chicago, IL. July 19-23, 2013 (platform presentation).

**D.A. Pollard**, M.V. Reichard, L.A. Cohn, and P.J. Holman, Short-term culture of *Cytauxzoon felis*, the causative agent of feline cytauxzoonosis. Texas A&M University College of Veterinary Medicine Graduate Student Association Spring Research Symposium, College Station, TX. February 21, 2013 (poster presentation).

M.S. Martins, J.E. Miller, M.E. Bavia, M.S. Martins, **D.A. Pollard**, and W. Costa, The use of copper oxide wire particles (COWP) as deworming agent in lambs. VI Northeastern Conference of Animal Production, 2010, Mossoró, Rio Grande do Norte, Brazil (poster presentation).

JOB CLASS				
JOB CODE				
CAL ID				

**SOUTHERN UNIVERSITY SYSTEM**

**Personnel Action Form**

POSITION NUMBER	2	m	9	7	1	6
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CAMPUS: SUS \_\_\_\_\_ SUBR X SULAC \_\_\_\_\_ SUAREC \_\_\_\_\_ SUNO \_\_\_\_\_ SUSLA \_\_\_\_\_

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

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

Previous Employee James H. Ammons, Jr. Reason Left Interim Transfer  
 Date Left 10/31/2019 Salary Paid 250,000

**Profile of Person Recommended**

Length of Employment 11/01/2019 To June 30, 2020  
 Effective Date 11/01/2019

Name Bijoy Kumar Sahoo SS# \_\_\_\_\_ Sex M Race\* AI  
 (Last 4 digits only)

Position Title: Interim Executive Vice Chancellor Department: Academic Affairs

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

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 New Position Expiration Date: \_\_\_\_\_

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

Years Experience 31 Southern University Experience 1

Degree(s):	Type/Discipline (BA-Education):	Institution/Location (SU-Baton Rouge):	Year:
	<u>MBA/Ph.D. - Finance &amp; Int'l Business</u>	<u>University of South Carolina</u>	<u>1995</u>
	<u>BA - English Literature</u>	<u>Ravenshaw University</u>	<u>1978</u>
	<u>BA - English Literature</u>	<u>Ravenshaw University</u>	<u>1976</u>

Current Employer SUBR

**Personnel Action**

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

Recommended Salary 170,000 (12 Months) Salary Budgeted 170,000 (12 Mos)

Source of Funds State

Identify Budget: 210500 211001 26000 Location \_\_\_\_\_  
 Form Code: \_\_\_\_\_ Page \_\_\_\_\_ Item # \_\_\_\_\_

Change of: \_\_\_\_\_

Position Senior Assoc. VC for Academic Affairs From To Int. Exec. Vice Chancellor for Academic Affairs

Status \_\_\_\_\_

Salary Adjustment 160,000 170,000

Financial Aid signature (if, applicable):

List total funds currently paid this employee by

Southern University:

\*See Reverse Side

Comments: (Use back of form)

Source of Funds	Amount
<u>21001-22002-26000</u>	<u>170,000</u>

\*See Reverse Side

Graduate School signature (if, applicable):

<u>James H. Ammons</u> 10/17/19 Supervisor Date	<u>James H. Ammons</u> 10/17/19 Dean/Unit Head Date
<u>James H. Ammons</u> 10/17/19 Vice Chancellor Date	<u>[Signature]</u> 10/17/19 Chancellor Date
<u>[Signature]</u> 10/16/19 Director/Personnel Date	<u>[Signature]</u> 10/17/19 Vice President/Finance Date
<u>[Signature]</u> 10/17/19 President Date	<u>[Signature]</u> 10/17/19 Business Affairs/Comptroller Date
	<u>[Signature]</u> _____ Chairman/S.U. Board Date
	<u>[Signature]</u> _____ of Supervisors

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

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

Hispanic or Latino  Non-Hispanic or Non-Latino

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

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

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

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

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

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

**COMMENTS: Effective 11/01/2019, Dr. Bijoy Sahoo will assume the position of Interim Associate Vice Chancellor for Academic Affairs.**

**EMPLOYEE REGULAR WORK SCHEDULE:** M F; 8-5

**EMPLOYEE DIRECT SUPERVISOR:** Dr. Ray Belton

**SUPERVISOR/DEPARTMENT CONTACT NUMBER** 225-771-4680

**NUMBER OF EMPLOYEES SUPERVISED, (if any)** SUBR Campus

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

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

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

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

<u>TYPE</u>	<u>CODE</u>	<u>EXPIRES</u>	<u>SYSTEM</u>
United States Citizen/Certificate of Naturalization	US		
Resident Alien	RA		
H-1 Visa (Distinguished Merit & Ability)	H1	OCT 16 2019	
J-1 Visa (Exchange Visitor Program)	J1		
F-1 Visa (Student Emp. FT Student at S.U.)	F1		
OPT (F-1 Visa-INS Prior Approval-"Practical Work Experience")	F0		

**Do Not Write Below This Area**

**For Human Resource and Budgetary Control Use Only!**

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

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

## BIJOY K. SAHOO, Ph.D.

3rd Floor, J S Clark Administration Building  
Southern University and A&M College  
Baton Rouge, LA 70813  
bijoy\_sahoo@subr.edu

### AREAS OF INTEREST

Teaching: Corporate Finance, International Finance & Strategy, and Entrepreneurship.  
Research: International Finance, Corporate Finance, and Entrepreneurship, with particular interest in asset restructuring and corporate control issues.  
Administration: Assurance of student success via academic policies and processes

### EXPERIENCE

Southern University and A&M College	Sr. Associate Vice-Chancellor	2018-cont.
North Carolina Central University	Professor/Dean Sch. Of Business	2006-2018
North Carolina Central University	Vice-Chancellor, Finance (Interim)	2007-2008
North Carolina Central University	Assistant Vice-Chancellor	2004-2005
McColl Grad. School, Queens Univ.	W.R. Holland Chair	1999-2004
South Carolina State University	Associate/Assistant Professor	1997-1999
Marriott Corporation	Business Analyst	1986-1988
Ravenshaw College	Lecturer/Assistant Professor	1979-1983

### EDUCATION

University of South Carolina	Finance	Ph.D.	1995
University of South Carolina	Intl. Business	M.B.A.	1986
Utkal University, India	English	M.A.	1979
Ravenshaw College, India	English (Honors)	B.A.	1976

### HONORS

Faculty Development in International Business Fellowship, USC CIBER, 2009  
Graduate, University Management Development Program, UNC, Chapel-Hill, 2005.  
Rotary International Service to Humanity Award – RI Dist. 7770, 2002-2003.  
W. R. Holland Chair, Finance & International Business, Queens University, 1999.  
Fellow, Rotary Grant for Teachers, Rotary international, 1998.  
Teacher of the Year, School of Business, SC State University, 1995 & 1993.  
Coleman Foundation Scholarship in Entrepreneurship, Illinois, 1997.  
Service Recognition, Business Week, SC State University, 1996.  
Research & Intellectual Contributions Recognition, Business Week, SC State University, 1996.  
Nissan-HBCU Fellowship, (Entrepreneurship Studies), Nashville, 1995.  
Business Week Award for Teaching Excellence, SC State University, 1995.  
Charles Coker Memorial Dissertation Fellowship, University of South Carolina, 1991.  
The Rotary Foundation Graduate Fellowship, Rotary International, 1983.  
Beta Gamma Sigma Honor Society, Member.

## OTHER EXPERIENCE

Reviewer, Ph.D. Program in Management, Walden University, 2016, 2011  
Consultant, North South University, 2015-16; Executive Dean 2016.  
Reviewer, Chicago State University, 2014  
AACSB Maintenance of Accreditation, PR Team Member, Grambling State University, 2010.  
AACSB Accreditation Mentor, PSG Institute of Management, Coimbatore, India 2008-10.  
AACSB Accreditation Committee, McColl School of Business, Queens University, 2001-2004.  
AACSB Accreditation Committee, School of Business, S C State University, 1994-95.  
AACSB Accreditation Steering Committee, School of Business, S C State University, 1996-98.  
Chair, Department of Business Administration, S C State University, 1994-1996.  
Internal Evaluator, Division of Financial & Management, S C State University, 1998.  
Trainer, Senior Egyptian Managers' Training Program, USAID, 1993.  
Trainer, Entrepreneurship Program, Westinghouse - Savannah River Site, 1995-97.  
Faculty Advisor, Delta Mu Delta Honor Society, S C State University, 1994-98.  
Faculty Advisor, International Student Association, S C State University, 1994-96.  
Chair, Curriculum Committee, School of Business, S C State University, 1997-99.  
Member, Dean's Cabinet, School of Business, SC State University, 1995-96.  
Member, General Education Taskforce, SC State University, 1997-98.  
Member, Committee for Faculty Research and Development, S C State University, 1995-96.  
Visiting Faculty, Entrepreneurship Development Institute Program, 1996, 1997.  
Faculty Leader, European Union Study Tour, Executive MBA Program, McColl School, 2001.  
Faculty Leader, Spain and Italy Study Tour, Executive MBA Program, McColl School, 2002.  
Faculty Leader, Grand Tour of European Cities, Queens University, 2003.

## PUBLICATIONS

"Are Oil Company Executives Overpaid?". Co-authored with Raghavan J. Iyengar and Javad Kargar, *Petroleum Accounting and Financial Management*, Volume 28, Number 2, Fall/Winter 2009.

"The Fleecing of America: Are Big Companies Guilty?". Co-authored with Raghavan J. Iyengar and Robert P. Moffie, *Petroleum Accounting and Financial Management*, Volume 27, Number 3, Fall/Winter 2008.

"The Impact Of Shifts In Forecasted Earnings And Systematic Risk On Acquiring Firm Shareholder Wealth In Domestic And International Acquisitions". Co-authored with LeRoy Brooks and Dorothee J. Feils, *Journal of Financial and Strategic Decisions*, Vol. 13, Fall 2002.

"Announcement Location in International Acquisitions: Evidence from U.K. Acquisitions In the United States". Co-authored with Dorothee J. Feils, *Journal of Business & Economic Perspectives*, Volume XXIV, Number 1, Spring/Summer 1998.

"Niche marketing a Business School through Innovative Curriculum Development: An Applied Technique"; Co-authored with Michael C. Ritchie, refereed Proceedings of the Allied Southern Business Association, 1997.

"Beta and Alpha Boundaries and the Small Firm Effect": Co-authored with Ravi Bhardwaj and Bill Francis, Proceedings of the Midsouth Academy of Economics and Finance, 1993.

"Skewness Preference and the Size Effect: An application of the Three-Moment Capital Asset Pricing Model": Co-authored with Ravi Bhardwaj and Bill Francis, Proceedings of the Midsouth Academy of Economics and Finance, 1993.

"Teaching Finance the Theory-Application-Theory versus Application-Theory-Application Way: An Empirical Study": Co-authored with S.C. Baral, Proceedings of the Midsouth Academy of Economics and Finance, 1993.

"Empowering Youth Through Entrepreneurship", Co-authored with Barbara L. Adams and Woodrow James, Proceedings of the International Allied Academies, 1996.

### **GRANTS & SPONSORED PROJECTS**

Quality Enhancement Program at North South University, World Bank (Country Office: Bangladesh) and University Grants Commission, Tk.17,920,000 (\$224,000), October 2015.

Faculty Development in International Business Grant (Africa), Center for International Business & Research (CIBER), 2009.

McColl Graduate School Summer Research Grant, \$3,000, Queens University, 2003.

McColl Graduate School Summer Research Grant, \$2,000, Queens University, 2002.

Rotary Grant for Teachers, \$10,000, Rotary Foundation, Illinois, 1998.

"Introduction to Agribusiness: Innovations in Recruiting & Course Design": funded for \$190,899 by the United States Department of Agriculture, September 1996 (Co-PI: Lucy J. Reuben and Charles M. Ritchie).

"Developing Master Teachers: An Instructional Enhancement Tool": funded for \$9,608 Faculty Enhancement Grant by S C State University, summer 1996 (Co-PI: Lucy J. Reuben and Suresh R. Londhe)

"Business Case Study: Innovations in Instruction and Research": funded for \$10,573 Faculty Enhancement Grant by S C State University, Summer 1996.

### **PRESENTATIONS AT PROFESSIONAL MEETINGS**

"Cutting Edge Quality with Global Accreditation", Anchor Speaker and Moderator, SEAA Global Accreditation Conference, New Delhi, India, November 2010.

"Value of Specialized Business School Accreditation", School of Communication and Management Studies, Kochi, India, April 2009.

"Strengthening Quality Through Accreditation", NMSIS University sponsored Seminar for Business School Leaders, Mumbai, India, March 2008.

"Impact of NAFTA on Foreign Direct Investment In Canada": Co-authored with Dorothee J. Feils and Manzur Rahman, presented at the European International Business Association Meeting, Athens, Greece, 2003.

"Risk Management & Financial Planning In The Farm Sector", SE Ag Risk Management Meeting, Charleston, SC, 1999.

"Risk Return Considerations in Internal Corporate Investments: Systematic Risk Shifts and Expected Earnings Revisions": Co-authored with LeRoy D. Brooks and Dorothee J. Feils, presented at the Annual Meeting of Eastern Finance Association, Hilton Head, SC, 1995.

"Impact of the Location of Information Release in the International Market for Corporate Control: Evidence from U.K. Acquisitions in the United States": Co-authored with Dorothee J. Feils presented at the Annual Southern Finance Meeting, Charleston, SC, 1994.

"Teaching Finance the Theory-Application-Theory versus Application-Theory-Application Way: An Empirical Study": Co-authored with S.C. Baral, presented at the Financial Management Association Meeting, Toronto, 1993.

"Comparison of the Systematic Risk-Reduction Benefits of Domestic and International Acquisitions by U.S. Firms": Co-authored with LeRoy D. Brooks and Dorothee J. Feils, presented at the European International Business Association Meeting, Lisbon, Portugal, 1994.

"Beta and Alpha Boundaries and the Small Firm Effect": Co-authored with Ravi Bhardwaj and Bill Francis, presented at the Midsouth Academy of Economics and Finance, Hot Springs, AK, 1993.

"Skewness Preference and the Size Effect: An application of the Three-Moment Capital Asset Pricing Model": Co-authored with Ravi Bhardwaj and Bill Francis, presented at the Midsouth Academy of Economics and Finance, Hot Springs, AK, 1993.

## **OTHER SCHOLARLY ACTIVITIES**

Teaching Finance Workshop, Wharton School of Business, 1999.

Technology in the Classroom, Harvard University, 1998.

Global Business Forum, AACSB, Chicago, 1998.

Using Technology Workshop, University of California, Berkley, 1998.

Instructional Technology Workshop, Society of HBCU Business Fellows, Tuskegee, 1998.

Case Discussion Leadership, Harvard University, 1997.

Session Chair, Eastern Finance Meeting, Panama City, FL, 1997.

Track Chair, South East Case Research Association, 1996, 1999.

Program Committee, Corporate Finance Track, Eastern Finance Association, 1996-97.

Discussant, Eastern Finance Association Meeting, 1996, 1998.  
Discussant, Financial Management Association Meeting, Waikiki, 1997.  
Discussant, Mid-South Academy of Finance and Economics, Nashville, TN, 1993.  
Discussant, International Business Research: Shifts in Paradigm, Columbia, SC, 1993.  
Junior Faculty Consortium, Academy of Management, Atlanta, GA, 1993.

## **CONSULTING AND PROJECT PARTICIPATION**

Consultant, NSU, Dhaka, Bangladesh, 2015-16  
Enpro Industries, Consultant, 2003-2004.  
Dept. of Revenue, Columbia, SC, Zero-Base-Budgeting Initiative, Consultant, 2002.  
University of North Carolina Charlotte, Finance For Non-Finance Manager, 2002.  
Daniel Management Center, University of South Carolina, Consultant, 2001-2002.  
Royal & Sun Alliance Corporation, Charlotte, NC, Corporate Trainer, 2002.  
Capital Corp, Greenville, SC, Consultant/Trainer, 2002.  
Clariant Corporation, Charlotte, NC, Trainer, 2001, 2003 & 2004.  
Executive MBA, International Experience (The European Union), 2001.  
Executive MBA, International Experience (Doing Business In Spain & Italy), 2002.  
The Business Advocate, San Francisco, California, Strategic Planning Consultant, 1999.  
Cape Verde Project, National Community Service, Inc., Cape Verde, 1998.  
Westinghouse Savannah River Site Entrepreneurial Training, Aiken, 1995-97, Lead Faculty.  
Entrepreneurial Development Institute Project, Orangeburg, 1996, Visiting Faculty.  
USAID, Senior Egyptian Training, SC State University, Orangeburg, 1993, Trainer.

## **SERVICE TO UNIVERSITY AND COMMUNITY**

President, America Saraswata Sangha 501 c(3) Non-profit, North Carolina 2003-2017.  
Rotary Club of Durham, Board Member, 2007-2009  
Habitat for Humanity, Volunteer, 2002 – 2003, Board Member 2009-Present.  
Rotary Foundation Scholarship Committee, Charlotte Rotary, RI District 7680, 2001-2004.  
Rotary Foundation Scholarship Committee, RI District 7770, 2000-2001.  
India Center, Keep Highway Clean Project, Volunteer, 2002.  
Bangladesh GSE Team Visit, Rotary District 7770, Coordinator, 1999.  
Rotary Club of Orangeburg (Morning), Board Member, President Elect.  
SCSU SACS Self Study, Financial Services, Member, 1998-99.  
SCSU General Education Curriculum Revision Taskforce, 1997, Member.  
SCSU Summer Research & Faculty Development Committee, 1994-97, Member.  
SCSU Distance Education & Special Programs Committee, Member.  
United Way, Fund Raising Coordinator (1994-96), Department of Business Administration.  
Ronald McDonald House, Volunteer.  
Bilingual Advisory Committee, District 3, Richland County, Columbia, Advisor.  
Alliance 2020, W. K. Kellogg Foundation, Leadership Team Member.  
Delta MU Delta Honor Society, Faculty Advisor.  
YES (Youth Entrepreneur Scholars, SCSU, Faculty Advisor.  
International Students Association, Queens University, Faculty Advisor, 2001-2002.  
International Students Association, Faculty Advisor, SC State University, 1997-1999.

## REFERENCES

## **Bijoy K. Sahoo, Ph.D.**

Dr. Sahoo presently serves as Senior Associate Vice-Chancellor for Academic Affairs at Southern University in Baton Rouge. His focus is to assist the Executive Vice-President/Executive Vice-Chancellor (1) to ensure student success by recruiting, retaining and developing instructional faculty at all academic ranks and (2) to ensure efficient and affective operations of all academic units in accordance with university polices and processes. He also assists the university identify and develop new programs that best fit the strategic goals of the university and the Southern University system.

Prior to joining Southern University, Dr. Sahoo served as a tenured Professor of Finance at North Carolina Central University (NCCU) from 2004-2018. At NCCU he served in many academic and administrative positions including as the Dean of the School of Business, Asst. Vice-Chancellor for Strategic Planning & Continuous Improvement and as Vice-Chancellor for Finance & Administration. During his tenure at NCCU he conducted strategic planning summits for the Chancellor, developed and allocated academic budgets and helped maintain SACS accreditation at the institutional level and specialized accreditations at the program level including AACSB accreditation for the School of Business. He strived to make the institution more goal oriented by stressing that through focused execution we can be the product of our planning instead of being victim of our circumstances.

At NCCU, Dr. Sahoo served as the Dean of the School of Business from 2005-2010. Under his leadership the School of Business regained accreditation with ACBSP and went on to gain initial accreditation with AACSB International. During his tenure retention, graduation and placement rates of graduates increased substantially. Further, during a period of leadership transition, he also served as the University's Chief Financial Officer, and as Vice-Chancellor for Finance and Administration. In this new role, he helped the university close a substantial budget shortfall, helped identify strategic priorities that needed immediate funding, helped increase the university's bond-rating and debt capacity, and helped negotiate a ten-year dining services and catering contract with an international firm (Sodexo, Inc.). During his time as Vice-Chancellor the Campus Police department was also moved



Dr. Sahoo is married to Sumathi I Sahoo and has two adult children Mohit (27) and Lara (22).

JOB CLASS			
JOB CODE			
CAL ID			

**SOUTHERN UNIVERSITY SYSTEM**

**Personnel Action Form**

POSITION NUMBER							
-----------------	--	--	--	--	--	--	--

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

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

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

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

**Profile of Person Recommended**

Length of Employment November 1, 2019 To October 31, 2020  
Effective Date November 1, 2019

Name Calvin R. Walker SS# xxx-xx- Sex M Race\* AA  
(Last 4 digits only)

Position Title: Executive Vice Chancellor and Director of Department: Agriculture, Research and Extension Center Special Projects

Check One  Existing Position \*Visa Type (See Reverse Side):   
 New Position Expiration Date: \_\_\_\_\_  
(Position vacancy authorization form must be processed and approved to fill existing and new positions. Position must be advertised before processing PAF, if applicable.)

Years Experience \_\_\_\_\_ Southern University Experience \_\_\_\_\_  
Degree(s): Type/Discipline (BA-Education): Institution/Location (SU-Baton Rouge): Year:  
Ph.D-Animal Breeding & Genetics Oregon State University 1983  
MS-Animal Breeding & Genetics Oregon State University 1980  
BS-Animal Science Louisiana Tech University 1976

Current Employer \_\_\_\_\_

**Personnel Action**

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

Recommended Salary \$155,000 Salary Budgeted \$155,000

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

Identify Budget: 611001-61210-61000-66000 Location \_\_\_\_\_  
Form Code: \_\_\_\_\_ Page \_\_\_\_\_ Item # \_\_\_\_\_

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

Financial Aid signature (if, applicable):

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

Source of Funds	Amount

Comments: (Use back of form)

\*See Reverse Side

Graduate School signature (if, applicable):

Supervisor Orlando McMeam (clw) 10/8/19 Date  
 Vice Chancellor \_\_\_\_\_ Date  
 Director/Personnel \_\_\_\_\_ Date  
 President \_\_\_\_\_ Date  
 Dean/Unit Head Orlando McMeam (clw) 10/8/19 Date *BAM*  
 Chancellor \_\_\_\_\_ Date  
 Vice President/Finance Flander McQuinn \_\_\_\_\_ Date  
 Business Affairs/Comptroller \_\_\_\_\_ Date  
 Chairman/S.U. Board of Supervisors \_\_\_\_\_ Date

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

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

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

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

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

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

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

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

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

**COMMENTS:**

**EMPLOYEE REGULAR WORK SCHEDULE:** 8:00 am to 5:00 pm – Monday thru Friday  
**EMPLOYEE DIRECT SUPERVISOR:** Dr. Orlando F. McMeans  
**SUPERVISOR/DEPARTMENT CONTACT NUMBER** 225.771.5152  
**NUMBER OF EMPLOYEES SUPERVISED, (if any)** \_\_\_\_\_

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

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

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

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

<u>TYPE</u>	<u>CODE</u>	<u>EXPIRES</u>
United States Citizen/Certificate of Naturalization	US	<b>FUNDS AVAILABLE</b> OFFICE OF THE AGRICULTURAL RESEARCH AND EXTENSION SOUTHERN UNIVERSITY SYSTEM <i>SM</i> 10/7/19 FINANCE & ADMINISTRATION SECTION
Resident Alien	RA	
H-1 Visa (Distinguished Merit & Ability)	H1	
J-1 Visa (Exchange Visitor Program)	J1	
F-1 Visa (Student Emp. FT Student at S.U.)	F1	
OPT (F-1 Visa-INS Prior Approval-"Practical Work Experience")	F0	

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

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

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



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

Ashford O. Williams Hall · P. O. Box 10010 · Baton Rouge, LA 70813 · (225) 771-2152 · (225) 771-4369 Fax

Office of the Chancellor-Dean  
www.suagcenter.com

October 4, 2019

Dr. Ray Belton, President - Chancellor  
Southern University System  
4th Floor J. S. Clark Admin Bldg.  
Baton Rouge, LA 70813

**Re: Request for SU Board Approval to Waive the Search for Executive Vice Chancellor and Director of Special Projects**

Dear President-Chancellor Dr. Belton:

This communication is to request your approval and the approval of the Southern University Board of Supervisors to waive the vacancy announcement for the position of Executive Vice Chancellor and Director of Special Projects for the Agricultural Land-Grant Programs. Dr. C. Reuben Walker experiences include traversing the gauntlets of administrative, research, outreach, instruction, and revenue generation activities. He has served over 20 plus years in administrative roles from Program Leader, Chairperson, Associate Research Director, and Associate Vice Chancellor for Strategic Initiatives, Auxiliary Services, and External Engagements, Interim Chancellor-Dean, and Interim Vice Chancellor for Student Support Services at Southern University and A & M College.

Dr. Walker is a seasoned advocate for matters pertaining to land-grant programs that affect Southern University Agricultural Research and Extension Center (SUAREC), the College of Agricultural, Family and Consumer Sciences (CAFCS), and the Southern University System (SUS). He possesses the leadership skills and attributes that would warrant the respect of internal and external stakeholders. Dr. Adell Brown (retired) previously held a similar position for several years. For greater efficiencies, a permanent person is needed for the position. Dr. C. Reuben Walker has a proven and prolific record of accomplishment in garnering revenue dollars. He will assist me the Chancellor-Dean in positively boosting our revenues, recruitment, and retention forays. The duties of the position include:

- Serving as the number two person in command in the administrative structure of SUAREC and CAFCS as authorized and directed by me.
- Assisting in moving the myriad of activities in the land-grant programs in a timely fashion.
- Providing assistance in seeking additional revenue streams for the SUAREC and CAFCS.
- Providing assistance with special projects such as the travel reimbursement equity policy for SUAREC Extension personnel.
- Helping seek and develop hemp initiatives for viable public/private partnerships.
- Helping develop our land-grant international program.

Dr. Ray Belton, President - Chancellor

October 4, 2019

Page 2

- Assisting me in increasing dual enrollment, enrollment in general, and retention.
- Assisting in repurposing agricultural sciences and urban forestry academic programs.
- Assisting in developing our USDA 1890 Scholarship grant proposal and 1890 Center of Excellence.
- Assisting in the development of the \$24.4 million Mega Disaster Shelter.
- Monitoring the land-grant teaching space allocation in the New Science Building.
- Providing leadership in the implementation of the SUAREC and CAFCS Strategic Plans.
- Assisting the Chancellor-Dean with accreditation matters.
- Assisting the Chancellor-Dean in maintaining a CAFCS Alumni database.
- Helping provide leadership in seeking funding for hemp research.
- Assisting the Chancellor-Dean in forging linkages with other campuses in the SUS.
- Assisting the Chancellor-Dean with governmental and other key stakeholders.
- Working closely with the Chancellor-Dean in fundraising strategies.
- Assisting the Chancellor-Dean with the review of recommendations for appointments, promotions, suspensions and dismissals of employees.
- Serving as Chancellor-Dean representative as directed by the Chancellor-Dean.
- Performing related duties as assigned.

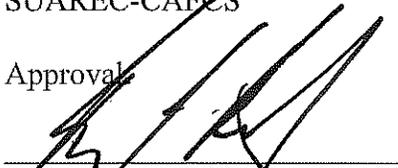
The approval of this letter will allow my staff to process the paperwork needed to complete Dr. C. Reuben Walker's ePAF.

If you have any questions, please contact me at (225) 771-3660.

Best regards,

  
Chancellor-Dean  
SUAREC-CAFCS

Approval

  
\_\_\_\_\_  
President-Chancellor

  
\_\_\_\_\_  
Date

## CURRICULUM VITAE

Calvin Reuben Walker, Ph.D.

7)

### PROFESSIONAL PROFILE:

- My ability to positively and comfortably interface with a myriad of stakeholders to include students, faculty, researchers, parents, alumni, donors, funding agencies, legislative bodies, and community stakeholders. Experiences and adept in dealing with crises and bringing together diverse and opposing groups for bringing about a compromise or consensus or co-existence.
- My academic credentials were earned from land-grants (agricultural, sea, sun, space) and non-land grant universities. I served as (1) Vice Chair of Southern University (SU) Academic Honors Day Committee, (2) Vice Chair of the SU Academic Appeals Committee, (3) Vice Chair of SU Tenure and Promotion Committee, (4) Chaired and/or participated in resolving several sexual harassment cases, and (5) served as the SU University Marshall for several commencements.
- Conversely, I have been recognized as the (1) 2003 SU Teacher of the Year, (2) 2019 Recipient of the Louisiana Living Legend Award for Research, (3) recipient of the SU's 1<sup>st</sup> patent in 2004, and (4) recipient of a USDA Team Award for Outstanding and Innovative Projects and Programs in 2015-16. My academic experiences include traversing the gauntlet of being a student, a research associate to full professor, chairperson, Associate Vice Chancellor, Interim Chancellor-Dean, and Associate Vice Chancellor for Strategic Initiatives, Auxiliary Services, and External Engagements and Interim Vice Chancellor for Student Support Services.

CURRICULUM VITAE  
C. Reuben Walker, Ph.D.  
Page 2 of 17

- Each fall semester, I teach swine production and in the spring semesters, I teach animal breeding. I have over 50 plus publications that includes a book, chapters in books, and two patents. In addition, I have assisted in bringing in approximately \$60 million dollars, excluding managing budgets.
- During the 2019 state legislative session, I was able to help over \$25 million dollars in funding.
- Experienced in budget management, I excel in finding young administrative talents (female and male), gender equity support, raising monies, developing strategic plans, securing annual legislative appropriations rather than just a one-time appropriation.
- In August, 2019, the Southern University System (SUS) received a report on its SUS Strategic Plan Scorecard for its five (5) campuses. The SU Ag Center campus, were one of the top ranked campuses based on the scorecard in meeting our strategic plan targets. The SU Ag Center exceeded its targets in each category.
- I am an experienced student oriented administrator with a natural skills set of inclusivity of race, gender, orientation, culture, national origin, and political affiliations. I have history of empathy and sympathy to many different viewpoints on issues.
- My 2019 legislative experiences helped to secured funds for agriculture, hemp legislation, medical marijuana, and capital outlay projects.
- Concomitantly, I have been successful in working on seeking a path to add \$50 million dollars in the next U.S. Farm Bill that will positively impact the 19 historically black land-grant universities (HBCU's).

## CURRICULUM VITAE

C. Reuben Walker, Ph.D.

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- Notwithstanding the aforementioned, I am seeking to be a part of the national dialogue on the student loan forgiveness issue.
- Continuing to seek ways to boosting student enrollment and retention
- Ability to help increase funding opportunities for research and outreach
- Gift and history of growing the next generation of leaders
- Strong supporter of athletic programs.

### **EDUCATION:**

#### **Degree: Ph.D. 1983: Oregon State University**

Major: Animal Breeding

Minors: 1. Statistics 2. Poultry Management

Thesis: *"Genetic and Environmental Components of the Occurrence of Estrus in Confinement Gilts"*

#### **Degree: M.S. 1980: Oregon State University**

Major: Animal Breeding

Minor: Crop Production

Thesis: *"Reproductive Performance of Sows Mated During Lactation"*

#### **Degree: B.S. 1976: Louisiana Tech University**

Major: Animal Science

#### **Degree: None – Freshman Year in 1972: Grambling State University\***

Major: Animal Husbandry

**PROFESSIONAL/ADMINISTRATIVE EXPERIENCES (>25 YEARS)**

- September 17 to present – (1) Associate Vice Chancellor for Strategic Initiatives, Auxiliary Services, and External Engagements and (2) Interim Vice Chancellor for Student Support Services
- February 25, 2019 to September 16, 2019 – Interim Chancellor-Dean for Southern University Ag Center and Interim Dean of the Southern University's CAFCS
- January, 2018 to Present – Associate Vice Chancellor for Strategic Initiatives, Auxiliary Services, External Affairs, and Professor of Animal Science
- November, 2016 to Present – Preservationist Advocate - For campus and agricultural structures
- November, 2016 to December, 2017 – Associate Vice Chancellor for Research and Technology Development & Chair/ Professor of Animal Science
- August, 2013 to October, 2016 – Chair of Agricultural Sciences and Urban Forestry
- August, 2010 to July 2013 – SUBR Division Leader of Agricultural Sciences
- July, 1997 to August, 2010 – Program Leader of Animal Science
- July, 1995 to Present - Professor of Animal Science
- July, 1990 - July, 1995 - Associate Professor of Animal Science
- July, 1985 - June, 1990 - Assistant Professor of Animal Science

**GRANTS & REVENUE GENERATION: (Abbreviated Listing > \$50 million dollars)**

1. In 2019, I help lead in securing \$24.4 million dollars in state appropriations for 2,000 beds for the SU Mega Disaster Shelter for individuals displaced by natural disasters.
2. In 2019, funding was received in the amount of \$5 million dollars for heating and air conditioning repairs and maintenance of Fisher Hall on Southern University Campus.
3. Received a \$750,000/year appropriation for agricultural extension outreach activities.
4. In 2019, I provided the equitable match language that resulted in a state senator securing a \$500,000/year appropriation for agriculture research and extension. Next year, we will seek to secure an additional \$2-4 million dollars in equitable match for agricultural teaching, research, and extension.
5. In 2018, I secured \$3,400,000 in USDA 1890 Facilities Funds for a Multi-Purpose Livestock Pavilion for teaching, research, and extension.
6. In 2017, I led SU Ag Center in assisting Southern University- Shreveport Bossier (SUSBO) in receiving \$1,500,000 for a community kitchen incubator.
7. Provided 100% of the written proposal transmitted to a Louisiana Senator that resulted in SU Ag Center receiving an annual \$750,000/year appropriation since 2003 or \$12.0 million over the last 16 years.
8. Received a \$135,000 Louisiana Board of Regents grant that was ranked 1<sup>st</sup> out of 33 grant proposals dealing with an industry linkage in 2011. The proposal was entitled, "Production and niche marketing assessment of aquaculture waste in organic production."

9. Received an organic grant proposal funded by USDA on April 22, 2014 through 2017. The proposal was entitled, "Evaluation of craw-crab meal as a feed supplement in organic pork production." The total funding was approximately \$410,000.
  
10. Received (Co-Investigator) funding for a USDA/1890 Capacity Building Grant entitled, "LA-Science, Technology, Engineering, Agriculture, and Mathematics (LA-STEAM) that was funded for 2014-16. The total funding was approximately \$150,000.
  
11. Received a \$300,000 USDA/1890 Capacity Building Grant for 2008-11 entitled, "Salvaging craw-crab offal in organic production systems (SCOOPS)"
  
11. Received a \$600,000 USDA/Evans Allen Grant for 2004-08 entitled, "Evaluation of methods and usages for processed aquatic waste meals."
  
12. Received a \$150,000 USDA/ 1890 Capacity Building Grant for 2008-11 entitled, "Louisiana - Agricultural Research Apprenticeship Program (LA-RAP)."
  
13. Served as a Co-Project Director on at least four (4) active USDA grants totaling over \$950,000.

**INTERNATIONAL PROGRAMING EFFORTS (\$13 million grant proposal)**

- I am enhancing our international programing efforts in the SU Ag Center and CAFCS. Our international efforts are currently focusing on

- a. Uganda
  - b. South Africa
  - c. China
  - d. Turkey
- Uganda Initiative: I have been working on the Uganda Initiative. Currently, the Uganda project is been focused on further developing an agricultural proposal (\$13 million dollars) for "training-the-trainer" with the Uganda Government.
  - South African Initiative: I have been working with the South African Initiative since 2017. Currently, the South African Initiative is with the Nelson Mandela College of Government and Social Sciences. Another aspect of the Initiative will be on agriculture, forestry, and family and consumer sciences. A focus on "train-the-trainer" model is going to be used. On March 21, 2019, the SU Ag Center and CAFCS hosted the Minister of Agriculture. A Declaration of Intent (DOI) was approved June, 2019.
  - The liaison that I worked with has now been promoted in South Africa with her new role covering the Americas, Asia, Australia, and Africa. The international relationships should help generate financial and collaborative partnerships that will include students and faculty collaborations.
  - Turkey Initiative: I have commenced working with SUBR's Dean of the College of Business to forge an increase partnership with Turkey and Turkey based U.S. businesses.

**PUBLICATIONS: (abbreviated >50)**

**Patents (2 with 1 patent pending filing in 2020 or 2021)**

Walker, C. Reuben. 2020. Craw-Jag Apparatus for drying shellfish waste (crawfish, crab, and shrimp). U.S. Patent Office. Provisional Patent Pending (Electrical dryer being updated)

Walker, C. Reuben. 2004. Method and apparatus for reducing the calcium and phosphorous ration and increasing crude protein in shellfish waste. U.S. Patent Office. Patent # 6,777,542

Walker, Calvin. 1991. Baby Pig Catcher. Foreign License granted. Abandon due to the lack of University support. Another entity is now marketing the equipment. No. #07/710,314.

**Books (2)**

Walker, C. Reuben, P. Dinkins, G. C. Simon. 2004. Practical Swine Calculations. Copley Pub. Group, Acton, MA.

Walker, Calvin. 1990. Baby Pig Coloring Book. Copyrighted in 1990. U.S. Copyright Office VA-178-762

**BOOK CHAPTERS (4)**

Walker, C., P. Dinkins, and J. W. Robinson. 1995. Resolving School Conflicts through Appropriate Multicultural Education Programs: Dealing with Youth Violence. Pages 102-105. National Education Service. Bloomington, Indiana.

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Walker, C. O. Bandele, and D. Mellion. 1993. Multicultural Education: Ways to Utilize the Historically Black Land-Grant Agricultural Programs. Chapter 16. Silver Burdett Ginn, Morristown, NJ.

Walker, Calvin and R. Jacobs. 1992. Toward Education That Is Multicultural: Multicultural Education: The Outlook, Outreach & Outcome for the 1990's. Chap. 7, pgs. 36-41. Silver Burdett Ginn, Morristown, NJ.

Wade, B. and C. Walker. 1990. Assessing the Effect of Various Academic Parameters on the Academic Performance of Honors Students at Southern University- Baton Rouge. *Education*, 115(1), 63-69.

### **ARTICLES (Last 15 years abbreviated listing by year)**

Walker, C. R. 2019. Form the Desk of the Chancellor. *Chancellor Report*, Aug. 2019, pg. 1  
Southern University Agricultural Research and Extension Center, P.O. Box 10010,  
Baton Rouge, LA

Walker, C. R. 2019. Form the Desk of the Chancellor. *Chancellor Report*, July, 2019, pg. 1  
Southern University Agricultural Research and Extension Center, P.O. Box 10010,  
Baton Rouge, LA

Walker, C. R. 2019. Form the Desk of the Chancellor. *Chancellor Report*, June, 2019, pg. 1  
Southern University Agricultural Research and Extension Center, P.O. Box 10010,  
Baton Rouge, LA

Walker, C. R. 2019. Form the Desk of the Chancellor. *Chancellor Report*, May, 2019, pg. 1  
Southern University Agricultural Research and Extension Center, P.O. Box 10010,  
Baton Rouge, LA

Walker, C. R. 2019. Form the Desk of the Chancellor. *Chancellor Report*, April, 2019, pg. 1  
Southern University Agricultural Research and Extension Center, P.O. Box 10010,  
Baton Rouge, LA

Walker, C. R. 2019. Form the Desk of the Chancellor. *Chancellor Report*, March, 2019, pg.  
1, Southern University Agricultural Research and Extension Center, P.O. Box 10010,  
Baton Rouge, LA

Walker, C. R. and M. R. Ford. 2018. Southern University Landscape Enhancement Plan.  
Department of Agricultural Sciences. Fisher Hall, Rm. 118. Southern University and A &  
M College, Baton Rouge, LA 70813.

USDA/National Organic Standards Board. 2015. *Glucose (for use in organic livestock  
production)*. USDA NOSB La Jolla, April 2015 meeting. I was the writer. Generally, the  
writer make the motion for approval of the document written by the writer for USDA/NOSB  
publishing and posting.

USDA/National Organic Standards Board. 2015. *Isopropanol (for use in organic livestock  
production)*. USDA/NOSB La Jolla, April 2015 meeting. I was the writer. Generally, the  
writer make the motion for approval of the document written by the writer for USDA/NOSB  
publishing and posting.

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USDA/National Organic Standards Board. 2015. *Oxytocin (for use in organic livestock production)*. USDA/NOSB La Jolla, April 2015 meeting. I was the writer. Generally, the writer make the motion for approval of the document written by the writer for USDA/NOSB publishing and posting.

USDA/National Organic Standards Board. 2015. *Hydrogen Peroxide (for use in organic livestock production)*. USDA/NOSB La Jolla, April 2015 meeting. I was the writer. Generally, the writer make the motion for approval of the document written by the writer for USDA/NOSB publishing and posting.

USDA/National Organic Standards Board. 2015. *Vitamins (for use in organic livestock production)*. USDA/NOSB La Jolla, April 2015 meeting. I was the writer. Generally, the writer make the motion for approval of the document written by the writer for USDA/NOSB publishing and posting.

National Organic Standards Board. 2014. *Vitamins (for use in organic aquaculture animal production)*. USDA/NOSB, San Antonio, Texas, April 2014 meeting. I was the writer. Generally, the writer make the motion for approval of the document written by the writer for USDA/NOSB publishing and posting.

USDA/National Organic Standards Board. 2014. *Vitamins (for use in organic aquaculture plant production)*.

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Manuel, S., C. V. Chisley, R. Marshall, G. C. Simon, C. R. Walker, and S. Gebrelul. 2013.

Evaluation of burnt corn gluten meal in layers diets. 17<sup>th</sup> Biennial Research symposium, Association of 1890 Research Directors, Inc. pg. 515.

Walker, C. R. and F. Mathieu. 2012. Burnt corn gluten meal preliminary findings in sugarcane.

Technical Report #10, 1 page, Dept. of Agricultural Sciences. Fisher Hall, Rm. 118, Southern University, Baton Rouge, LA 70813

Walker, C. R., Y. T. Ghebreyessus, and F. Mathieu. 2012. Crawfish meal fertilizer profile.

Technical Report #7, 2 pages, Dept. of Agricultural Sciences. Fisher Hall, Rm. 118, Southern University, Baton Rouge, LA.

Walker C. R., Y. Ghebreyessus, S. Gebrelul, F. Mathieu, and A. Harris. 2006. Crawfish

waste: A trash/treasure. 15<sup>th</sup> Annual Association of Research Directors, Atlanta, GA, pg. 94.

Walker, C. R. 2004. Crawfish: A Louisiana delicacy, an environmental nightmare. *Jaguar*

*Nation Magazine* Spring/Summer, pg. 50-51.

Gebrelul, S., C. R. Walker, and A. Dantzler. 2004. The use of crawfish meal waste as a protein

source for feeding goats. *J. Anim. Sci.* 82 (Suppl. 1), 355-356.

**PRESENTATIONS (> 100 but an abbreviated recent listing)\***

- I have over 60 presentations that spans research and extension. The presentations were local, regional, national, and international. A recent abbreviated listing is shown below.
- Walker, C. R. 2015. *Oxytocin*. The presentation was made at USDA/NOSB meeting in La Jolla, California on April 30, 2015.
- Walker, C. R. 2015. *Glucose*. The presentation was made at USDA/NOSB meeting in La Jolla, California on April 30, 2015.
- Walker, C. R. 2015. *Isopropanol*. The presentation was made at USDA/NOSB La Jolla, California meeting on April 30, 2015.
- Walker, C. R. 2015. *Vitamins*. The presentation was made at USDA/NOSB La Jolla, California meeting on April 30, 2015.
- Walker, C. R. 2015. *Hydrogen peroxide*. The presentation was made at USDA/NOSB La Jolla, California meeting on April 30, 2015.
- Walker, C. R. and C. Bondera. Justification for methionine removal from the USDA/NOSB National List. The presentation was made at USDA/NOSB La Jolla, California meeting on April 30, 2015.

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- Walker, C. R., T. Favre, J. Dickson, C. Bondera, J. Richardson, M. Stone, and F. Thicke. 2014. Vitamins in aquatic animal production. The presentation was made at USDA/NOSB San Antonio, May, 2014.

### **HONORS AND AWARDS (abbreviated):**

- Helping to lead the efforts in seeking to secure a USDA Secretary of Agriculture visit to SU for Commencement
- Member of Phi Delta Kappa
- 2019 Louisiana Living Legend Research Award Winner
- 2015 -16 USDA/National Organic Program Service Award -USDA Secretary of Agriculture Vilsack
- 2015-16 USDA/NIFA National Innovative Programs & Projects Award-Team Leader
- 2012 - 2013 Elected Secretary of USDA/ National Organic Standards Board(NOSB)
- 2013 - 2015 Materials Subcommittee Chair – USDA/National Organic Standards Board (NOSB)
- 2014 - 2015 Livestock Subcommittee –Vice Chair - USDA /NOSB
- 2014 - 2015 Policy Subcommittee Committee –Vice Chair - USDA /NOSB
- 2011 - 2016 Appointment to USDA/NOSB
- 2004 - 1<sup>st</sup> and only scientist at SU to receive a patent from the U.S. Patent & Trademark Office
- 2004 - 1<sup>st</sup> and only scientist at SU Ag Center to receive a patent
- 1999 - Alpha Phi Alpha Fraternity (Beta Iota Lambda) - Award of Merit (Highest Recognition)
- 1992 - *Southern University's Dr. Huel D. Perkins Teacher of the Year Award.*

- 1992 - Recipient of the - Outstanding Faculty Award (College of Agriculture & Home Economics)
- 1990 - Recipient of the Outstanding Faculty Award (College of Agriculture & Home Economics)

#### **UNIVERSITY/COLLEGE/CAMPUS COMMITTEES**

- 2019- Member of the SACSCOC Accreditation Committee for Southern University – Baton Rouge
- 2019- Member of the SACSCOC Accreditation Committee for Section 5.0 that deals with "Administration."
- 2019- Member of the SACSCOC Accreditation Committee for Section 6.0 7.0, and 8.0 that deals with "Faculty."
- 2019 – College of Agricultural Strategic Plan Chairperson since May, 2019
- 2018 – A CAFCS/SUAREC Strategic Committee Sub-Committee Chair
- Served on three (3) SACS committees over the last 30 years
- 2018 - Member of the Executive Vice President/Executive Vice Chancellor
- 2018 - Member of the Search Committee for Assistant Vice Chancellor for Student Success
- 2018 – Member of the Search Committee for the Senior Associate Vice Chancellor for Academic Affairs
- 2016 – Member of the Chancellor-Dean Search Committee for SU Ag Center/College of Agriculture
- 2015 to Present - SUBR Commencement Committee - Assistant University Marshall
- 2013-15 – Member, College of Sci. and Agriculture Tenure & Promotion Committee

## CURRICULUM VITAE

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- 2013 -14 - Chair of the Dean Search Committee for the College of Sci.& Agriculture
- 2014 - 15 - Chair of the SUBR/SU Ag Center Horticultural Farm Planning Committee
- 2014 - 2015 - SU Ag Center Experiment Station Committee
- Charter Member of Southern University Mentoring Program
- 1989 to Present and Currently, Co-Chair of the SUBR Academic Honors Committee
- June, 2014 - Former Member of the SUS/SUBR Academic Restructuring Taskforce
- June, 2014 - Jetson Juvenile Detention Center White Paper Committee
- 1988 -1994 - Member of SUBR Academic Appeals Committee
- 1985 - Charter Member of SUBR Honors College Advisory Committee
- 1989 to Present and Currently, Co-Chair of the SUBR Academic Honors Committee
- 1988 to 1992 Member of SUBR Faculty Senate
- 1989 - 92 Bayou Classic National Issues Forum Coordinators (Drs. E. C Harrison, R. Ford, and I).

### **MEMBERSHIP (abbreviated)**

- Phi Delta Kappa
- Alpha Zeta National Honor Fraternity
- Alpha Phi Alpha Fraternity
- Charter Member of Alpha Zeta (LA Gamma Chapter) at Louisiana Tech University
- Charter Member of Southern University Honors College Advisory Board
- 1992-94 Director of the Agriculture & Forestry Section of the LA. Academy of Sciences
- Former Member and Secretary – USDA/National Organics Standards Board
- Former Member of the American Society of Animal Science

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- Honorary Southern University Alumni Member- Paid in 1985
- Past member of the Block and Bridle Club – La Tech University

**HOBBIES:**

- Historical preservation (cultural and campus structures)
- Reiki Spiritual Healer (Master Level 3)- Highest Level
- Herbal Medicine Practice (anti-Cancer, cholesterol/high blood lowering herbs)
- Golf
- Rodeo
- Shrimping, crabbing, and crawfishing

**Personal Data:**

- Born in Shreveport, Louisiana and reside in Lafayette Louisiana
- Married to Michelle Walker (former Michelle Guillory) of Swords, Louisiana
- Children: Marcus Reuben Walker and Michael David Walker
- Religion: My life: The way I live and treat people; the sum total is my religion.
- Preferred Religious Sects: Church of God in Christ and Judaism
- My Spiritual Force Number: 33

**REFERENCES:**

Available upon request

**REQUEST FOR LEAVE OF ABSENCE FORM  
SOUTHERN UNIVERSITY SYSTEM**

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

Name of Employee: Lisa Mims-Devezin SSN: \_\_\_\_\_ Phone: \_\_\_\_\_

Address: \_\_\_\_\_ 415 J.J. 3rd-206-47

Title: Chancellor Highest Degree: Ph.D

Birth Date: 8/8/70

NO. OF CONSECUTIVE FISCAL YEARS ACTIVE SERVICE AT THIS INSTITUTION: 25.5

EFFECTIVE DATE OF LEAVE: 1/1/2020 ANTICIPATED RETURN DATE: 7/1/2020

Purpose of leave Requested (click one):

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

\*must be attending physician

TYPE OF LEAVE REQUESTED (check one):

- a. with pay X
- b. without pay \_\_\_\_\_

LENGTH OF LEAVE REQUESTED: (No. of weeks, not to exceed 36 weeks) 24

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

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

Teacher Retirement	Yes	<u>X</u>	No	_____
State Retirement	Yes	<u>X</u>	No	_____
Group Insurance	Yes	<u>X</u>	No	_____
Elected Supplemental Benefits	Yes	<u>X</u>	No	_____

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

10/14/19 \_\_\_\_\_  
DATE SIGNATURE OF APPLICANT

\*\*\*\*\*  
PRIOR LEAVE RECORD FROM THIS INSTITUTION:

Date of Last Leave: \_\_\_\_\_  
Purpose of Last Leave: \_\_\_\_\_

TYPE OF LAST LEAVE:

With pay \_\_\_\_\_ Amount: \_\_\_\_\_  
Without Pay \_\_\_\_\_  
Length of last leave: \_\_\_\_\_

\*\*\*\*\*

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

Lisa Mims-Devezin \_\_\_\_\_  
Signature of Campus Chancellor Signature of System President

10/16/2019 \_\_\_\_\_  
DATE DATE

\*\*\*\*\*

Signature of Appropriate Committee Chairperson \_\_\_\_\_ Signature of Chairman of the Board \_\_\_\_\_

\_\_\_\_\_  
Date Date

JOB CLASS				
JOB CODE				
CAL ID				

**SOUTHERN UNIVERSITY SYSTEM**

Personnel Action Form

POSITION NUMBER									
-----------------	--	--	--	--	--	--	--	--	--

CAMPUS: SUS  SUBR  SULAC  SUAREC  SUNO  SUSLA

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

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

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

**Profile of Person Recommended**

Length of Employment 07/01/2019 To 06/30/2020

Effective Date 01/01/2020

Name Lisa Mims-Devezin SS# \_\_\_\_\_ Sex Female Race\* Black

Position Title: Professor Department: Natural Sciences

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

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

Years Experience 25.5 Southern University Experience 25.5

Degree(s): Type/Discipline (BA-Education): Ph.D. Institution/Location (SU-Baton Rouge): Southern University A & M Year: 2004

Current Employer SUNO

**Personnel Action**

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

Recommended Salary \$110,000.00 Salary Budgeted \$110,000.00

Source of Funds State

Identify Budget: General Location 411001-41210-61002-46000  
 Form Code: \_\_\_\_\_ Page \_\_\_\_\_ Item # \_\_\_\_\_

Change of: \_\_\_\_\_

Position \_\_\_\_\_ From \_\_\_\_\_ To \_\_\_\_\_  
 Status \_\_\_\_\_  
 Salary Adjustment \_\_\_\_\_

Financial Aid signature (if, applicable):

List total funds currently paid this employee by

Southern University:

\*See Reverse Side

Comments: (Use back of form)

Source of Funds	Amount
General Fund	\$110,000.00

\*See Reverse Side

Graduate School signature (if, applicable):

Supervisor [Signature] Date 10-15-19 Dean/Unit Head [Signature] Date \_\_\_\_\_

Vice Chancellor [Signature] Date 10/15/2019 Chancellor \_\_\_\_\_ Date \_\_\_\_\_

Director/Personnel [Signature] Date 10/15/19 Vice President/Finance Business Affairs/Comptroller \_\_\_\_\_ Date \_\_\_\_\_

President [Signature] Date 10/15/19 Chairman/S.U. Board Of Supervisor \_\_\_\_\_ Date \_\_\_\_\_

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

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

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

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

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

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

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

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

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

**COMMENTS:**

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

**EMPLOYEE DIRECT SUPERVISOR:** Dr. Lisa Mims-Devezin

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

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

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

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

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

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

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

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

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

RECRUITMENT  
AND  
ADMISSIONS  
COMMITTEE

# **RECRUITMENT AND ADMISSIONS COMMITTEE**

*(Following the Personnel Affairs Committee)*

**2nd Floor J.S. Clark Administration Building**

**Board of Supervisors Meeting Room**

**Baton Rouge, Louisiana**

**Friday, October 18, 2019**

**9:00 AM**

## **AGENDA**

1. Call to Order
2. Roll Call
3. Adoption of the Agenda
4. Public Comments
5. Informational Item
  - A. Enrollment Assessment Update (SUBR)
6. Other Business
7. Adjournment

## **MEMBERS**

Ms. Arlanda Williams – Chair, Mr. Raymond Fondel – Vice-Chair,  
Atty. Edwin Shorty, Mr. Richard Hilliard, Mr. Donald Dunbar, Mrs. Ann Smith,  
Atty. Domoine D. Rutledge-- Ex Officio

SOUTHERN  
UNIVERSITY  
BOARD OF  
SUPERVISORS

# **SOUTHERN UNIVERSITY BOARD OF SUPERVISORS**

*(Following the Recruitment and Admissions Committee)*

**2nd Floor J.S. Clark Administration Building**

**Board of Supervisors Meeting Room**

**Baton Rouge, Louisiana**

**Friday, October 18, 2019**

**9:00 AM**

## **AGENDA**

1. Call to Order
2. Roll Call
3. Adoption of the Agenda
4. Public Comments
5. Special Presentations
  - A. Above and Beyond Award
  - B. Relay of Voices
6. Action Items
  - A. Approval of Minutes of September 20, 2019 Regular Meeting of the SU Board of Supervisors
  - B. Request Approval of Committee Reports and Recommendations
  - C. Approval of MOU Between Baton Rouge Community College and the Southern University Law Center (SULC)
  - D. Request Approval of the Contract between the Public Defender's office and the Southern University Law Center (SULC)
  - E. Request Approval for Signature Authority for Chancellor Rodney Ellis (SUSLA)
  - F. Request Approval to Conduct a Focused Search for the Dean of the Graduate School (SUBR)
  - G. Resolutions
7. Informational Items
  - A. System President's Report
  - B. Campus Reports
8. Other Business
9. Adjournment

**Southern University and A&M College System  
BOARD OF SUPERVISORS MEETING  
2nd Floor - J.S. Clark Administration Building  
Board of Supervisors Meeting Room  
Baton Rouge, Louisiana  
Friday, September 20, 2019  
9:00 a.m.**

## **MINUTES**

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

**Pledge of Allegiance:** Mr. Ian James an eighth grade student at the Southern University Laboratory School. He is a young entrepreneur, a member of the marching band and the Baton Rouge Astros baseball team. He is the son of Mr. and Mrs. Ernest James. Mrs. James is a 2005 graduate of Southern University.

**Invocation** was given Father Dan Krutz, Ecumenical officer, Episcopal Diocese of Western Louisiana, Executive Director of the Louisiana Inter Church Council. He has served congregations in Amite, New Orleans and Shreveport. He is currently the priest for St. Francis Episcopal Church in Denham Springs.

## **PRESENT**

Atty. Domoine Rutledge, Mr. John Barthelemy, Mr. Donald Dunbar, Mr. Curman Gaines, Mr. Sam Gilliam, Rev. Donald Ray Henry, Atty. Patrick Magee, Atty. Edwin Shorty, Dr. Leon Tarver II, Dr. Rani Whitfield, Ms. Arlanda Williams

## **UNIVERSITY PERSONNEL ATTENDING**

System President Ray Belton, Chief of Staff Katara Williams,  
Executive Vice President/Executive Vice Chancellor James Ammons, Vice President for Finance and Business Affairs, Flandus McClinton, Vice President for Strategic Planning, Policy and Institutional Effectiveness Vladimir Appeaning, Vice President for External Affairs Robyn Merrick, Chancellors Dr. Lisa Mims Devezin (SUNO), Dr. Calvin Walker (interim) (SUAREC), Dr. Rodney Ellis (SUSLA), and Atty. John Pierre (SULC).

## **BOARD COUNSEL**

Attys. Winston DeCuir Jr., and Deidre Robert

**ACADEMIC AFFAIRS COMMITTEE  
2nd Floor - J.S. Clark Administration Building  
Board of Supervisors Meeting Room**

**Baton Rouge, Louisiana**  
**Friday, September 20, 2019**

## **MINUTES**

Board Chair Atty. Atty. Domoine Rutledge convened the Academic Affairs Committee.

Academic Affairs Committee Chair Dr. Curman Gaines called the committee meeting to order.

**Present:** Dr. Curman Gaines, Mr. John Barthelemy, Dr. Leroy Davis, Dr. Samuel C. Tolbert Jr., Dr. Leon R. Tarver II, Mr. Sam Gilliam and Atty. Domoine Rutledge

### **AGENDA ITEM 4: ADOPTION OF THE AGENDA**

Upon the motion and seconded the agenda was recommended for adoption noting that an item had been added.

Motion passed.

### **AGENDA ITEMS 5: PUBLIC COMMENTS**

None.

### **AGENDA ITEM 6: ACTION ITEMS**

Selection of Southern University and A&M College System as the First Pilot Institution for the CIA's Recruitment and Workforce Development Strategy for the White House Initiative on HBCUs

President/Chancellor Ray Belton addressed the board: Southern University is being established as the first HBCU institution to be selected by the Central Intelligence Agency in keeping with their initiative to establish Development Partnership as a part of the White House initiatives for HBCUs. The two representatives from the CIA were introduced. Ms. Sharonda Dorsey by phone and Southern University's Alumni, Miss Verna Brown.

Ms. Dorsey spoke via phone and attributed the success of establishing this partnership to the leadership of Dr. Belton, Dr. Ammons and Tamara Montgomery.

Mrs. Brown was present she also thanked Dr. Belton, Dr Ammons and Ms. Tamara Montgomery. She added that Board Member Mr. Raymond Fondel was also instrumental in ensuring the success of the relationship between Southern University and the CIA.

Ms. Dorsey and Mrs. Brown were presented with Southern University lapel pins

### **AGENDA ITEM 7: INFORMATION ITEM**

Request Approval to Establish a Pilot Spring Evening and Weekend Admission Program (SULC)

Chancellor John Pierre stated, "...we continuously see the need to innovate, and be prepared for the next round of innovation on our legal education and position the Law Center to be in a place

where we can be ready to deal with the constant need for access to legal education. We believe that there is a market for spring enrollment... And given the fact that the LSAT now is given six times a year versus four times a year.”

Board member Dr. Tarver asked about the attrition rate. Chancellor Pierre responded the focus is more on academic attrition which is usually not more than 10-12%.

Upon the motion and seconded action item 6 was requested for approval

Motion passed.

After the passing of the motion Board Member Mr. Raymond Fondel asked what type of student was this program geared towards.

Chancellor Pierre stated it was geared towards younger students graduating mid-year who typically have to wait until fall of the following year to enter Law School. They also had to turn away students who took the LSAT in July. Those results are not known until August after classes have begun. Bringing in students in the spring can also assist with the attrition rate and generate revenue.

#### **AGENDA ITEM 8: OTHER BUSINESS**

None

#### **AGENDA ITEM 9: ADJOURNMENT**

It was move and seconded that the Academic Affairs Committee be adjourned.

Motion passed

#### **FACILITIES AND PROPERTY COMMITTEE**

*(Following the Academic Affairs Committee)*

**2nd Floor - J.S. Clark Administration Building**

**Board of Supervisors Meeting Room**

**Baton Rouge, Louisiana**

**Friday, September 20, 2019**

#### **MINUTES**

The Facilities and Property Committee was called to order by Committee Chair Rev. Donald Henry.

**Present:** Rev. Donald Henry, Dr. Rani Whitfield, Mr. John Barthelemy, Mr. Leroy Davis, Mr. Richard Hilliard, Mrs. Ann Smith, Atty. Domoine Rutledge

#### **AGENDA ITEM 3: ADOPTION OF THE AGENDA**

The agenda was recommended and seconded for adoption.

Motion passed.

#### **AGENDA ITEM 4: PUBLIC COMMENTS**

None

#### **AGENDA ITEM 5 INFORMATIONAL ITEM(S)**

##### **A. Priority Project Updates (per campus)**

Mr. Eli Guillory, System Director of Facilities and Planning, provided an update on the fire that occurred in the School of Nursing, there is significant smoke and water damage to the east side of the building. It will be months before the problem is resolved. The Westside of the building which houses classrooms and labs will be ready for occupancy on Monday. He also reviewed highlights and the status of projects at each campus.

Board Member Atty. Patrick Magee asked, "Were we able on our own to determine the cause and origin of the fire in the nursing school?"

At this point, Mr. Guillory stated "it started in room 274" and deferred further questions to the dean of the nursing school, Dr. Brown

Dr. Brown stated, "The fire started Sunday, about 1a.m. in one of the faculty offices, Dr. Jacqueline Hills Office, it was contained to that one office fortunately, however, when the sprinkler system came on, it came on with a vengeance. And a downpour of water and water pipes broke is my understanding. So the whole second floor where the faculty suites are, have been damaged, computers, furniture, so all of the faculty areas is non usable. The first floor, which we call our central hub of operation is the Dean's area, the conference room, our Office of Admissions, and our central business operations office are also demolished, the ceiling caved in from the weight of the water, causing an excess amount of water damage to that entire area. Fortunately, none of the classrooms were damaged. Our simulation lab is secure our skills lab. So all of the areas that we use for student learning are intact. The faculty and staff were engaged. This week, we were not able to enter the building because of the air quality. They're in the process of trying to remove the soot in the air vents. So we were not able to enter the building. But my faculty were able to utilize technology to deliver the content remotely. So student learning was actively engaged this week, next week as a contingency plan if the building is still not at the part where we can enter it and access it due to the air quality. We do have a contingency plan. This point I'd like to recognize my extreme gratitude to Dr. Juan de Spurlock, who worked with me side by side, sunrise to sunset, ensuring that we had a contingency plan in place. The outpouring of support from Dr. Sahoo, Dr. Ammons to make sure that we maintain academic structure in place was very appreciative, as well as the outpouring support from the local state and national level. It was heartwarming to know how beloved our School of Nursing is. And I'm here to convey to the board that we will prevail, the School of Nursing is resilient, and we will emerge from these ashes even stronger."

Board Member Mr. Sam Gilliam wanted to know the status with FP&C in "terms of the time frame" as it pertains to the situation with the gym in Shreveport.

Mr. Guillory said they were waiting on a "number and a planning." He is hoping that it will be a matter of weeks and not months.

**AGENDA ITEM 6: ADJOURNMENT**

Upon the motion seconded the Facilities and Property Committee was called for adjournment.

Motion carried

**FINANCE COMMITTEE**

*(Following the Facilities and Property Committee)*

**2nd Floor - J.S. Clark Administration Building**

**Board of Supervisors Meeting Room**

**Baton Rouge, Louisiana**

**Friday, September 20, 2019**

**9:00 AM**

**MINUTES**

The Finance Committee was called to order by Committee Chair Dr. Leon Tarver, II.

**Present: Dr.** Leon R. Tarver II, Mr. Richard Hilliard, Dr. Leroy Davis, Dr. Curman Gaines, Mr. Sam Gilliam, Ms. Arlanda Williams and Atty. Domoine Rutledge

**AGENDA ITEM 3: ADOPTION OF THE AGENDA**

It was moved by Committee Chair Leon Tarver II and seconded that the agenda be accepted.

Motion passed

**AGENDA ITEM 4: PUBLIC COMMENTS**

None

**AGENDA ITEM 5: INFORMATION ITEM(S)**

Interim Financial Report. Mr. McClinton stated that at the time the interim reports were made the campuses were in registration and the census date have not been finalized. The revenue reflected is as of the date of preparation. Expenditures are in line with the budget.

**AGENDA ITEM 7: OTHER BUSINESS**

None

**AGENDA ITEM 8: ADJOURNMENT**

Chair Leon R. Tarver called for the adjournment of the Finance Committee, motioned seconded.

Motion passed

**GOVERNANCE COMMITTEE**  
*(Following the Finance Committee)*  
**2nd Floor - J.S. Clark Administration Building**  
**Board of Supervisors Meeting Room**  
**Baton Rouge, Louisiana**  
**Friday, September 20, 2019**

**MINUTES**

Governance Committee was called to order by Committee Chair Sam Gilliam

**Present:** Mr. Sam Gilliam, Dr. Leon Tarver, Atty. Patrick Magee, Dr. Curman L. Gaines, Rev. Samuel C. Tolbert Jr., and Atty. Domoine D. Rutledge

**AGENDA ITEM 3: ADOPTION OF THE AGENDA**

Committee Chair Sam Gilliam called for the adoption of the agenda

It was moved and seconded

Motion passes

**AGENDA ITEM 4: PUBLIC COMMENTS**

None

**AGENDA ITEM 5: INFORMATION ITEM(S)**

Board Self-Evaluation Instrument Period 2018-2019 (SUS)

Dr. Validimir Appeaning stated that the Board Self-Evaluation Instrument was included in the SACS report submitted on September 10, 2019. The score was 4.2 on a 5pt scale, "which means that collectively as a corporate body, this body was in agreement with most of the items that were listed on the board self-evaluation. Joseph Silver who has been acknowledged as being the number one SACS Vice President referred to the board's self-evaluation process as the gold standard that has been emulated by other universities."

Board Member Patrick Magee asked about the relevancy of the self-evaluation. "What does it do for us as an entity as well as the in system as a whole?"

Dr. Appeaning explained the self-evaluation tool gives the board a chance to look at itself. There are five categories where the board assess 20 items on a liquid scale at a five point scale. The three items that ranked below a four and they were right at 3.639, were the board looking at its bylaws, and the board policy manual. "that's one that ..... probably received the lowest scores, but it really highlighted the fact that this board considers that a priority. And I'm very proud to say that this administration not only has updated its the board's bylaws when we included several provisions, like the board, self-evaluation, board dismissal, conflict of interest board external relations, we acknowledged the fact that we have a committee of Standing Committee, which is

the recruitment committee that was not part of the Standing Committee. So those items have been updated. The open ended items were very candid, I certainly appreciate that. But they reflected, I think three things that I saw, I saw tremendous unity among board members, as they as they looked at its operations, and I was able to discern the stewardship of this board. And all of that is reflected when SACS looks at it.”

#### **AGENDA ITEM 6: OTHER BUSINESS**

None

#### **AGENDA ITEM 7: ADJOURNMENT**

The motion called for the adjournment of the Governance Committee and seconded

Motion passed

### **PERSONNEL AFFAIRS COMMITTEE**

*(Following the Governance Committee)*

**2nd Floor - J.S. Clark Administration Building**

**Board of Supervisors Meeting Room**

**Baton Rouge, Louisiana**

**Friday, September 20, 2019**

#### **MINUTES**

Personnel Affairs Committee was called to order by Committee Chair, Atty. Patrick Magee

**Present:** Dr. Curman Gaines, Mr. Sam Gilliam, Dr. Leon Tarver II, Ms. Arlanda Williams and Atty. Domoine Rutledge

#### **Agenda Item 3: Adoption of the Agenda**

The agenda was motioned for adoption and seconded

Motion Passed

#### **Agenda Item 4: Public Comments**

None

#### **Agenda Item 5: Action Items 5**

Motion was passed to approve action items A, B, C 1-7

Motion was seconded

Motion passed

Action Items

- A. Request Approval for Office of Group Benefits Flexible Spending Plan (SUS)
- B. Request Approval for Salary/Wage Adjustments for the Law Center Faculty and Staff (SULC)
- C. Request Approval of Personnel Action on Positions equal to or greater than \$60,000 / \$75,000 (faculty)

Name	Position/Campus	Salary	Funding Source
1. Maya Banks	Public Services Head/Reference Librarian John B. Cade Library SUBR (Transfer)	\$67,600.00	State
2. Tracey Taylor-Jarrell	Assistant Coordinator of Board Relations System Office SUS (Replacement)	\$60,000.00	State
3. Candis Joseph	Chief Budget Officer Budget Office SUBR (Replacement)	\$77,000.00	State
4. Dawn Ventress Kight	Interim Dean of Libraries John B. Cade Library SUBR (Replacement)	\$108,000.00	State
5. Antonius Pegues	Vice-Chancellor for Finance and Administration Finance and Administration SUSLA (New Appointment)	\$91,500.00	State
6. Robert Rene	Board Relations Coordinator System Office SUS (Replacement)	\$70,000.00	State
7. Cedric Anthony Todd	Assistant Band Director Department of Bands SUBR (New Appointment)	\$60,000.00	State

**Agenda Item 7: Other Business**

None

**Agenda Item 8: Adjournment**

Motion made and seconded to adjourn Personnel Affairs Committee

Motion Passed

## **RECRUITMENT AND ADMISSIONS COMMITTEE**

*(Following the Personnel Affairs Committee)*

**2nd Floor - J.S. Clark Administration Building**

**Board of Supervisors Meeting Room**

**Baton Rouge, Louisiana**

**Friday, September 20, 2019**

**9:00 AM**

### **AGENDA**

Recruitment and Admissions Committee was called to order by Committee Chair Arlanda Williams

**Present:** Ms. Arlanda Williams, Mr. Raymond Fondel, Jr., Atty. Edwin Shorty, Mr. Richard Hilliard, Mr. Donald Dunbar, Mrs. Ann Smith, and Atty. Domoine Rutledge

#### **Agenda Item 3: Adoption of the Agenda**

Committee Chair Arlanda called for the adoption of the agenda

Motion seconded

Motion Passed

#### **Agenda Item 4: Public Comments**

None

#### **Agenda Item 5: Information Item:**

A. Enrollment Update by Numbers (SUBR, SULC, SUNO, and SUSLA)

Committee Chair Ms. Arlanda Williams requested that this item be deferred until the next meeting since the Chancellors will be presenting the information at the retreat and for respect of the Board of Regents Meeting coming up.

All were in agreement

Item A: Enrollment Update by Numbers (SUBR, SULC, SUNO, and SUSLA) deferred to a later meeting.

Motion passed

#### **Agenda Item 6: Other Business**

#### **Agenda Item 7: Adjournment**

Committee Chair Ms. Arlanda Williams called adjournment.

Motion seconded

Motion passed

**SOUTHERN UNIVERSITY BOARD OF SUPERVISORS**

**(Following the Personnel Affairs Committee)**

**2nd Floor - J.S. Clark Administration Building**

**Board of Supervisors Meeting Room**

**Baton Rouge, Louisiana**

**Friday, September 20, 2019**

**9:00 AM**

**AGENDA**

**MINUTES**

Regular Board of Supervisors meeting was called to order by Chairman of the Board Atty. Domoine Rutledge

**Present:**

Atty. Domoine Rutledge, Dr. Samuel C. Tolbert, Jr., Mr. John Barthelemy, Dr. Leroy Davis, Mr. Raymond Fondel, Dr. Curman Gaines, Mr. Donald Duncan, Mrs. Ann A. Smith, Dr. Leon R. Tarver II, Mr. Sam Gilliam, Atty. Patrick Magee and Ms. Arlanda Williams

**Agenda Item 3: Adoption of the Agenda**

Motion was made for the adoption of the agenda, by Board Chair Atty. Domoine Rutledge

Motion second

Motion passed

**Agenda Item 4: Public Comments**

None

**Agenda Item 5: Special Presentations**

**Special Acknowledgements**

Dr. Samuel Tolbert was unanimously re-elected as National President of the National Baptist Convention of America

Dr. Katara Williams was extensively quoted in a national article published in Politico as a result of President Trump's presentation to a gathering of HBCU Youth Leaders in Washington.

**Above and Beyond Award**

Cardell Veal presented the Above and Beyond award to Miss Demetrius Capers. She has been employed since 2017 as part of the custodial staff. Miss Capers is being recognized for her integrity and the pride she takes in doing her work.

## Resolutions

Chief of Staff, Dr. Katara Williams presented resolutions and commendations to the following:

Central Intelligence Agency

Constituencies in the city of Lake Charles City Council, Calcasieu Parish School Board, Calcasieu parish police jury, Wilfred Carter, Matilda Miller, Kevin Guidry, Christian Baptist Church and McNeese State University, Southern University Students and the Human Juke Box, the football team, administrators and fans.

Condolences to the Huber Butler Lamott family a retired professor of mathematics at Southern University

Premise Howard House family a native of Shreveport brother of former Board Member Dottie Bell

Motion to accept the resolutions was made and seconded

Motion passed

## Agenda Item 6: Action Items

Recommendation was made for the approval of action items A-F on global, by Board Member Patrick Magee

Motion seconded

Motion passed

- A. Approval of Minutes of September 20, 2019 Regular Meeting of the SU Board of Supervisors
- B. Approval of Committee Reports and Recommendations
- C. Request Approval of the Inter-Agency Agreement between Louisiana Economic Development Agency (DXC) and the Southern University System
- D. Request Approval of a MOU between the Central Intelligence Agency (CIA) and the Southern University System (SUS) to establish a partnership program for acquiring talent for CIA's Diverse Workforce
- E. Request Approval of MOU between United Houma Nation and the Southern University Law Center to Pursue Federal Recognition
- F. Consideration of Employment Contract Extension for President-Chancellor

**Presentation:** Chancellor Pierre introduced Chief Propel of the United Houma Nation. Chancellor Pierre made note of the fact that the Baton Rouge land mass sits on grounds that were once traditional grounds and hunting grounds of the Houma Nation.

Chief Propel made introductions in the Houma Nation's original language of which he is the first to speak in 100 years, he attributed it to a blessing from God. Chief Propel stated that the time is right to unite with Southern University and to return to their hunting grounds. He presented a basket of power to Chancellor Pierre.

### **Agenda Item 7: Information Item**

#### **A. Update on the Uniform Affiliate Agreement between the Southern University System and the Southern University Alumni Federation and the Southern University System Foundation**

President/Chancellor Dr. Belton stated this is an information item to copy the Board on some changes that were made to the agreement such that Southern University could be in compliance with SACS.

#### **B. System President's Report**

President/Chancellor Dr. Ray Belton presented the System President Report: Southern University was recognized at HBCU Week in DC for having the highest number of student scholars in attendance. Dr. Belton recognized Erin Lewis as one of the participants. Miss Lewis had a one on one conversation the US Secretary of Agriculture, Sonny Perdue. He thanked Chancellor Pierre for facilitating that meeting. Southern University will be hosting 300 seventh graders. He thanked them for the confidence they have in him as a leader. Dr. Belton mentioned we are 'hosting' 7000 students on the Baton Rouge campus because of the talent we have on campus.

Board Chair Atty. Rutledge thanked the board for speaking with one voice. He stated that with confidence comes expectations. He is looking forward to Dr. Belton and his staff "to not only meet but to exceed those expectations."

#### **C. Campus Reports**

SUNO Chancellor Dr. Lisa Mims-Devezin highlighted that SUNO was acknowledged in the Louisiana Weekly for being one of the top producers of HBCU graduates. She acknowledged brothers, Nathan and Nathaniel Albert honor graduates for their participation in Brothers in power to teach, an initiative that encourages African American males to become teachers. Dr. Paris Favorite, SUNO Director of Forensic Science has been awarded the Torch Bearers award by the Coalition of 100 Black Women.

SUSLA Chancellor Dr. Rodney Ellis reported that SUSLA hosted a SACS accreditation team. They reviewed the SUSLA Connect program on the Baton Rouge and New Orleans' campuses. The visits went well with only one minor recommendation. He commended the leadership of the system for coming together and joining forces collectively for the good of the students.

SULC Chancellor, Atty. John Pierre thanked the Board for supporting the law Center to put forth new initiatives. It is a historic day to have the Chief of the United Nation of Houma present. The board members were invited to join the Law Center in hosting a delegation from the Silicon

Valley to discuss talent needs and meet with students. It is the largest delegation of Silicon Valley executives to ever visit.

SUAREC Chancellor Orlando McMeans has officially started he thanked Dr. Rueben Walker for doing an outstanding job in his interim capacity and for remaining in constant communication. He offered thanks and appreciation to all that assisted in his transition and welcoming him with a reception. Dr. McMeans acknowledged Alex Harris she won first place at the 1890 Research Symposium for her presentation on student loan debt and borrowers repayment concerns. He would like to have her present on campus if possible. He acknowledged members of MANNRS and their advisor Dr. Snowden also Miss Irene Lewis a 4.0 student and national president of MANNRS.

Board Member Atty. Patrick Magee invited Miss Irene Lewis to the podium to speak.

Miss Irene Lewis introduced herself as a Senior Agricultural Science student with a concentration in Plant and Soil Sciences and 2019-2020 National Undergraduate Student President for MANNRS. She provide a brief overview of her role and focus.

SUBR Executive Vice President/ Executive Vice Chancellor Dr. James Ammons highlights were the College of Sciences and Engineering received \$2.6 million in funding for projects. Dr. Ammons extended congratulations to Dean Cary and the faculty involved in securing the grants. The Computer Science program has been reaccredited until September 2025. Southern hosted a career fair with 102 companies, Dr Ammons thanked Mr. Willis and his team for their hard work. The Human Jukebox is now officially trademarked with the assistance of Atty. Robert, the SU Foundation and Dr. Merrick.

Board Member Rev. Leroy Davis acknowledged and thanked the students and staff who attended the family and friends day at Mount Carmel Baptist Church of which he's been a member for 40 years. He extended an open invitation to attend Mount Carmel Baptist Church

### **Agenda Item 8: Other Business**

Board Member Mrs. Ann Smith inquired on the status of online enrollment," Is it up? Is it about the same or has it decreased?"

Executive Vice President/Executive Vice Chancellor, Dr. Ammons responded that enrollment was up. They are continuing to work with students who have not completed the registration process.

Board Member Mrs. Ann Smith then asked for a brief update on the registration process

Executive Vice President/Executive Vice Chancellor, Dr. Ammons, stated they are continuing to work to complete the registration process. The Board of Regents has changed their reporting time until the end of the semester.

Board Member Mrs. Ann Smith asked what is the progress on the College of Education as far as reorganizing, restructuring and making it move forward?

Executive Vice President/Executive Vice Chancellor, Dr. Ammons stated that over the past year they have engaged in a program prioritization process, which takes a look at all of their academic disciplines to ensure that they are aligned with workforce needs in the state of Louisiana and nationally. They have the data and have bought in a consultant to facilitate the process. One of the goals is to recommend some structural reorganization of the academic units. Education and Nursing have been moved into four and five star categories for the state. He feels it is imperative to take a close look at the organizational structure of those programs and plans to bring recommendations to the President and the Board by the end of the academic year.

Vice Chancellor, Student Affairs and Enrollment Management Kimberly Scott- Ferguson says she is optimistic about the numbers, they are working to ensure that all students will be registered. They will provide a comprehensive report at the next board meeting.

Board Member Mrs. Ann Smith asked Chancellor Mims-Devezin if she had anything she wanted to share.

Chancellor Dr. Mims-Devezin reported their numbers are up and SUNO is anticipating implementing some additional programs and looking into how they can be innovative with the advancements with DXC technology and all forensics technology. They may develop a Forensics technology certificate as a part of enhancing the online program.

Board Member Mrs. Ann Smith congratulated SUNO on being up to 278 in their online enrollment.

Board Member Atty. Raymond Fondel recognized Tamara Montgomery and her staff in Career Services. Ms. Montgomery arranged for a group of student to be bussed to JC Penney located in the Mall of Louisiana. After the store shut down the students were given an opportunity to shop for professional clothing and provided with extra 30% discount off the best price.

Board Chair Atty. Domoine Rutledge mentioned that Ms. Montgomery has a closet of professional clothing she gives to students who are in need. He asked the Board Members to please donate shirts and suits for students to use when going on interviews.

### **Agenda Item 9: Adjournment**

Motion was moved and seconded for adjournment.

Motion passed



## SOUTHERN UNIVERSITY LAW CENTER

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

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

September 30, 2019

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

Dear Dr. Belton:

I am requesting that the attached Memorandum of Understanding (MOU) between the Baton Rouge Community College (BRCC) and the Southern University Law Center (SULC) be placed on the Southern University Board of Supervisors' agenda for the October's board meeting.

The purpose of the MOU is to enhance workforce development opportunities for BRCC and SULC students to gain administrative law experience with the Transportation Workforce Identification Credential (TWIC) appeals process

Should you have any questions or concerns, please let me know.

Sincerely,

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

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

**MEMORANDUM OF UNDERSTANDING**  
**BETWEEN**  
**BATON ROUGE COMMUNITY COLLEGE**  
**AND**  
**SOUTHERN UNIVERSITY LAW CENTER**

THIS MEMORANDUM OF UNDERSTANDING (hereinafter the "MOU") is entered into by and between **Baton Rouge Community College** located at 201 Community College Drive, Baton Rouge, LA 70806 (hereinafter the "College"), a Louisiana public higher education entity, and **Southern University Law Center** located at Roosevelt Steptoe Dr, Baton Rouge, LA 70813 (hereinafter the "SU Law Center").

The parties agree to the following terms and conditions:

**1. SCOPE OF SERVICES**

1. The purpose of this MOU is to establish an agreement between SU Law Center and BRCC, regarding the assistance of BRCC workforce students with the Transportation Worker Identification Credential (TWIC) appeals process.

A. College's Responsibilities:

1. Provide forms as needed (i.e. enrollment forms to be jointly developed);
2. Provide point of contact at BRCC; and,
3. Assist with applying for grant opportunities to help fund this partnership.

B. SU Law Center:

1. Provide a point of contact for the referrals;
2. Assist with applying for grant opportunities to help fund this partnership;
3. Oversight regarding the drafting and applying for TWIC appeals;
4. Provide ongoing communication to BRCC Point of Contact; and,
5. For appropriate referrals to assist with their expungement process.

2. This MOU shall begin on 11/1/19 and shall end on 11/1/23.

**3. PAYMENT TERMS**

BRCC will pay \$4,800.00 for a total of eighty (80) TWIC appeals referrals. These referrals will be sent from BRCC Workforce Solutions.

**4. COMPLIANCE WITH LAWS**

Each Party represents and warrants that it will comply with all applicable laws, ordinances, regulations and other governmental requirements applicable to its respective businesses and to the provision and receipt of services pursuant to this MOU.

This MOU shall be governed by and construed in accordance with the laws of the State of Louisiana.

**5. INDEPENDENCE**

The parties to this MOU shall each act in an independent capacity in the performance of their respective functions under this MOU, and neither party is to be considered the officer, agent, or employee of the other.

**6. TERMINATION**

Either party may terminate this MOU at any time, with or without cause, and without penalty, upon giving the other party thirty (30) days written notice. In such case, the MOU shall be terminated without further acts by either party.

**7. REMEDIES FOR DEFAULT**

Any claim or controversy arising out of this MOU shall be resolved by the provisions of LSA-R.S. 39:1524 – 1526.

**8. OWNERSHIP**

Any records, reports, documents and other material delivered or transmitted to the Training Fund by the College shall remain the property of the College, and shall be returned by Training Fund to the College, at Training Fund expense, at termination or expiration of this MOU.

Any records, reports, documents, or other material related to this MOU and/or obtained or prepared by Training Fund in connection with the performance of the services agreed to herein shall remain the property of the Training Fund and a copy shall be provided to College at any time during or after termination of this MOU, upon request by College.

**9. NON-ASSIGNABILITY**

The Training Fund shall not assign any interest in this MOU by assignment, transfer, or novation, without prior written consent of the College.

**10. AUDITORS**

It is hereby agreed that the Legislative Auditor of the State of Louisiana and/or the Office of the Governor, Division of Administration auditors shall have the option of auditing all accounts of the Training Fund which relate to this MOU.

**11. FISCAL FUNDING**

The continuation of this MOU is contingent upon the appropriation of funds to fulfill the requirements of the MOU by the legislature. If the legislature fails to appropriate sufficient monies to provide for the continuation of the MOU, or if such appropriation is reduced by the veto of the Governor or by any means provided in the appropriations act to prevent the total appropriation for the year from exceeding revenues for that year, or for any other lawful purpose, and the effect of such reduction is to provide insufficient monies for the continuation of the MOU, the MOU shall terminate on the date of the beginning of the first fiscal year for which funds are not appropriated.

## **12. DISCRIMINATION**

The Training Fund agrees to abide by the requirements of the following as applicable: Title VI of the Civil Rights Act of 1964 and Title VII of the Civil Rights Act of 1964, as amended by the Equal Employment Opportunity Act of 1972, Federal Executive Order 11246 as amended, the Rehabilitation Act of 1973, as amended, the Vietnam Era Veteran's Readjustment Assistance Act of 1974, Title IX of the Education Amendments of 1972, the Age Discrimination Act of 1975, the Fair Housing Act of 1968 as amended, and contractor agrees to abide by the requirements of the Americans with Disabilities Act of 1990.

The Training Fund agrees not to discriminate in its employment practices, and will render services under this MOU without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, veteran status, political affiliation, or disabilities.

Any act of discrimination committed by the Training Fund shall be grounds for termination of this MOU.

## **13. INDEMNIFICATION**

The Training Fund agrees to protect, defend, indemnify, save, and hold harmless, the State of Louisiana, all State Departments, Agencies, Boards and Commissions, its officers, agents, servants, employees, and volunteers, from and against any and all claims, damages, expenses, and liability arising out of injury or death to any person or the damage, loss or destruction of any property which may occur, or in any way grow out of, any act or omission of the Training Fund, its agents, servants, and employees, or any and all costs, expenses and/or attorney fees incurred by the Training Fund as a result of any claims, demands, suits or causes of action, except those claims, demands, suits, or causes of action arising out of the negligence of the State of Louisiana, all State Departments, Agencies, Boards, Commissions, its officers, agents, servants, employees and volunteers.

The Training Fund agrees to investigate, handle, respond to, provide defense for and defend any such claims, demands, suits, or causes of action at its sole expense and agrees to bear all other costs and expenses related thereto, even if the claims, demands, suits, or causes of action are groundless, false or fraudulent.

## **14. WARRANTIES**

The parties hereby represent and warrant to each other that each has full power and authority to enter into and perform its responsibilities under this MOU and that the person signing this MOU on such Party's behalf has been duly authorized and empowered to enter into this MOU.

## **15. CONTACTS**

Baton Rouge Community College  
ATTN: Girard J Melancon, Ph.D.  
Vice Chancellor Workforce Solutions  
201 Community College Drive  
Baton Rouge, LA 70806

Southern University Law Center  
ATTN: John K. Pierre, Chancellor  
Roosevelt Steptoe Dr, Baton Rouge,  
LA 70813

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IN WITNESS WHEREOF, the parties hereto have executed this MOU, which shall become effective upon the dates set forth below.

**WITNESSES (COLLEGE)**

**BATON ROUGE COMMUNITY COLLEGE**

**Approved by (Department Vice Chancellor):**

Name: Girard J. Melancon, Ph.D.

Title: Vice Chancellor for Workforce Development

Signature:

\_\_\_\_\_

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

**WITNESSES (SU Law Center )**

**SU Law Center**

Signature:

\_\_\_\_\_

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

Title:

\_\_\_\_\_

Signature:

\_\_\_\_\_

Signature:

\_\_\_\_\_

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



## SOUTHERN UNIVERSITY LAW CENTER

261 A. A. LENOIR HALL

POST OFFICE BOX 9294

BATON ROUGE, LOUISIANA 70813-9294

OFFICE OF THE CHANCELLOR

(225) 771-2552

FAX (225) 771-2474

October 1, 2019

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

Dear Dr. Belton:

Enclosed is a contract between the Public Defender's office and Southern University Law Center. I am requesting that this contract be placed on the agenda for the Board of Supervisors approval.

Should you have any questions, please let me know.

Sincerely,

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

John K. Pierre, Chancellor and Vanue A. Lacour  
Endowed Professor

**CONTRACT FOR CONFLICT PUBLIC DEFENDER SERVICES**  
**(UNDER THE PROVISIONS OF LSA-R.S. 15:161)**

THIS agreement, entered into by and between the 19<sup>th</sup> Judicial District Indigent Defender, hereinafter referred to as **THE OFFICE OF PUBLIC DEFENDER** or **OPDBR**, created and organized under and by the virtue of LSA-R.S. 15:161, with Powers, Duties, and Responsibilities set out in LSA-R.S. 15:161, and **SOUTHERN UNIVERISTY LAW CENTER**, hereinafter referred to as **SULC**, a Law School in compliance with all ABA accreditation requirements, through **CHANCELLOR JOHN PIERRE**, who affirms herein that the law school is within the 19<sup>th</sup> Judicial District, Parish of East Baton Rouge, State of Louisiana at:

**Southern University Law Center**  
**2 Roosevelt Steptoe Street**  
**Baton Rouge, Louisiana 70813**  
**Phone: 225-771-2552**

WHEREAS, the OPDBR is responsible, under the Law of Louisiana, for providing counsel for indigent persons prosecuted by the State of Louisiana, in accordance with the Louisiana Code of Criminal Procedure, whenever such persons are qualified, in accordance with the law, to be appointed legal counsel at public expense, in East Baton Rouge Parish, Louisiana.

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WHEREFORE, IT IS AGREED BETWEEN THE 19<sup>TH</sup> JUDICIAL DISTRICT INDIGENT DEFENDER AND SOUTHERN UNIVERISTY LAW CENTER THROUGH CHANCELLOR JOHN PIERRE THAT:

**CONSIDERATION CLAUSE:**

- 1) **SULC** will provide felony conflict legal representation through the use of the currently enacted **SULC Criminal Defense Clinic**, herein creating a **CONFLICT PUBLIC DEFENSE CRIMINAL CLINIC** for the OPDBR for the period beginning on **October 1, 2019**, and ending on **September 30, 2020**, for **\$45,000** payable by the OPDBR in equal monthly installments. Reasonable costs incurred for jury trials, pretrial litigation, writ practice, and experts may also be reimbursed to **SULC** with prior approval by OPDBR. The OPDBR will also provide additional malpractice insurance for **SULC's** legal counsel for all cases handled by the Conflict Public Defense Clinic. The parties may enter into negotiations to increase or decrease the salary of the Supervising Attorney assigned to oversee the Conflict Public Defense Clinic at either's option. Either party may terminate this contract for any reason within 60 days of providing written notice. OPDBR retains the right to terminate the contract immediately and without notice upon proof that either **SULC** or the designated Supervising Criminal Clinic Attorney are no longer in good standing with the ABA and/or LSBA. OPDBR retains the

right to terminate the contract immediately and without notice upon proof that either SULC or the designated Supervising Criminal Clinic Attorney are not in compliance with Rule XX of the Louisiana Supreme Court.

2) In return for the aforesaid consideration, SULC herewith agrees to render the following services only for OPDBR:

- a. Provide legal presentation through the currently enacted SULC Criminal Defense Clinic in noncapital felony conflict cases as assigned by the Chief District Defender, Michael A. Mitchell. SULC may be assigned by the Chief District Defender to specific criminal sections of the 19<sup>th</sup> Judicial District Court of Louisiana. The method of appointment shall be as follows:
  - i. OPDBR shall be appointed to all indigent cases in the 19<sup>th</sup> Judicial District Court. When OPDBR recognizes a conflict in representation, SULC or another Conflict Contract Attorney/Office shall be assigned from the Panel of Conflict Contract Attorneys/Offices. OPDBR is appointed to indigent cases at call out and arraignment, generally.
  - ii. SULC shall receive all new case assignments by notice via email at the email designated by SULC within 48 hours of OPDBR appointment. That notice will include the case caption, date of assignment, any upcoming court dates, client contact information, and shall cc the court and court staff for the assigned section.
  - iii. If a case is assigned to SULC in advance of a charging instrument being filed by the District Attorney/Attorney General, SULC's designated Supervising Attorney is responsible for contacting the prosecuting agency to begin negotiations on behalf of the client as soon as possible. If a charging instrument will be filed, then SULC's Supervising Attorney is responsible for attending the client's arraignment, and if necessary, contacting court staff to schedule the arraignment date so that counsel will be present.
- b. SULC shall provide representation to indigent clients through the use of the SULC Criminal Defense Clinic (as would otherwise) in accordance with Louisiana Law and the Rules of Ethics of the Louisiana Supreme Court and local rules of the 19<sup>th</sup> Judicial District. SULC's Supervising Attorney for the Criminal Defense Clinic shall meet with the Chief District Defender at his request to ensure quality of representation. SULC shall operate its Conflict Criminal Defense Clinic in full compliance with the ABA Accreditation Standards, Rule XX of the Louisiana Supreme

Court, and those bylaws which control the operation of the SULC Criminal Clinic.

- c. All public defense services will be provided in accordance with the Rule of Professional Conduct and standards and guidelines promulgated by the Louisiana Public Defender Board pursuant to LA R.S. 15:148. SULC is a general contractor whose obligation is to deliver legal representation and counsel to indigent clients through the SULC Criminal Defense Clinic in full vindication of the right to counsel as found in the United States Constitution and all other laws of the State of Louisiana and the United States of America.
- d. The Conflict Contract Public Defense Clinic shall consist of the Southern University Law Center's Criminal Defense Clinic and its current Supervising Attorney. The Supervising Attorney will be designated as lead counsel on all appointed felony cases. Third year law students, in compliance with Rule XX of LASC, shall operate as associate counsel under the direct supervision of the SULC's Criminal Defense Clinic's Supervising Attorney. Second year law student may act as investigative and research support, but shall not act as associate counsel. The Supervising Attorney shall be responsible for overseeing and approving services performed by the student attorneys. SULC must immediately report to the OPDBR any changes affecting the maintenance of membership in good standing of the Louisiana State Bar Association, ABA accreditation status, or breach of Rule XX of the Louisiana Supreme Court. Notice must be given to the Chief District Defender, Michael A. Mitchell, of any changes made to the supervision of the SULC Conflict Criminal Defense Clinic/Supervising Attorney. The Chief District Defender must give approval of any change to the supervision of the SULC Conflict Criminal Defense Clinic/Supervising Attorney, or the contract may be rescinded. Failure to notify and obtain agreement of the Chief District Defender regarding substitution of the Supervising Attorney assigned to the SULC Conflict Criminal Defense Clinic shall result in immediate termination of the contract.
- e. SULC shall make use of the electronic case management system DefenderData to maintain up to date reporting of all pending cases assigned. This includes making event entries (including hour(s) spent) for all file activities. SULC shall close files in DefenderData upon dismissal or rendering of a sentence to DOC or Parish Prison. SULC shall not close files for which a client receive probation until such time that probation is terminated. OPDBR shall provide training to the designated Supervising Attorney for the Criminal Clinic and/or any and all staff/student attorney's or student workers tasked with maintaining DefenderData on the use and management of DefenderData.

- f. OPDBR and SULC shall work together to maintain a caseload of 165 assigned conflict felony cases. One Bill of Information/Indictment is counted as one felony case. OPDBR will endeavor to assign cases proportionate to their severity, number of charges, and current caseloads of the entire Conflict Contract Attorney/Office Panel. SULC and the Chief District Defender may negotiate higher or lower caseload limits depending on the types, nature, and severity of the charges.
- g. SULC shall provide, at its own expense, ordinary office expenditures including (but not exclusive of) secretarial support, telephone/internet, and office rent (if any). SULC shall accept clients for meetings/interviews at the above designated office.
- h. Any special costs on behalf of conflict indigent clients, such as investigation, experts, writs, etc., may be provided by OPDBR upon request made in writing to the Chief District Defender, Michael A. Mitchell. Approval of such request are subject to the availability of funds. Requests for funds should be made in writing as soon as the need arises. If funds are not available from OPDBR, then SULC shall attempt to secure the funds from the court.

**TERMINATION CLAUSE**

This contract may be terminated by either party for any reason, however; shall not be terminated by either party without providing proper notice to the other at least 60 days in advance of the termination date, unless so specified above.

DATED THIS 27 DAY OF September, 2019, IN EAST BATON ROUGE PARISH, BATON ROUGE LOUISIANA AND EXECUTED IN DUPLICATED ORIGINAL.



Lindsay J. Blouin  
Deputy Chief District Defender  
East Baton Rouge Parish  
Office of the Public Defender

Chancellor John Pierre  
Southern University Law Center



OFFICE OF THE  
BOARD OF SUPERVISORS

## SOUTHERN UNIVERSITY AND A&M COLLEGE SYSTEM

POST OFFICE BOX 10878  
J.S. CLARK ADMINISTRATION BUILDING  
4TH FLOOR  
BATON ROUGE, LOUISIANA 70813

TELEPHONE: (225) 771-4600  
FAX: (225) 771-5791

### RESOLUTION

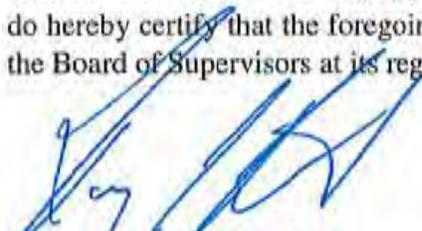
I, Domoine D. Rutledge the duly qualified chair of the Board of Supervisors for the Southern University System, hereby certify that the President of the Southern University System has approved the procedures for submitting applications, grants and contract documents authorizing the Chancellors of the Southern University System campuses or their designee to execute such documents.

I, further certify that Dr. Rodney Ellis, Chancellor at Southern University at Shreveport or his designee has the authority to execute Memoranda of Understanding, Cooperative Endeavor Agreements, and other contracts and agreements on behalf of Southern University at Shreveport in so far as they support the mission of the university.

**READ, PASSED, AND ADOPTED** this 18th day of October, 2019.

### *Certificate*

*We* the undersigned and duly appointed officers of the Southern University Board of Supervisors do hereby certify that the foregoing is a true and correct copy of a Resolution to be approved by the Board of Supervisors at its regular meeting on Friday, October 18, 2019

  
Ray L. Belton, PhD  
President-Chancellor, Southern University  
Secretary, Southern University Board of Supervisors

  
Domoine D. Rutledge, Esq  
Chairman  
Southern University Board of Supervisors



## SOUTHERN UNIVERSITY AND A&M COLLEGE SYSTEM

Office of the Senior Associate Vice Chancellor for Academic Affairs

J. S. Clark Administration Building, Third Floor

Baton Rouge, LA 70813

Phone: (225) 771-2360

October 15, 2019

James H. Ammons, Ph.D.  
Executive Vice President/Executive Vice Chancellor  
Southern University and A&M College  
Baton Rouge, LA 70813

Dear Dr. Ammons:

Kindly review, consider and approve my request to engage in a focused search for the Dean of Graduate School at Southern University A & M College. After you approve, kindly recommend and seek approval from our President and the Board of Supervisors. Using standard search procedure and by advertising in multiple outlets, we tried very hard to recruit the best candidate available but could not match the salary requirements of the top candidate. The other two candidates were not acceptable as their profile and experience did not match our requirements. We want our Graduate Programs to grow and thrive. Thus the need for visionary leadership with the energy and enthusiasms to lead and seize the opportunity.

Attached please find the supporting paperwork required for approval leading to a focused search. We satisfy all requirements detailed in Board policy.

With Kindest regards,

Bijoy K Sahoo, Ph.D.  
Senior Associate Vice Chancellor

Attachments: Meeting Agenda  
Graduate School Dean Candidates  
Graduate School Dean Job Description  
Graduate School Meeting Minutes

James H. Ammons, Executive Vice-President  
and Executive Vice-Chancellor

Ray L. Belton, President

Atty. Demoine D. Rutledge, Esq.  
Chairman, Board of Supervisors

October 14, 2019

Search for the Dean of the Graduate School at SUBR.

Review process to reopen search and specific forms that need to be submitted and make appropriate changes to streamline the activities needed to complete the search.

#### Meeting Agenda

1. Status of previous candidates that applied
2. Posting of new advertisement for the position
3. Review guidelines for committee composition
4. Number of final candidates to recommend
5. Timeline for search
6. Budget for search and recruitment process
7. Other concerns

## **Job Announcement for the Dean of the Graduate School**

### **Duties and Responsibilities**

The Dean of the Graduate School is the chief administrator for all graduate programs within the Southern University-Baton Rouge's schools and colleges. The Graduate School is the pathway and official school of record for graduate student applications, admissions, registration and enrollment, monitoring and recording of academic progress and milestones (admission, residency, qualifying examinations, candidacy, defense of dissertation), and the awarding of degrees. Candidates for Southern University's Dean of the Graduate School should have a distinguished record as a scholar and teacher, should have a PhD or an equivalent doctorate, and should qualify to be appointed as a tenured professor.

In addition, all candidates are expected to possess the following:

- A strong, unwavering commitment to excellence in graduate education;
- Leadership skills that will take graduate education to the next level at Southern University Baton Rouge;
- Demonstrate a true commitment to teaching and research;
- An ability to communicate and to engage effectively with a wide range of constituents within and outside of the university;
- Desire to harness institutional potential and seize the opportunity to grow the size and the number of existing graduate programs;
- Commitment to collaborate with academic units to start and gain approval for programs that are interdisciplinary;
- Seek and gain external funding to support graduate education, expand opportunities in online and distance education;
- Experience serving as a leading administrator for a PhD program;
- A strong instinct for collaboration and the ability to navigate various administrative environments;
- Intellectual curiosity, innovative spirit, bold thinking, and a willingness to take calculated risks; and,
- A deep appreciation for Southern University's mission, culture and commitment to ensure the advancement of both the Graduate School and the university's focus on teaching, research and public service.

### **Essential Job Description and Responsibilities of the Dean of the Graduate School**

1. Provide leadership to graduate programs to revise, expand, and develop them including short- and long-range planning.
2. Work with the Provost, academic Deans, Graduate Program Directors, and Office of Online and Distance Education to create and execute overall strategic enrollment planning for graduate education programs at the university.
3. Provide leadership to and oversight of graduate admissions processes.
4. Oversee the overall operations of graduate programs management, assisting the program directors with decisions on waiver requests, appeals, extension of time requests, etc.

5. Supervise the Graduate Assistantship (GA) support budget and allocation to the graduate programs of the university.
6. Collaborate and work closely with the Graduate Council to develop and oversee policies and procedures for graduate education, including program approval.
7. Convene a subcommittee of the Graduate Council in response to graduate student appeals or grievances.
8. Oversee Assessment and Institutional Effectiveness activities for graduate programs, including compilation and analysis of assessment data and generation of performance measures
9. Lead efforts to assist graduate faculty with applications to national and international fellowship programs, e.g. Fulbright Fellowship, NSF Graduate Fellowship.
10. Strengthen programs and policies that improve graduate student retention, degree completion, professional opportunities, and overall success.
11. Plan, direct, and coordinate the operational, personnel, budgetary, and technological activities of the Graduate School.
12. Engage in recruiting activities, including speaking to student groups, participating in recruitment events both nationally and internationally.
13. Strengthen and expand the recruitment of high-quality graduate students and provide direction for the use of graduate assistantships, including policies and procedures related to the awarding and renewal of assistantships, the distribution and creation of assistantships, and the budgetary implications of tuition remission and assistantship stipends.
14. Be an overall advocate of graduate education on campus.
15. Perform other related duties as assigned by the Executive Vice President/Executive Vice Chancellor, including teaching and research in primary field of expertise.

**Minimum Qualifications:**

Will have an earned terminal degree and holds tenure at the rank of professor; has a record of significant scholarly research and evidence of sustained excellence in graduate teaching, supervision of graduate student research and advisement of graduate students to degree completion; an appreciation of the role of graduate education and a commitment to rigor and excellence in graduate programs; a commitment to successful recruitment of prospective graduate students, the academic success and professional development of current graduate students, quality mentorship by graduate faculty and well developed grantsmanship skills.

**Preferred Qualifications:**

Administrative experience in the capacity of a graduate coordinator, a member of the Graduate Council, or other graduate related administrative role.

**Minimum Experience**

Demonstrated successful experience in academic leadership at department, the college and/or university level; evidence of successful teaching in higher education; evidence of scholarly

activity and professional achievement in an academic discipline commensurate with appointment to Professor in an academic department; experience with fiscal management procedures in higher education.

### **About Southern University-Baton Rouge**

Founded in 1880, Southern University Baton Rouge is the flagship of the Southern University System, the only system of Historically Black Colleges and Universities in the nation. The university is accredited by the Commission on Colleges of the Southern Association of Colleges and School to award bachelor's, master's, doctoral and professional degrees. More information about Southern University and its programs can be found at [www.subr.edu](http://www.subr.edu).

### **Instructions for Applying:**

All applicants must submit their applications via mail: The College of Business, P.O. Box 9723; Southern University and A&M College, Baton Rouge, LA 70813 or via email to:

[jasmine\\_banks@subr.edu](mailto:jasmine_banks@subr.edu) AND [dawn\\_harris@subr.edu](mailto:dawn_harris@subr.edu).

The application package must consist of a **cover letter that includes the candidate's administrative philosophy for the graduate school, current curriculum vitae, unofficial transcripts of terminal degree, and the complete contact information for at least three (3) professional references.**

## **Graduate School Dean Search Committee Members**

Spring 2019

*Nationwide Search*

### **Active Members**

Dr. Donald Andrews, *Dean of College of Business, Search Committee Chair*

Dr. Cynthia Bryant, *Dean of College of HMN & IDST, Search Committee Co-chair*

Dr. Charlotte Henderson, *Assistant University Librarian for Collections & Resource Development (CURRENTLY: Chair of Graduate Council)*

Dr. Joycelyn Harrison, *Chair of Department of Counseling and Educational Leadership*

Dr. Albertha Lawson, *Professor and Chair of Science/Mathematic Education Doctoral (SMED) Program*

Dr. Kamran Abdollahi, *Professor and Program Leader Urban Forestry and Natural Resources*

Dr. Kingsley Esedo, *Chair of Department of Public Policy*

Attorney Tracey Woods, *Associate Vice President for Human Resources*