

SOUTHERN[®] UNIVERSITY SYSTEM

BATON ROUGE • NEW ORLEANS • SHREVEPORT

BOARD OF SUPERVISORS MEETING

July 18, 2025

**Southern University at New Orleans
Millie Charles School of Social Work
New Orleans, LA.**

9:45 a.m.

Mission Statement

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

SPECIAL RECOGNITION COMMITTEE

Southern University New Orleans

Millie Charles School of Social Work

6801 Press Drive, New Orleans, LA

July 18, 2025

AGENDA

1. Call to Order
2. Invocation and Pledge of Allegiance
3. Special Presentation(s)
 - A. Installation of Student Board Member
 - B. Healthy Blue Presentation (SUNO)
 - C. Above & Beyond (SUNO)
4. Adjournment

Members

Atty Tony Clayton – Chairman, Mr. Reggie Abraham, Ms. Maple Gaines,
Mr. Donald Ray Henry, Mr. Myron K. Lawson, Atty. Domoine Rutledge, Atty. Edwin Shorty, Mrs. Ann Smith,
Rev. Dr. Samuel Tolbert, and Dr. Rani Whitfield

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ACADEMIC AFFAIRS COMMITTEE **(Following Special Recognition)**

July 18, 2025

AGENDA

1. Call to Order
2. Roll Call
3. Adoption of the Agenda
4. Public Comments
5. Action Item(s)
 - A. Request for Approval of Modification of Undergraduate Commencement Exercises (SUBR)
 - B. Request for Approval of Curriculum Changes to the Following Programs: (SUBR)
 - a. Bachelor of Business Administration in Entrepreneurship Program
 - b. Healthcare Management Concentration
 - c. Management Information Systems & Emerging Technologies (AI, Machine Learning, IoT, and Blockchains) Concentration
 - C. Request for Approval of the College of Humanities and Interdisciplinary Studies, Bachelor of Interdisciplinary Studies Flex Option (SUBR)
 - D. Request for Approval of Faculty Handbook (SUBR)
 - E. Request for Approval of the Academic Plans (SUBR, SUNO, and SUSLA)
 - F. Request for Approval of the Resolution, Thurgood Marshall College Fund Capacity Building Grant (SUBR and SUNO)
 - G. Request for Approval of the Scholars in Transition Education Program “STEP” (SUNO)

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H. Request for Approval of the Recommendation Letter of Approval for Tenure and Promotion (SUNO)

1. PROMOTION ONLY

SOUTHERN UNIVERSITY

RECOMMENDATIONS FOR FACULTY TENURE and RECOMMENDATIONS FOR FACULTY

***Effective Date: Fall Semester of 2025 Campus: Southern University at New Orleans**

***Provided all approvals are secured prior to this date.**

Name of Faculty Member	Department	Present Rank	Next Rank	Years of Experience at SU as Full-Time Faculty Member	Number of Years in Present Rank	Is Automatic Tenue Granted if this promotion is approved? (Yes or No)	Number and % of Tenured Faculty in Department (including chairs if tenured)
Derrick Freeman	Social Work	Associate Professor	Professor	10	3	No	7/70%
Torian Sanders	Social Work	Associate Professor	Professor	14	5	No	7/70%

2. PROMOTION and TENURE

SOUTHERN UNIVERSITY

RECOMMENDATIONS FOR FACULTY TENURE and RECOMMENDATIONS FOR FACULTY

***Effective Date: Fall Semester of 2025 Campus: Southern University at New Orleans**

***Provided all approvals are secured prior to this date.**

Name of Faculty Member	Department	Present Rank	Next Rank	Years of Experience at SU as Full-Time Faculty Member	Number of Years in Present Rank	Is Automatic Tenue Granted if this promotion is approved? (Yes or No)	Number and % of Tenured Faculty in Department (including chairs if tenured)
Kevin Brown	Social Work	Associate Professor	Professor	3	3	Yes	7/70%

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I. Request for Approval of the Recommendation Letter of Approval for Tenure and Promotion (SULC)

1. PROMOTION and TENURE

SOUTHERN UNIVERSITY

RECOMMENDATIONS FOR FACULTY TENURE and RECOMMENDATIONS FOR FACULTY

***Effective Date: Fall Semester of 2025** Campus: **Southern University Law Center**

***Provided all approvals are secured prior to this date.**

Name of Faculty Member	Department	Present Rank	Next Rank	Years of Experience at SU as Full-Time Faculty Member	Number of Years in Present Rank	Is Automatic Tenure Granted if this promotion is approved? (Yes or No)	Number and % of Tenured Faculty in Department (including chairs if tenured)
Cynthia Reed	Academic Affairs	Associate Professor	Professor	6	6	Yes	
Shandrea Williams	Academic Affairs	Associate Professor	Professor	5	4	Yes	

2. TENURE ONLY

SOUTHERN UNIVERSITY

RECOMMENDATIONS FOR FACULTY TENURE and RECOMMENDATIONS FOR FACULTY

***Effective Date: Fall Semester of 2025** Campus: **Southern University Law Center**

***Provided all approvals are secured prior to this date.**

Name of Faculty Member	Department	Present Rank	Next Rank	Years of Experience at SU as Full-time Faculty Member	Number of Years at Present Rank	Is Automatic Tenure Granted if this Promotion is Approved	Number and % of Tenured Faculty in Department (including Chair if Tenured)
Carlo Pedrioli	Academic Affairs	Full Professor	N/A	3	3	Yes	13/22%

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J. Request for Approval of the Recommendation Letter of Approval for Tenure and Promotion (SUBR)

1. PROMOTION ONLY

SOUTHERN UNIVERSITY AND A&M COLLEGE RECOMMENDATION FOR FACULTY TENURE AND RECOMMENDATION FOR FACULTY

***Effective Date: Fall Semester of 2025 Campus: Southern University Baton Rouge**

***Provided all approvals are secured prior to this date**

	Department	Promotion from Present	Next Rank	Years of Experience at SU as Full -time Faculty Member	Number of Years at Present Rank	Is Automatic Tenure Granted if this Promotion is Approved	Number and % of Tenured Faculty in Department (including Chair if Tenured)	Temporary Track (non-probationary) Probationary (tenure track)
Dr. Jung-Im Seo	Department of Human Sciences	Associate Professor	Full Professor	9	5	Already Tenured	3/60%	N/A
Dr. Jean Baptiste Koffi Dodor	Department of Accounting, Economics & Finance	Associate Professor	Full Professor	13	6	Already Tenured	7/90%	N/A

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2. PROMOTION and TENURE

SOUTHERN UNIVERSITY AND A&M COLLEGE RECOMMENDATION FOR FACULTY TENURE AND RECOMMENDATION FOR FACULTY

***Effective Date: Fall Semester of 2025 Campus: Southern University Baton Rouge**

Name of Faculty Member	Department	Present Rank	Next Rank	Years of Experience at SU as Full-time Faculty Member	Number of Years at Present Rank	Is Automatic Tenure Granted if this Promotion is Approved	Number and % of Tenured Faculty in Department (including Chair if Tenured)
Dr. Susan Flowers	Department of Rehabilitation, Disability Studies & Counseling	Assistant Professor	Associate Professor	6	6	Yes	1/20%
Dr. Weihua Wang	Department of Biology and <u>Chemistry</u>	Assistant Professor	Associate Professor	7	7	Yes	3/43%
Dr. Vanessa Greenslade	Department of Public Administration and Public Policy	Assistant Professor	Associate Professor	5	5	Yes	1/25%
Dr. Augustine Adu-Frimpong	Department of Public Administration and Public Policy	Assistant Professor	Associate Professor	5	5	Yes	1/25%
Dr. Abiodun Raufu	Department of Criminal Justice	Assistant Professor	Associate Professor	5	5	Yes	3/43%
Dr. Feng Gao	Department of Math and <u>Physics</u>	Assistant Professor	Associate Professor	5	5	Yes	4/80%
Dr. Juliette Raymond	Department of Sociology	Associate Professor	Full Professor	5	5	Yes	4/80%
Dr. Luftu Sagbansua	Department of Management & Marketing	Associate Professor	Full Professor	4	4	Yes	4/67%

*Provided all approvals are secured prior to this date

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3. TENURE ONLY

SOUTHERN UNIVERSITY AND A&M COLLEGE RECOMMENDATION FOR FACULTY TENURE AND RECOMMENDATION FOR FACULTY

***Effective Date: Fall Semester of 2025 Campus: Southern University Baton Rouge**

***Provided all approvals are secured prior to this date**

Name of Faculty Member	Department	Present Rank	Next Rank	Years of Experience at SU as Full -time Faculty Member	Number of Years at Present Rank	Is Automatic Tenure Granted if this Promotion is Approved	Number and % of Tenured Faculty in Department (including Chair if Tenured)
Dr. Dongkeun Lee	Department of Civil/ Environmental Engineering	Associate Professor	Associate Professor	4	4	Yes	5/83%

6. Informational Item(s)

A. eHBCU: Educate, Empower, Elevate Everyone (SUS)

7. Other Business

8. Adjournment

MEMBERS

Mrs. Ann Smith – Chair, Ms. Maple Gaines – Vice Chair, Ms. Zazell Dudley, Mr. Myron K. Lawson. Mr. Henry Whitehorn and Atty Tony Clayton – Ex Officio



Office of the Chancellor

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

June 4, 2025

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

Re: Modifying Undergraduate Commencement Exercises beginning December 2025

Dear President Shields,

In 2024, the Southern University System Board of Supervisors voted to approve modifying how commencement ceremonies are conducted at Southern University and A&M College. Currently, there is a separate commencement ceremony for graduate students and a separate commencement for undergraduate students. Having a separate ceremony for graduate students has been a success and has made the graduate ceremony more intimate and solemn, and perhaps more meaningful and memorable for those students.

In the same vein, a separate undergraduate commencement ceremony has helped to make that ceremony more efficient and less time consuming. However, even with the improvements, a conversation with Mr. Welton Bowie has led me to believe that a further revision or modification to the undergraduate ceremony may be warranted. In May 2025, the undergraduate ceremony had a record attendance and put stress on the fifty-year-old F. G. Clark Activity Center and university parking that could be reduced, if we modified the undergraduate ceremony even more.

Under my proposed modification, we could have two separate undergraduate commencement ceremonies. We could have one undergraduate ceremony that would group the College of Agriculture, Environment and Human Science, the College of Sciences and Engineering, and the School of Nursing and Allied Health into one undergraduate commencement ceremony, and group the College of Business, the Nelson Mandela School of Government and Social Sciences, and the College of Humanities and Interdisciplinary Studies into a second undergraduate commencement ceremony.

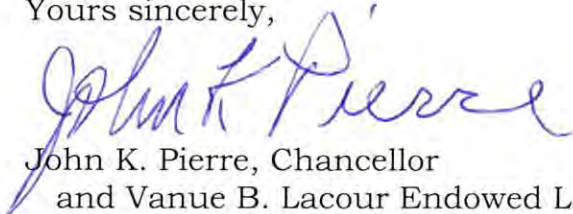
President Dennis J. Shields

Page 2

Under the proposed modification, there would essentially be three commencement ceremonies over a two-day period. The graduate ceremony and one of the undergraduate ceremonies could be held on a Thursday, and the other undergraduate ceremony could be held on a Friday.

I respectfully request that this recommendation to modify the undergraduate commencement ceremony at Southern University and A&M College be presented for consideration and approval to the Southern University Board of Supervisors at its July 18, 2025 meeting. If you have any questions, please feel free to contact me.

Yours sincerely,



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



OFFICE OF ACADEMIC AFFAIRS
CURRICULUM CHANGE RECOMMENDATION FORM
(Draft)

College/School: College of Business
Department: Graduate Business Programs
Course/Concentration/Minor/Program Title: MIS & Emerging Technologies (AI, Machine Learning, IoT, and Blockchains) Concentration
Course Number:
CIP Code: 521201
Credit Hours: 12 credit hours
Course Contact Hours: 4 courses x 45hours = 180 hours

Course/Concentration/Minor/Program Description:

The Malveaux MBA with a ***MIS and Emerging Technologies Concentration*** aims to prepare students to become tech-savvy business leaders who can drive innovation, digital transformation, and sustainable growth in an increasingly interconnected and technology-driven business environment. Specialized sessions in AI, ML, IoT, and Blockchain will explore how these technologies are transforming business models, customer experiences, and decision-making processes. Through real-world projects, case studies, and internships, students will apply their knowledge and skills to solve complex business problems using technology solutions. This hands-on experience will enhance their understanding of the practical application of MIS and emerging technologies.

Course/Concentration/Minor/Program Description Goal(s):

The primary goal of the MIS (Management Information Systems) and Emerging Technologies concentration within the Malveaux MBA Program is to prepare students to understand and leverage the

role of technology in modern business environments by equipping them with the knowledge and skills needed to effectively manage and utilize information systems, emerging technologies, data analytics, and digital innovations to drive business success and competitive advantage.

Course/Concentration/Minor/Program Description Objectives:

The learning objectives of the Malveaux MBA MIS and Emerging Technologies include the following:

1. Develop a comprehensive understanding of the key concepts, theories, and applications of Management Information Systems (MIS) and Emerging Technologies in a business context.
2. Gain the ability to analyze and evaluate how emerging technologies impact strategic decision-making, organizational performance, and competitiveness.
3. Acquire proficiency in utilizing various MIS tools and technologies to improve business processes, decision-making, and innovation within organizations.
4. Enhance critical thinking skills to assess the potential risks and benefits associated with adopting and implementing new technologies in a business setting.
5. Develop communication and collaboration skills to effectively convey technical information related to MIS and emerging technologies to non-technical stakeholders within the organization.

These learning objectives aim to prepare students with the knowledge and skills necessary to succeed in leadership roles within the complex and rapidly evolving information technology

Rationale for the Course/Concentration/Minor/Program:

Introducing a concentration in Management Information Systems (MIS) and Emerging Technologies within the Malveaux MBA Program can provide several key benefits and rationales:

1. The business landscape is increasingly becoming data-driven, and organizations are leveraging technology to gain a competitive advantage. By offering a concentration in MIS and Emerging Technologies, the MBA program can align with current industry trends and prepare students with the skills and knowledge needed in the digital age.
2. There is a growing demand for professionals who can bridge the gap between business management and technology. An MIS and Emerging Technologies concentration can equip MBA students with specialized skills that are highly sought after by employers, enhancing their career prospects in roles such as IT project managers, business analysts, data scientists, or technology consultants.
3. The convergence of business and technology requires professionals to have a strong understanding of both domains. A concentration in MIS and Emerging Technologies can provide

students with a well-rounded skill set that combines business acumen with technical expertise, enabling them to make informed decisions at the intersection of business and technology.

4. Emerging technologies such as artificial intelligence, machine learning, blockchain, and big data analytics are driving innovation and disrupting traditional business models. By studying these technologies within the context of a business program, students can develop a strategic mindset to leverage technological advancements for business growth and sustainability.
5. Offering a unique concentration in MIS and Emerging Technologies can differentiate the MBA program from competitors and attract students who are specifically interested in blending business and technology disciplines. This specialization can enhance the program's reputation and appeal to a niche segment of the student population.
6. Introducing a concentration in MIS and Emerging Technologies can attract faculty members with expertise in these areas, enriching the learning experience for students through real-world insights, industry connections, and research opportunities. Engaging with knowledgeable faculty can enhance the quality of education and provide students with mentorship in their chosen field.
7. Overall, introducing a concentration in MIS and Emerging Technologies within an MBA program can cater to the evolving needs of the business world, equip students with the skills required for future success, and position the program as a hub for innovation and technology-driven leadership.

Learning Outcomes of the Course/concentration/Minor /Program

The learning outcomes of an MBA concentration in Healthcare Management may vary among different. Certainly! Here are seven learning outcomes for the MIS and Emerging Technologies concentration within an MBA program:

1. Apply MIS concepts to make strategic decisions that align with the organization's goals and objectives.
2. Demonstrate competency to integrate emerging technologies into business processes to enhance efficiency, innovation, and competitive advantage.
3. Apply skills in analyzing data, interpreting trends, and using business intelligence tools to support decision-making.
4. Identify cybersecurity threats and risks associated with emerging technologies, as well as strategies to mitigate these risks within an organization.
5. Explore how digital technologies can transform business operations, customer engagement, and overall business strategy.

5. Explore how digital technologies can transform business operations, customer engagement, and overall business strategy.
6. Leverage MIS and emerging technologies to drive innovation and entrepreneurship within organizations.
7. Address ethical and legal considerations related to the use of MIS and emerging technologies in business settings.

MIS and Emerging Technologies Curriculum

1. Required courses: (9 cr. hrs.)

- a. Emerging Technologies in Supply Chain Management (AI, ML, IoT, Blockchain)
- b. Project Management
- c. Enterprise Resource Planning & SAP

2. Elective Courses (3 cr. hrs.)

3. Choose **one** from the following electives:
 - a. Cybersecurity Management
 - b. Advanced Relational Database Management

1. Mode of Delivery:

The courses will be delivered face-to-face for the On-campus MBA and 100% online as part of the Online MBA Program.

PLEASE ANSWER THE FOLLOWING QUESTIONS

1. ITEMS PROPOSED FOR REVISION (check all that apply):

<i>Add new course(s) for a concentration, minor or program</i>	<i>Change in Existing Courses, Concentrations, Minor or Program</i>		
☒ Add New Courses	☐ Course #	☐ Credit Hrs.	☒ New Concentration
	☐ Course Title	☐ Course Description	☐ New Minor
			☐ New Program

2. Have the Department and College Curriculum Committees reviewed the course/concentration/program?

YES ☒

NO _____

3. Please attach copies of the curriculum committees' reports, if any.

4. Are there similar courses in the present curriculum? Yes _____ NO ☒

Title: Number NA

5. What is the projected enrollment for the course per semester? 30

6. How often will the course be offered? FALL ☒ SPRING ☒ SUMMER ☒

7. Is this a required or elective course, and for what curriculum?

REQUIRED ☒ ELECTIVE _____ CURRICULUM *MBA MIS & Emerging Technologies Concentration*

8. How does adding this course/concentration/minor impact the credit hours required to complete the degree program?

No impact.

9. Do you have faculty on your staff to teach the course? YES NO ☒

If the answer is no, please state the additional funds needed to hire new faculty members.

The Department plans to hire adjunct faculty (practitioners with professional experience in MIS and Emerging Technologies). The projected funding is \$90,000/9 months

10. What is the minimum rank required of the faculty member who will teach this course?

Assistant Professor with graduate faculty status or experienced practitioner in MIS and Emerging Technologies

11. What qualifications are required of the faculty member who will teach the course (degrees, certifications, professional experience, scholarly research, etc.)?

Ph.D. in Information Technology or Practitioner with a master's degree and extensive professional experience in MIS and Emerging Technologies.

12. Will this course/minor/program create a need for:

No	Space/Renovations (office or classroom)?
Yes	Additional staffing (new course offerings or hiring of instructional or administrative staff)?
Yes	Additional budgetary needs (for equipment, supplies, etc.)?

13. What funds are needed to implement this course/concentration, minor, or program?

Salary for one faculty member is at least \$90,000/9 months

14. Please attach a copy of the detailed course syllabus and the reading list.

See the attached syllabi for the following five new courses:

15. Is the proposed curriculum change or program subject to the SACSCOC substantive change requirements?

Yes ☒

No ☐

If yes, does the substantial change require

☒ SACSCOC Notification only ☐ Both notification and Approval ☐ None

16. If the proposed new program requires SACSCOC notification and approval, prepare and attach a prospectus answering the following questions.

- Why is this Program proposed? What are the circumstances or needs that necessitate it?
- Demonstrate the need for the change based on institutional goals, student needs, market trends, etc.
- Explain how the proposed change aligns with and supports the institution's mission and strategic goals.
- Describe the potential impact of the change on the institution's resources, programs, and services
- Show that the proposed change has been carefully considered and planned within the institution's ongoing planning and evaluation processes.
- Describe the new or modified requirements for admission and graduation
- Provide details about the new or modified curriculum, including course content and delivery methods.

- h. Discuss the impact on faculty and staff needs and resources.

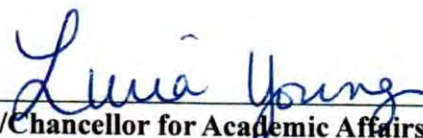
Signatures:

 05/10/25
College Curriculum Committee, Chair Date

 05/10/25
College Dean Date

Graduate School Dean (If graduate course/program) Date

 05/15/2025
SUBR Curriculum Committee, Chair Date

 05/21/25
V/Chancellor for Academic Affairs Date

 06/09/25
SUBR Chancellor Date

2024 - 2025 ACADEMIC CALENDAR

FALL SEMESTER 2024

WINTERSESSION 2024

SPRING SEMESTER 2025

Date	Deadline	Event
TBD		Welcome Week
January 10		New International Student Orientation
January 13		Classes Begin
January 20		Martin Luther King Day Holiday
January 27	4:30pm	Final date for dropping courses without receiving a grade of a "W"
January 28	4:30pm	Final date for adding courses for credit and making section changes Final date to petition deans' offices to invoke the Grade Exclusion Policy
March 3 - 5		Mardi Gras Holiday. Classes resume at 12:30pm on March 5
March 7	9:00am	Mid-semester grades due

Date	Deadline	Event
March 28	4:30pm	Final date for dropping courses Final date for resigning from the University Final date to request rescheduling a final examination when three examinations are scheduled in 24 hours
March 31 - April 4		Spring Break
April 7		Course scheduling for summer terms and fall semester begins
April 18		Good Friday Holiday
April 30		Concentrated Study Period begins. Graded coursework (including but not limited to tests, exams, quizzes) is not permitted during concentrated study period. Exceptions to this policy include: laboratory courses; graduate and professional courses; presentations, papers and projects identified on the syllabus on the first day of class; and participation. During this time, no extracurricular student activities, such as social and athletic events, will be held on or off campus.
May 3		Last Day of Classes
May 4		Concentrated Study Period ends
May 5 - 10		Final Examinations
May 13	9:00am	Final grades due (degree candidate)
May 14	9:00am	Final grades due (non-degree candidate)
May 16 - 17		Commencement will be held over a two-day period

42 MWF Classes; 29 TTh Classes

Additional Calendars

2024 - 2025 ACCELERATED SESSIONS CALENDAR

2024 - 2025 LSU ONLINE CALENDAR

TALK TO US!



Louisiana State University
Baton Rouge, LA 70803

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Office of the University Registrar
Louisiana State University
112 Thomas Boyd
Baton Rouge, LA 70803
Telephone: 225-578-1686
Fax: 225-578-5991
E-mail: registrar@lsu.edu



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College of Business



**MBAP 555
Integrated Operations and Information Systems Management**

Course Syllabus

Descriptive Information:

College/School:	College of Business, Southern University and A&M College
Course Number:	MBAP 555
Course Title:	Integrated Operations Management and Information Systems
Prerequisites:	None
Credit Hours:	3 (Three)
Instructor:	TBA
Office Location:	TBA
Email	TBA
Office Hours:	TBA

Course Description:

This course offers an integrated exploration of Operations Management and Information Systems, providing students with a deep understanding of how technology intersects with operations to drive efficiency, effectiveness, and innovation in organizations. Topics covered include operations strategy, process design, supply chain management, database management, business analytics, and enterprise systems. Emphasis will be placed on the integration of information systems to support decision-making, improve productivity, and drive strategic initiatives for operations management within the area of Supply Chain Management Through case studies, simulations, and hands-on projects, students will develop the analytical, technical, and problem-solving skills necessary to excel in roles that require a holistic understanding of

Course Goal(s):

The primary goal of the *Integrated Operations and Information Systems Management course* is to streamline and optimize business processes by integrating technologies, systems, and operations to improve efficiency, collaboration, and decision-making within an organization. By aligning operations with information systems, businesses can achieve better coordination, real-time data access, and improved communication across various departments, leading to enhanced productivity, cost savings, and ultimately, a competitive advantage in the marketplace.

Learning Objectives:

1. Understand the interplay between operations management and information systems in modern organizations, and how they can be strategically integrated to achieve operational excellence.
2. Analyze and evaluate different operations management strategies, technologies, and methodologies to improve efficiency, quality, and customer satisfaction within a variety of industries.
3. Develop the skills to design, implement, and optimize information systems that support operational processes and decision-making, taking into account emerging trends in technology and data analytics.
4. Explore the key concepts and principles of supply chain management, inventory control, process optimization, and project management within the context of integrated operations and information systems management.
5. Demonstrate the ability to assess and address challenges related to managing complex, interconnected systems, such as cybersecurity risks, data privacy concerns, and regulatory compliance issues.
6. Apply theoretical knowledge and practical tools to solve real-world business problems through case studies, simulations, and hands-on projects that require integration of operations and information systems perspectives.

Learning Outcomes

1. Assess an organization's operational and information systems to ensure that they are strategically aligned with the overall business goals and objectives.
2. Demonstrate how to analyze and improve business processes using integrated operations and information systems, leading to increased efficiency and effectiveness within the organization.
3. Develop skills in managing the implementation of new operational and information systems, including strategies for overcoming resistance to change and ensuring successful adoption.

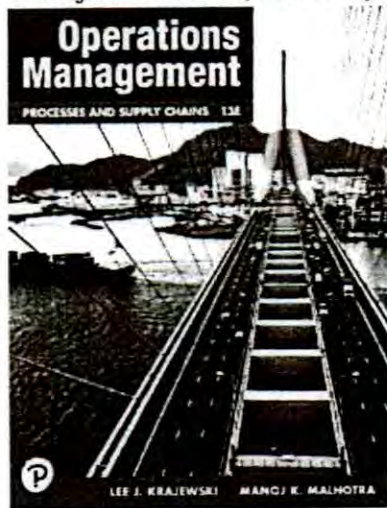
4. Use data analytics tools such as Python and techniques to analyze operational and information system data, providing insights that can drive informed decision-making within the organization.
5. Identify and mitigate risks related to integrated operations and information systems, developing strategies to ensure the security and integrity of the organization's data and operations.

This course is developed to comply with AACSB (Association to Advance Collegiate Schools of Business) Standard 8 (Curricula Management and Assurance of Learning) and Standard 9 (Curriculum Content)

General Goals	Course Objectives: By the end of the semester students will:	AACSB Assurance of Learning Standards	MBA Program Goals Addressed	E. Learning Outcomes: Upon completion of the course students will be able to:
To enhance the analytical skills of the students and the ability to use data to support arguments and conclusions.	Develop or improve on analytical skills as well as the ability to apply knowledge to new circumstances	AACSB.SBA.15.3 AACSB.SBA.15.11 AACSB.SBA.18.2 AACSB.SBA.18.3 AACSB.SBA.19.1	Demonstrate critical thinking and problem-solving skills	At least 80 % of the students demonstrate knowledge of basic principles of operations management and their importance in organizational efficiency and effectiveness
To enhance soft skills with the ability to utilize supportive data in written communications and presentations.	Develop or improve written and or oral communication skills	AACSB.SBA.15.1		At least 80% of the students demonstrate communication skills competency in presenting findings, recommendations, and solutions to stakeholders.
To enhance knowledge of technology and commonly used analytical software packages.	Utilize the appropriate statistical procedures and software	AACSB.SBA.15.3		At least 80% of the students demonstrate ability to identify and analyze interdependencies between operational processes and information systems.

Primary Textbook/Materials:

Title: "Operations Management: Processes and Supply Chains" Authors: Lee J. Krajewski, Manoj K. Malhotra, and Larry P. Ritzman Publisher: Pearson Edition: 12th Edition Year: 2018



This textbook provides a comprehensive overview of operations management principles, focusing on how processes and supply chains can be managed effectively to enhance organizational performance.

Additionally, the book includes sections on the integration of information systems and technology in operations management, making it highly relevant for a course that combines operations and information management.

Additional Reading Sources:

"Management Information Systems: Managing the Digital Firm" by Kenneth C. Laudon and Jane P. Laudon.

"Supply Chain Management: Strategy, Planning, and Operation" by Sunil Chopra and Peter Meindl.

"Enterprise Resource Planning: Concepts and Practice" by R. B. Koritala and N. Venkata Rao.

General Reading Sources:

Southern University's Online Library – (<https://www.lib.subr.edu/>)

Harvard Business Review – (<https://hbr.org/>)

Wall Street Journal - <https://online.wsj.com/home-page>

Forbes Magazine - <https://www.forbes.com/>

Business Week - <https://www.businessweek.com/>

Week-wise table of activities with assignments for each week.

Week	Activities	Assignments
1-2	Introduction to Integrated Operations and Information Management System Overview of operations management and information systems Importance of integration in modern business environments Case studies highlighting successful integration examples	Readings: Chapters 1-2 of textbook Case study analysis: Identify successful integration examples.
3-4	Fundamentals of Operations Management Principles of operations management Process analysis and improvement techniques. Inventory management strategies Fundamentals of Information Management Systems Introduction to management information systems (MIS) Types of information systems and their functions	Homework: Process analysis and improvement techniques Quiz: Types of information systems and their functions
5-6	Role of information systems in supporting business operations	
7-8	Integration of Operations and Information Systems Understanding the interdependencies between operations and information systems Opportunities for integration in supply chain management Case studies on successful integration projects	Group project: Analyze integration opportunities in supply chain.
9-10	Supply Chain Management and Information Systems Overview of supply chain management principles Role of information systems in supply chain optimization Technologies for supply chain visibility and collaboration	Research paper: Role of information systems in supply chain.

Week	Activities	Assignments
11-12	Enterprise Resource Planning (ERP) Systems (using SAP) Introduction to ERP systems and their functionalities Implementation challenges and best practices Case studies of ERP implementation in various industries (Work in SU-SAPLAB)	ERP simulation: Implement ERP system in simulated business environment.
13	Project Presentation and Evaluation Teams present their project findings, proposals, and prototypes.	Final project presentation
14	Evaluation of projects based on predefined criteria. Reflection on the learning experience and lessons learned	Project review and evaluation
15	Final Exam	

This table outlines the activities planned for each week throughout the course duration. Throughout the 16-week duration, students will engage in lectures, discussions, case studies, hands-on exercises, and group activities to deepen their understanding of integrated operations and information management systems. The project presentation in the final week serves as a culmination of the course, allowing students to demonstrate their knowledge and skills in applying integrated operations and information management concepts to real-world scenarios.

Assessment and Grading:

This course is conducted in a “seminar” style, meaning that classes will include an Instructor-led discussions, analysis of homework assignments, in-class activities, and exercises. The textbook serves as a foundation for further discussion. The case analyses—in the form of problems/data from various sources as well as in-class discussions will provide for a deeper understanding. Students will be expected to come to class having read all assigned readings (chapters, cases, articles) and ready to share, present, and discuss.

Contribution towards total score	Letter Grades
Midterm Exam: 20%	90% and above = A
Final Exam: 25%	80% - 89% = B
Research Project: 20%	70% - 79% = C
Class Participation: 20%	60% - 69% = D
Assignments and Quizzes: 15%	Below 60 = F

Project Assignment

Project Title: Optimization of Supply Chain Operations through Integrated Information Management System Implementation

Project Description: The project aims to demonstrate how the integration of operations management principles with information management systems can optimize supply chain operations within a chosen industry or organization.

Selection of Industry/Organization: Teams will choose an industry or organization, prioritizing those with intricate supply chains like manufacturing, retail, or logistics. They'll delve into integrating operations management principles with information management systems to tackle challenges and enhance supply chain performance, aiming for strategic improvements.

Proposal Development: Develop a detailed proposal outlining the implementation plan for the integrated information management system.

Presentation and Documentation: Prepare a professional presentation summarizing the project findings, proposal, and prototype/simulation (if applicable).

Grading Rubric for Project Presentation

Category	Excellent	Good	Satisfactory	Needs Improvement
Presentation & Knowledge Content	Student adhered to all the following: knowledge of the content, did not continuously read from their notes or slides and presented on the required areas. (60 points)	Student adhered to almost all the following: knowledge of the content, did not continuously read from their notes or slides and presented on the required areas. (48-59 points)	Student adhered to some of the following: knowledge of the content, did not continuously read from their notes or slides and presented on the required areas. (42-47 points)	Student adhered to very little of the following: knowledge of the content, did not continuously read from their notes or slides and presented on the required areas. (0-41 points)
Professionalism	Students adhered to all the professionalism guidelines. (20 points)	Students adhered to almost all the professionalism guidelines. (16-19 points)	Students adhered to some of the professionalism guidelines. (14-15 points)	Students adhered to very little of the professionalism guidelines. (0-13 points)
Attire	Students adhered to all the business professional attire requirements. (10 points)	Students adhered to almost all the business professional attire	Students adhered to some of the business professional	Students adhered to very little of the business professional attire requirements. (0-6 points)

		requirements. (8-9 points)	attire requirements. (7 points)	
Additional Requirements	Student adhered to all the additional requirements: e.g., proper introductions, adherence to time limit, and no grammar /spelling errors in slides, etc. (10 points)	Student adhered to almost all the additional requirements: e.g., proper introductions, adherence to time limit, and no grammar /spelling errors in slides, etc. (8-9 points)	Student adhered to some of the additional requirements: e.g., proper introductions, adherence to time limit, and no grammar /spelling errors in slides, etc. (7 points)	Student adhered to very little of the additional requirements e.g., proper introductions, adherence to time limit, and no grammar /spelling errors in slides, etc. (0-6 points)

Course Requirements:

A. Academic Requirements:

Students enrolled in the class are expected to:

1. Attend class regularly.
2. Check Blackboard and SUBR e-mail account daily.
3. Complete the assigned readings prior to class and be prepared to actively participate in class discussions and activities.
4. Submit all assignments via Blackboard and/or Live Text when scheduled.

Academic Honesty & Misconduct:

Students are responsible for the honest completion and representation of their work, for the appropriate citation of sources, and for respect of others' academic endeavors. Academic misconduct by a student shall include, but not limited to any instance wherein a student claims credit for the work of others without citation, forges or falsifies material, cheats, participates in unauthorized collaboration with other students on term papers or assignments, or helps another student engage in misconduct, cutting and pasting text from a Web-based document into a research paper or course PowerPoint presentation without the use of proper quotation marks and without proper citation, purchasing or copying of a research paper, posting course information and discussions via Facebook, Twitter, and/or any other social media networking system, disruption of classes; threatening a Professor or fellow students in an academic setting; giving or receiving of unauthorized aid on examinations or in the preparation of reports or other assignments; knowingly misrepresenting the source of any academic work; unauthorized changing of grades; unauthorized use of University approvals or forging of signatures, falsification of research results; plagiarizing of another's work; violation of regulations or ethical codes for treatment of human and animal subjects; or acting dishonestly in research.

Academic misconduct will not be tolerated and will be dealt with in accordance with all University rules and regulations. Student(s) suspected and/or involved in academic misconduct will receive a failing grade of "F" for the course.

B. Administrative Requirements:

1. Incomplete Grade:

Work, which is of passing quality but because of extenuating circumstances, is not complete, may be graded "I" – Incomplete. The student must initiate the incomplete grade request and must secure appropriate approval of the excuse by the professor, department head, and dean of the college in which the course is taken. Please note that extenuating circumstances for this course include the following:

"Extenuating circumstances for the purpose of granting additional time to complete course work include death in the immediate family, serious accident or illness resulting in an inability to attend class or do the required work, unusual circumstances, surrounding the birth of a child, visa problems for international students, and similarly mitigating circumstances which could not have been prevented or anticipated by the student and were completely beyond his or her control. Examples of situations that will not be considered extenuating include being too busy, employment demands, minor illness, and responsibilities from optional responsibilities."

2. Class Attendance:

The policy on class attendance is consistent with that of the University. All students are expected to attend classes regularly and punctually. This is regarded as a minimal academic

obligation. See the University Catalog for additional information. Failure to attend class on a regular basis can adversely impact the student's grade.

3. Disruptions (i.e., electronic devices, guests, and children):

Electronic devices such as mobile phones, iPhones, iPods, MP3, MP4 players, tape, recorders, etc. are to be turned off or placed on vibrate mode prior to entering or immediately upon entry to class. See page 64 of the SUBR Student Handbook 2010-2012 relative to the University Electronic Device Policy.

Guests are not permitted in the class unless approved by the Professor. Per the Southern University policy, children are not permitted in class under any circumstances.

4. Audio or Video Recording of Lecture:

Course materials prepared by the Professor, together with the content of all lectures and review sessions presented by the Professor, are the property of the Professor. Video and audio recording of lectures and review sessions without the consent of the Professor is not allowed.

VIII. ADA Compliance:

Southern University is committed to providing equal access for all persons with disabilities. Students with a disability that requires special materials or accommodations should immediately notify the Professor via e-mail and contact the Office of Disability Services. The Office of Disability Services is located in Augustus C. Blanks Hall, Room 246; telephone number (225) 771-3950 or (225) 771- 3546; fax number (225) 771-2959. Only persons with a verifiable disability will be permitted to use appropriately modified academic accommodations to address course requirements. Upon written notification from the Office of Disability Services, the Professor will make appropriate academic accommodations as recommended.

IX. Watermark:

Southern University and A&M College-Baton Rouge has entered into a partnership with Watermark. It allows the gathering, understanding, reflecting on, and acting on student learning outcomes (SLO) outcome assessments and accreditation self-study of learners. Therefore, all learners enrolled in this course are required to use Watermark for completing assignments in the course; for storing and displaying coursework; for sharing résumés, professional portfolios, and virtually any projects that can be photographed or video recorded; and for building a complete educational record that is easily accessible and serves in academic pursuits beyond graduation.



College of Business



MBA Program
Course Syllabus

Course Title:	Cybersecurity Management
Course Number:	MBAP 556
CIP Code:	
Credit Hours:	3 (Three)
Course Prerequisite(s):	MBAP 555 Integrated MIS and Operations Management
Class Date & Time:	TBA
Instructor:	TBA
Office Location and #:	TBA
Office Hours:	TBA
Phone #:	TBA
Email:	TBA

I. Catalog Description

This course provides a comprehensive exploration of cybersecurity management principles, practices, and frameworks essential for safeguarding an organization's information assets. Students will examine the design and implementation of cybersecurity policies, risk management strategies, incident response procedures, and governance structures. The course emphasizes a managerial perspective on cybersecurity, preparing students to oversee security initiatives, align cybersecurity efforts with organizational goals, and ensure compliance with relevant legal and regulatory requirements.

The course also introduces students to internationally recognized professional frameworks and standards from ISACA (Information Systems Audit and Control Association) and CISA (Certified Information Systems Auditor).

Through a combination of lectures, case studies, simulations, and hands-on projects, students will develop the skills necessary to identify cybersecurity risks, design robust mitigation strategies, and respond effectively to security incidents. Key focus areas include cyber risk assessment, business continuity planning, regulatory compliance (e.g., GDPR, HIPAA, SOX),

considerations in cybersecurity decision-making. By the end of the course, students will be equipped to take leadership roles in developing, managing, and improving cybersecurity programs within diverse organizational settings.

II. Course Goals

This course aims to equip students with the knowledge and skills needed to manage cybersecurity programs within organizational environments. Students will learn to design, implement, and oversee cybersecurity strategies that protect information assets, ensure business continuity, and maintain regulatory compliance. Emphasis is placed on developing risk management capabilities, ethical decision-making, analytical thinking, and communication skills necessary to lead cybersecurity initiatives and align security practices with organizational goals. Upon completion, students will be prepared to address real-world cybersecurity challenges and drive proactive security leadership in diverse business settings.

III. Course Objectives

After successful completion of the course, students will be able to:

- Understand the principles of cyber security management and its importance in protecting information assets.
- Develop and implement effective cyber security policies and procedures.
- Conduct risk assessments and manage cyber security risks.
- Respond to and recover from cyber security incidents.
- Ensure compliance with relevant legal and regulatory requirements.

IV. Course Learning Outcomes and Assessment Mapping

Learning Outcome	Assessment Method	Performance Indicator	AACSB Standard
Understand the principles of cyber security management and its importance in protecting information assets.	Exams and Assignments	80% of students score $\geq 70\%$	Standard 4: Curriculum
Develop and implement effective cyber security policies and procedures.	Cyber Security Policy Project	80% success with $\geq 70\%$	Standard 5: Assurance of Learning
Conduct risk assessments and manage cyber security risks.	Risk Assessment Report	80% correct analysis	Standard 5: Assurance of Learning
Respond to and recover from cyber security incidents.	Incident Response Simulation Exercise	80% task effectiveness	Standard 5: Assurance of Learning
Ensure compliance with relevant legal and regulatory requirements.	Compliance Analysis Report	80% accurate identification	Standard 4: Curriculum

V. Learning Outcome Skill Matrix

Learning Outcome	Technology Skills	Analytical Thinking	Ethical Reasoning	Communication Skills
Understand the principles of cyber security management and its importance in protecting information assets.	✓	✓	✓	
Develop and implement effective cyber security policies and procedures.	✓	✓	✓	✓
Conduct risk assessments and manage cyber security risks.	✓	✓		✓
Respond to and recover from cyber security incidents.	✓	✓	✓	

VI. Teaching Approach/Methodology

The teaching approach for this course is designed to combine theoretical foundations with practical, real-world application. The course uses an interactive, student-centered methodology that emphasizes active learning and critical thinking skills.

Key instructional strategies include:

- **Lectures and Discussions:**
Structured lectures will introduce foundational concepts in cyber security management. Each lecture will be followed by guided discussions to deepen understanding, encourage analytical thinking, and allow students to connect theories to real-world examples.
- **Case Studies and Industry Examples:**
Students will examine case studies that highlight real-world cyber security challenges faced by organizations across different industries. These case studies will be used to foster problem-solving skills, ethical reasoning, and strategic decision-making.
- **Hands-on Exercises and Simulations:**
Practical labs and simulated exercises, such as risk assessment workshops and incident response drills, will provide students with opportunities to apply learned concepts. These exercises simulate real-life scenarios and prepare students for practical challenges in the workplace.
- **Group Projects and Presentations:**
Collaborative group projects will develop team-working abilities and communication skills. Students will work together to design cyber security policies, conduct risk analyses, and deliver findings through formal presentations.
- **Supplementary Readings and Current Events:**
Students will engage with supplementary readings, including academic articles, white papers, and reports from leading cybersecurity organizations (e.g., NIST, ISACA).

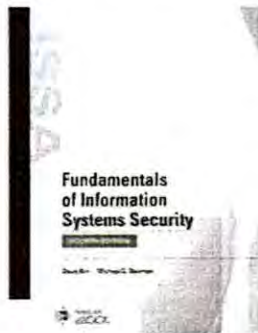
Current cybersecurity events and trends will also be discussed to keep the course content dynamic and up to date.

- **Formative Assessments and Feedback:**

Quizzes, assignments, and project milestones will be used to continuously assess student understanding throughout the course. Immediate feedback will be provided to help students improve their performance and master key concepts.

VII. Required Text, Supplementary Readings and References

Required Textbook:



Title & Edition: Fundamentals of Information Systems Security, 4th Edition

Author(s): Kim, D., & Solomon, M.

Publisher: Jones & Bartlett Learning

Supplementary Readings:

- NIST Cybersecurity Framework
- CIS Controls (Center for Internet Security)
- Journal articles from *Journal of Cybersecurity*, *Harvard Business Review*, and *ISACA Journal*

Recommended References:

- Whitman, M. & Mattord, H. (2022). *Principles of Information Security*, 7th ed.
- ISACA (2023). *COBIT Framework*
- National Institute of Standards and Technology (NIST) publications

VIII. Course Requirements

- Assignments
- Quizzes and Exams
- Group Projects / Presentations
- Term Paper (if required)

IX. Administrative Requirements

A. According to the Southern University policy, class attendance and active participation in the classroom are strictly part of the course requirements (See Southern University Current Catalog).

B. No make-up tests are given for missed quizzes or Tests. However, for missed Tests Students will be given make-up Test upon submission of written medical or other formally written and signed excuses.

C. Academic dishonesty will be administered based on the University policy stipulated in the current Catalog.

X. Assessment and Grading

This course is conducted in a “seminar” style, meaning that classes will include an instructor-led discussions, analysis of homework assignments, in-class activities, and exercises. The textbook serves as a foundation for further discussion. The case analysis of problems/data from various sources as well as in-class discussions will provide for a deeper understanding. Students will be expected to come to class having read all assigned readings (chapters, cases, articles) and ready to share, present, and discuss.

Areas	Points	Percentage
Two Tests	$2 \times 100 = 200$	25%
Quizzes	$4 \times 50 = 200$	25%
Assignments	$4 \times 25 = 100$	12.5%
Term Paper / Project	100	12.5%
Final Exam	200	25%
Total	800	100%

XI. Grading Scale

Points	Percentage	Letter Grade
720–800	90–100%	A
640–719	80–89%	B
560–639	70–79%	C
480–559	60–69%	D
<480	Below 60%	F

XII. ADA Compliance

Southern University does not discriminate based on disability in the recruitment and admission of Students, in the recruitment and employment of faculty and staff, or in the operation of any of its Programs and activities, as specified by federal laws and regulations. The designated coordinator for Compliance with Section 504 of the Rehabilitation Act of 1973, as amended, is Patricia Hebert, Coordinator of Student Services, 246 Augustus C. Blanks Hall, (225) 771-3950.

XIII. Watermark

Southern University and A&M College-Baton Rouge has entered into a partnership with Watermark. It allows the gathering, understanding, reflecting on, and acting on outcome assessments and accreditation self-study of learners. Therefore, all learners enrolled in this course are required to use Watermark for completing assignments in the course; for storing and displaying coursework; for sharing résumés, professional portfolios and virtually any projects that can be photographed or video recorded; and for building a complete educational record that is easily accessible and serves in academic pursuits beyond graduation.

XIV. Syllabus Outline (14 weeks)

Week	Topic	Class Activities	Description
Week 1	Introduction to Cyber Security Management	Chapter 1	Overview of cybersecurity management, understanding organizational risks, and introduction to security governance principles.
Week 2	Cyber Security Policies and Procedures	Chapter 2, Assignment #1	Explore the development of security policies, standards, and procedures to support organizational security posture.
Week 3	Risk Management	Chapter 3, Quiz #1	Understand risk management frameworks, threat modeling, vulnerability assessment, and risk mitigation strategies.
Week 4	Incident Response	Chapter 4	Learn how to develop incident response plans, manage security incidents, and conduct post-incident analysis.
Week 5	Security Governance	Chapter 5, Assignment #2	Study the structures, processes, and leadership roles needed to ensure cybersecurity is integrated into corporate governance.
Week 6	Legal and Regulatory Compliance	Chapter 6, Quiz #2	Review major cybersecurity laws, standards, and regulations such as GDPR, HIPAA, SOX, and their impact on organizations.
Week 7	Midterm Review	In-Class Discussion	Consolidate learning through case studies, group discussions, and practice assessments to prepare for the midterm exam.
Week 8	Midterm Exam	Test #1	Formal evaluation of knowledge and application of cybersecurity management principles learned in the first half of the course.
Week 9	Advanced Topics in Cyber Security	Chapter 7	Explore emerging topics like zero trust architecture, supply chain risks, quantum cybersecurity, and advanced persistent threats (APTs).
Week 10	Case Studies in Cyber Security Management	Chapter 7, Quiz #3	Analyze real-world cybersecurity breaches, lessons learned, and organizational responses to develop critical incident analysis skills.
Week 11	Emerging Threats and Technologies	Chapter 8, Assignment #3	Examine current and future cybersecurity threats including AI-enabled attacks, IoT vulnerabilities, and cloud security challenges.
Week 12	Cyber Security Frameworks	Chapter 9, Quiz #4	The study established cybersecurity frameworks such as NIST CSF, ISO/IEC 27001, and their application to organizational security strategies.
Week 13	Group Project Presentations	Assignment #4	Student groups present their cybersecurity management projects, including policy creation, risk assessment, and incident response planning.
Week 14	Course Review and Preparation	Group Discussion	Summarize key concepts, address remaining questions, and conduct structured review sessions to prepare for the final exam.
Week 15	Final Exam		



College of Business



MBA Course Syllabus

Course:	Emerging Technologies in Supply Chain Management (AI, ML, IoT, Blockchain)
Course Number:	MBAP 557
CIP Code:	521201
Credit Hours:	3 (Three)
Course Prerequisite(s):	MBAP 555 and working knowledge of Excel spreadsheet
Class Date & Time:	TBA
Instructor:	TBA
Office Location:	TBA
Office Hrs.:	TBA
Phone:	TBA
E-mail:	TBA

-
- I. Catalog Description:** This course explores the transformative impact of emerging technologies—Artificial Intelligence (AI), Machine Learning (ML), Internet of Things (IoT), and Blockchain—on modern supply chain management. Students will delve into how these technologies synergize to optimize operations, enhance transparency, and drive strategic business decisions. Through hands-on projects at the SU Innovative Business Lab and the SAP Next-Gen Lab, students will develop and refine AI-driven solutions to real-world supply chain challenges. Key topics include predictive analytics for demand forecasting, real-time inventory tracking, secure and transparent transaction recording, and the ethical considerations of deploying these technologies. By the end of the course, students will be equipped to implement integrated technological solutions that improve efficiency, resilience, and sustainability in supply chain operations.
- II. Course Goals:** This course aims to equip MBA students with the knowledge and practical skills to strategically integrate Artificial Intelligence (AI), Machine Learning (ML), Internet of Things (IoT), and Blockchain technologies to enhance supply chain management. Through a combination of theoretical learning and hands-on experience in the SU Innovative Business Lab and the SAP Next-Gen Lab, students will learn to develop innovative, ethical, and data-
-

driven solutions that improve efficiency, transparency, and resilience in supply chain operations.

III. Course Objectives: By the end of this course, students will be able to:

1. Understand Emerging Technologies

Explain the foundational principles of AI, ML, IoT, and Blockchain, and their individual and combined applications in modern supply chain management.

2. Develop Integrated Solutions

Design and implement integrated technological solutions that utilize AI, ML, IoT, and Blockchain to optimize supply chain operations.

3. Engage in Practical Application

Participate in hands-on projects within the SU Innovative Business Lab and the SAP Next-Gen Lab to address real-world supply chain challenges using emerging technologies.

4. Evaluate Ethical Considerations

Assess the ethical implications and societal impacts of deploying AI, ML, IoT, and Blockchain technologies in supply chain contexts.

5. Communicate Strategic Insights

Effectively communicate data-driven insights and strategic recommendations derived from the application of emerging technologies to diverse stakeholders.

6. Lead Technological Innovation

Demonstrate the ability to lead initiatives that drive technological innovation and transformation within supply chain and broader business environments.

IV. Course Learning Outcomes

Course	General Goals	Course Objectives	AACSB Standards	MBA Program Goal Addressed	Learning Outcomes
AI-Driven Smart Supply Chains	Develop expertise in AI, ML, IoT, and Blockchain for smart supply chain management.	Explain the foundational principles and interconnection of AI, Machine Learning, IoT, and Blockchain in supply chain systems.	AACSB.SBA.15.3	Utilize emerging technologies in business environments.	Demonstrate understanding how AI, ML, IoT, and Blockchain integrate to transform supply chain functions.
AI-Driven Smart Supply Chains	Apply emerging technologies to solve supply chain	Analyze and apply integrated AI, ML, IoT, and Blockchain solutions for	AACSB.SBA.18.2	Integrate technology for business innovation.	Design and evaluate real-world solutions using AI, ML, IoT, and

	inefficiencies and design innovative solutions.	smart supply chains.			Blockchain technologies.
AI-Driven Smart Supply Chains	Promote responsible and ethical deployment of smart technologies.	Apply legal and ethical frameworks to the use of AI, ML, IoT, and Blockchain in business.	AACSB.SBA.19.1	Evaluate ethical implications of tech in business.	Evaluate implications of deploying emerging technologies in ethical and legal contexts.
AI-Driven Smart Supply Chains	Foster strategic thinking and data-informed decision-making.	Develop practical, data-driven solutions to improve transparency, resilience, and performance in supply chains.	AACSB.SBA.15.11	Develop data-driven problem-solving approaches.	Create and present AI-driven strategies for real-world supply chain challenges.
AI-Driven Smart Supply Chains	Build communication and collaborative skills for innovation in supply chain technology.	Collaborate on hands-on projects to design and present AI-enabled supply chain solutions.	AACSB.SBA.15.1	Enhance written and oral communication skills.	Effectively communicate project outcomes and insights to diverse stakeholders.
AI-Driven Smart Supply Chains	Enhance analytical skills using AI and machine learning tools.	Analyze supply chain data using machine learning and develop AI-supported strategies.	AACSB.SBA.15.3, AACSB.SBA.15.11	Develop or improve analytical skills.	Apply machine learning models to extract insights and optimize supply chain operations.
AI-Driven Smart Supply Chains	Enhance soft skills for effective communication.	Communicate findings and recommendations through project presentations and reports.	AACSB.SBA.15.1	Develop or improve writing and/or oral communication skills.	Enhance communication skills in presenting findings, recommendations, and solutions to stakeholders.
AI-Driven Smart Supply Chains	Develop technical proficiency in AI and its business relevance.	Explain AI and machine learning concepts and their strategic applications in supply chains.	AACSB.SBA.15.3	Utilize the appropriate statistical procedures and software.	Demonstrate understanding of AI/ML concepts and their implementation in supply chain contexts.
AI-Driven Smart Supply Chains	Promote ethical, legal, and managerial awareness in technological transformation.	Evaluate the ethical, legal, and managerial implications of integrating smart technologies in supply chains.	AACSB.SBA.18.3, AACSB.SBA.19.1	Enhance ethical and managerial decision-making capabilities.	Reflect on and apply ethical, legal, and managerial considerations to technology adoption.

V. Teaching Approach/Methodology

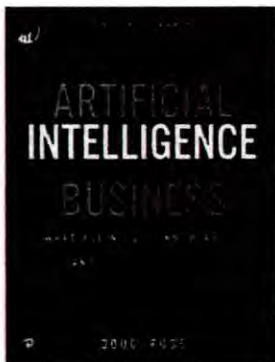
This course employs a blended approach of theoretical instruction and hands-on experiential learning to equip students with the skills needed to address real-world supply chain challenges using emerging technologies. A central feature of the course is the practical application of concepts through a capstone problem—either sourced from industry partnerships or designed within the SAP Next-Gen Lab environment—that highlights inefficiencies or gaps in current supply chain operations.

Students will explore how the integration of Artificial Intelligence (AI), Machine Learning (ML), Internet of Things (IoT), and Blockchain technologies can be strategically applied to improve visibility, efficiency, and decision-making in such scenarios.

The course includes interactive lectures, case studies, and team-based discussions to build conceptual understanding. In parallel, students will engage in hands-on projects at the SAP Next-Gen Lab, where they will utilize a functional IoT setup to collect, process, and analyze data, and apply AI/ML models and Blockchain frameworks to develop intelligent solutions. Emphasis is placed on ethical considerations, system design, data analytics, and cross-functional collaboration, ensuring that students gain both the strategic insight and technical ability required to lead digital transformation in supply chain management.

VI. Required Text, Supplementary Readings and References:

A. Required Text



Artificial Intelligence for Business, 2nd Edition

by Doug Rose

Released December 2020

Publisher(s): Pearson FT Press

ISBN: 9780136556565

This book provides a business-friendly roadmap for applying AI, including machine learning and automation strategies. It offers practical insight into implementing AI-driven projects and is particularly useful for understanding how AI can transform business operations such as supply chain management.

B. Supplementary Readings and References

1. Artificial Intelligence and Machine Learning in Supply Chain Management

Authors: S.J. Jaiswal & Nitin Seth

Publisher: CRC Press (2023)

A comprehensive guide to integrating AI and ML into logistics, demand forecasting, inventory optimization, and procurement. Real-world case studies enhance its value for applied learning.

2. **The Future of the Supply Chain: Artificial Intelligence in Logistics**
(Administration in the Age of AI) by Arthur Benites
Publisher: Independently published (October 22, 2024)
ISBN-13: 979-8344147802
3. **Blockchain and the Supply Chain: Concepts, Strategies and Practical Applications**
Author: Nick Vyas, Aljosja Beije, Bhaskar Krishnamachari
(This reference provides deep insights into blockchain's role in supply chain transformation.)
4. **Smart Supply Chain Management and Business Intelligence: IoT, AI, and Big Data Technologies**
Editors: Vinit Kumar Gunjan, Abdullah M. Iliyasu, R. Subramanian
Publisher: Springer

VII. Course Requirements

- A. Assignments
- B. Tests, Quizzes and Exams
- C. Hands-On Projects

Project 1: AI-Driven Customer Churn Prediction and Retention Strategies in Retail Business

- **Overview:** Leverage machine learning algorithms to predict customer churn and develop proactive retention strategies.
- **Significance:** Enhances profitability by identifying at-risk customers and tailoring targeted interventions.
- **Method:** Utilize real or simulated datasets to build predictive models, interpret key risk factors, and present actionable business insights.

VIII. Administrative Requirements

- A. According to the Southern University policy, class attendance and active participation in the classroom are strictly part of the course requirements (See Southern University Current Catalog).
-

B. No make-up tests are given for missed quizzes or Tests. However, for missed Tests Students will be given make-up Test upon submission of written medical or other formally written and signed excuses.

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X. ADA Compliance

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XI. XI. Watermark:

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and displaying coursework; for sharing résumés, professional portfolios and virtually any projects that can be photographed or video recorded; and for building a complete educational record that is easily accessible and serves in academic pursuits beyond graduation.

XII. Week-wise Syllabus Table

Week	Topics & Activities
Week 1	Course Introduction & Emerging Technologies in Supply Chain - Overview of supply chain systems and challenges - Introduction to AI, Machine Learning, IoT, and Blockchain - Course objectives, lab structure, and project expectations
Week 2	Fundamentals of Supply Chain Management - SCM components: procurement, logistics, inventory, warehousing - Key performance indicators (KPIs) in SCM - Role of data and digitization
Week 3	Introduction to Artificial Intelligence in SCM - AI definitions, capabilities, and use cases in supply chains - Overview of AI tools and techniques (NLP, Computer Vision, etc.) - Hands-on: AI-powered demand forecasting simulation
Week 4	Machine Learning Concepts for Supply Chains - Supervised and unsupervised learning - Use cases: predictive maintenance, forecasting, quality inspection - Hands-on: ML models using supply chain datasets
Week 5	Data Analytics & Decision-Making in SCM - Data collection, preprocessing, and visualization - Analytical frameworks for SCM - Hands-on: Exploratory data analysis using Python or Excel
Week 6	IoT and Real-time Monitoring in SCM - IoT architecture and smart sensors - Use cases: asset tracking, temperature monitoring, fleet management - Lab: IoT data collection from connected sensors (Raspberry Pi or simulated)
Week 7	Blockchain for Supply Chain Transparency - Blockchain basics, smart contracts, decentralized ledgers - Use cases: provenance, fraud prevention, secure transactions - Case Study: IBM Food Trust / Maersk TradeLens
Week 8	Integration of AI, ML, IoT, and Blockchain - Synergistic effects in real-time intelligent supply chains - Interoperability and architecture of integrated systems - Group discussion: integration frameworks
Week 9	Ethical, Legal, and Security Considerations - Ethical AI, data privacy, and bias

	- Legal implications in IoT data and Blockchain smart contracts - Compliance and cybersecurity in digital supply chains
Week 10	Industry 4.0 and Smart Manufacturing - Automation, robotics, and cyber-physical systems - Role of AI and IoT in predictive manufacturing - Guest speaker / virtual tour of smart factory
Week 11	Intelligent Warehousing and Logistics - Robotics, route optimization, last-mile delivery using AI - Real-time inventory control via IoT - Lab: Simulating warehouse automation with AI triggers
Week 12	Midterm Project Checkpoint / Case Study - Team presentations: progress on lab-based or industry-aligned project - Feedback and refinement - Peer and instructor evaluation
Week 13	Business Model Innovation and Strategy - Data-driven supply chain strategy - Platform ecosystems and digital twin modeling - Business case development using integrated technologies
Week 14	Final Project Presentations and Course Wrap-Up - Capstone presentations of smart supply chain solutions - Reflection on learning outcomes - Future trends and career opportunities
Week 15	Final Exam



College of Business

Advanced Relational Database Management Course Syllabus

Course Title: Advanced Relational Database Management

Course Number: MBAP 558

CIP Code: TBA

Credit Hours: 3 (Three)

Course Prerequisite(s): MBAP 555 and familiarity with Microsoft Excel.

Class Date & Time: TBA

Instructor: TBA

Office Location and #: TBA

Office Hours: TBA

Phone: TBA

E-mail: TBA

I. Course Description

This course offers an in-depth exploration of relational database theory and applications. Topics include advanced SQL queries, database design using normalization and ER modeling, query optimization, transaction management, indexing, concurrency control, and recovery techniques. Students will also be introduced to current trends in database technologies, including NoSQL and cloud databases. Hands-on labs and projects using a commercial Relational Database Management System (RDBMS) like Oracle or PostgreSQL will reinforce theoretical concepts. Students will participate in hands-on SQL sessions to practice query formulation, performance tuning, and real-time data management.

II. Course Goal(s)

The primary goal of this course is to provide students with a comprehensive understanding of advanced relational database concepts and their practical applications in business and technology environments. The course also aims at introducing to introduce students to emerging technologies such as NoSQL and cloud databases, preparing them for modern data management roles in industry.

III. Course Objectives

1. Design normalized relational database schemas for complex applications.
2. Write advanced SQL queries including nested queries, triggers, and stored procedures.
3. Apply indexing and query optimization techniques.
4. Explain and implement concurrency and transaction control mechanisms.
5. Demonstrate understanding of database security and integrity.
6. Evaluate modern trends in data storage and retrieval including NoSQL and distributed databases.
7. Perform hands-on SQL development, including schema design, DDL and DML operations, and query testing in a real database environment.

IV. Learning Outcomes

1. Design and query relational databases
2. Execute advanced queries and develop solutions using SQL and RDBMS tools
3. Implement secure and optimized database solutions using ACID principles
4. Present a comparative study of relational vs NoSQL systems and justify design decisions

V. Assessment Mapping by AACSB standards and Learning Outcomes Matrix

Course Goal	Course Objectives	Accrediting Standards	Program Learning Outcomes	Course Learning Outcomes & Assessment
Understand advanced relational database concepts and applications	1, 2, 3, 7	AACSB 9.1, 9.2	Analytical Thinking	At least 70% of the students design and query relational databases (assessed via projects and exams)
Manage and optimize structured data using SQL	1, 2, 3	AACSB 9.1, 9.2	Technology Skills	At least 75% of the students execute advanced queries and develop solutions using SQL and RDBMS tools
Ensure database integrity, concurrency, and security	4, 5	AACSB 9.1, 9.4	Problem-Solving	At least 80% of the students implement secure and optimized database solutions using ACID principles
Evaluate emerging database technologies	6	AACSB 9.2	Innovation Awareness	At least 80% of the students present a comparative study of relational vs NoSQL systems and justify design decisions

VI. Learning Outcome Matrix

Learning Outcome	Technology Skills	Analytical Thinking	Ethical Reasoning	Communication Skills
Develop proficiency in SQL and relational modeling	✓	✓		
Analyze data with advanced queries and indexing	✓	✓		
Design secure, scalable database systems	✓	✓	✓	✓
Communicate findings from SQL-based analysis		✓		✓
Compare relational and NoSQL technologies	✓	✓		✓

VII. Teaching Approach/Methodology

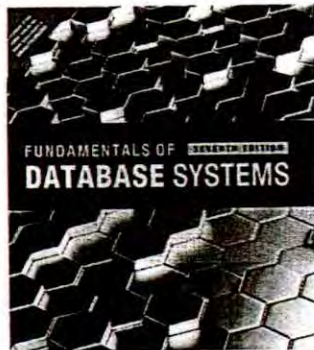
This course adopts a blended, hands-on approach to learning, designed to accommodate students with varying levels of experience in database systems. Lectures will introduce theoretical concepts including database architecture, normalization, transaction management, and indexing strategies. Each topic will be reinforced through practical SQL labs that allow students to build and query relational schemas, implement triggers and stored procedures, and perform performance optimization using real-world datasets.

Collaborative learning is encouraged through group projects, where students will analyze business requirements and design scalable, normalized database systems using Entity Relationship diagrams and SQL tools. Peer presentations and class discussions will provide opportunities to improve communication skills and gain insights into practical industry use cases. Assessment is ongoing through in-class quizzes, lab reports, and a capstone project that simulates a real-world database design and implementation scenario. Tools like PostgreSQL, MySQL, or Oracle will be used for instruction and hands-on development.

The methodology also integrates case studies and research discussions on modern database technologies including NoSQL, distributed databases, and cloud-based storage solutions, preparing students for evolving data management landscapes in business environments.

VIII. Required Text, Supplementary Readings, and References

A. Required Text:



Elmasri, R. & Navathe, S. "Fundamentals of Database Systems," 7th Edition, Pearson.

B. Supplementary Readings and Resources:

- Date, C.J., "An Introduction to Database Systems"
- PostgreSQL and Oracle official documentation
- Research articles on NoSQL and distributed database systems

C. Recommended References:

- Ramakrishnan, R., and Gehrke, J. "Database Management Systems"
- Online SQL tutorials (W3Schools, Mode Analytics)

IX. Administrative Requirements

- A. Attendance and class participation are mandatory.
- B. Make-up exams will be allowed only with documented medical or university-approved excuses.
- C. Academic dishonesty policies will be enforced per university catalog.

X. Assessment and Grading:

This course is conducted in a "seminar" style, meaning that classes will include an instructor-led discussions, analysis of homework assignments, in-class activities, and exercises. The textbook serves as a foundation for further discussion. The case analysis of problems/data from various sources as well as in-class discussions will provide for a deeper understanding. Students will be expected to come to class having read all assigned readings (chapters, cases, articles) and ready to share, present, and discuss.

Contribution towards total score	Letter Grades
Midterm Exam: 20%	90% and above = A
Final Exam: 25%	80% - 89% = B
Research Project: 20%	70% - 79% = C
Class Participation: 20%	60% - 69% = D
Assignments and Quizzes: 15%	Below 60 = F

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XIII. Syllabus Outline (14 Weeks)

Week	Topic	Activities / Deliverables
Week 1	Introduction to RDBMS & Course Overview	Lecture, Lab Setup
Week 2	ER Modeling & Relational Design	Assignment #1
Week 3	Normalization (1NF to BCNF)	Quiz #1
Week 4	Advanced SQL Queries	Assignment #2
Week 5	Joins, Views, Set Operations	Lab #1
Week 6	Indexing and Query Optimization	Quiz #2
Week 7	Transactions and Concurrency Control	Midterm Review
Week 8	Midterm Exam	In-class Test
Week 9	Stored Procedures and Triggers	Assignment #3
Week 10	Database Security and Authorization	Lab #2
Week 11	Introduction to NoSQL	Quiz #3
Week 12	Distributed and Cloud Databases	Assignment #4
Week 13	SQL Practice Session: Complex Queries	Hands-on Lab
Week 14	Semester Review	
Week 15	Final Exam	



**OFFICE OF ACADEMIC AFFAIRS
CURRICULUM CHANGE RECOMMENDATION FORM**

College/School:	College of Business
Department:	Graduate Business Programs
Course/Concentration/Minor/Program Title:	Healthcare Management Concentration
Course Number:	
CIP Code:	51.0701
Credit Hours:	12 credit hours
Course Contact Hours:	4 courses x 45hours = 180 hours

Course/Concentration/Minor/Program Description:

The Malveaux MBA with a Healthcare Concentration prepares students for leadership roles in the healthcare industry, equipping them with business and management skills to manage healthcare organizations and address industry challenges. This concentration will give students strong knowledge of healthcare management, economics, finance, operations, and policy. Students who choose this concentration will learn how to navigate the complex regulatory landscape of the healthcare industry, analyze healthcare data, and develop strategies for improving healthcare delivery and patient outcomes.

Healthcare management concentration encompasses the leadership and administration of healthcare systems, facilities, and organizations, focusing on efficient operations, team management, and ensuring quality patient care.

Course/Concentration/Minor/Program Description Goal(s):

The primary goal of the Malveaux MBA Healthcare Management Concentration is to “*prepare students with the essential knowledge and skills to lead and manage healthcare organizations effectively, analyze healthcare policies, and leverage technology to improve healthcare delivery and operational efficiency of the complex and rapidly evolving healthcare industry.*”

Course/Concentration/Minor/Program Description Objectives:

The learning objectives of the Malveaux MBA Healthcare Concentration include:

1. Demonstrate a deep understanding of the structure, trends, challenges, and opportunities within the healthcare industry.
2. Develop skills in strategic planning, financial management, operations management, marketing, and leadership specific to the healthcare sector.
3. Describe the political, regulatory, and ethical aspects of healthcare policy and how they impact healthcare organizations.
4. Assess emerging trends in healthcare technology, data analytics, and other innovations shaping the industry.
5. Analyze healthcare financing, reimbursement models, cost management, and other economic factors affecting healthcare delivery.
6. Appraise quality improvement processes, patient safety protocols, and regulatory compliance in healthcare.

These learning objectives aim to prepare students with the knowledge and skills necessary to succeed in leadership roles within the complex and rapidly evolving healthcare industry.

Rationale for the Course/Concentration/Minor/Program:

The rationale or purpose of an MBA healthcare concentration is to provide specialized knowledge and skills relevant to the healthcare industry. Healthcare is a complex and rapidly changing field that requires individuals to have a deep understanding of both business principles and the unique challenges and opportunities within the sector.

An MBA concentration in healthcare allows students to focus specifically on healthcare management, policy, finance, innovation, and technology. By completing this concentration, students will be better prepared to navigate the complexities of the healthcare industry, make strategic decisions, and lead effectively in healthcare organizations.

Overall, the SU MBA Healthcare concentration aims to equip students with the knowledge and skills needed to succeed in healthcare industry leadership roles and positively impact healthcare services' delivery, quality, and efficiency.

Learning Outcomes of the Course/concentration/Minor /Program

The learning outcomes of an MBA concentration in Healthcare Management may vary among different programs and institutions, but here are some common outcomes that students can expect to achieve:

1. Develop a thorough understanding of the industry's structure, function, and challenges, including its policies, regulations, and trends.
2. Apply strategic management principles to healthcare organizations, including strategic planning, resource allocation, and decision-making.

3. Demonstrate proficiency in financial management specific to healthcare, including budgeting, financial analysis, and revenue cycle management.
4. Illustrate strong leadership and communication skills necessary for effectively managing healthcare teams and collaborating with stakeholders.
5. Evaluate ethical and legal issues in healthcare management, including patient confidentiality, informed consent, and compliance with healthcare laws and regulations.
6. Make use of the latest healthcare management technologies and how to leverage technology to improve healthcare delivery and outcomes.
7. Describe the concepts of quality improvement in healthcare, including patient safety, performance measurement, and quality control.
8. Collaborate to work effectively across disciplines within healthcare organizations and healthcare professionals to achieve common goals.

These learning outcomes are designed to prepare graduates for successful careers in healthcare management by equipping them with the knowledge, skills, and competencies needed to navigate the complex healthcare landscape.

Healthcare Concentration Curriculum and Mode of Delivery

1. Curriculum

Healthcare Management" concentration within the SU Malveaux MBA program includes core business courses with a strong focus on healthcare industry specifics, covering topics like healthcare economics, healthcare finance, operations management in healthcare settings, healthcare policy, Leadership and Human Resources in Healthcare, and Healthcare Information systems.

The concentration consists of four required courses of 12 cr. hrs. and one elective. The courses include the following:

1. Required courses: (9 CR. HRS.)

Required Courses:

- a. Healthcare System and Policy
- b. Healthcare Economics
- c. Healthcare Management

2. Choose one from the following electives: (3. CR. HRS.)

Elective courses

- a. Leadership and Human Resources in Healthcare
- b. Health Care Financial Management
- c. Healthcare Information System

2. Mode of Delivery:

The courses will be delivered face-to-face, hybrid, and 100% online as part of the Online MBA Program

PLEASE ANSWER THE FOLLOWING QUESTIONS

1. ITEMS PROPOSED FOR REVISION (check all that apply):

<i>Add new course(s) for a concentration, minor or program</i>	<i>Change in Existing Courses, Concentrations, Minor or Program</i>		
☒ Add New Courses	☐ Course # ☐ Course Title	☐ Credit Hrs. ☐ Course Description	☒ <i>New Concentration</i> ☐ New Minor ☐ New Program

2. Have the Department and College Curriculum Committees reviewed the course/concentration/program?

YES ☒

NO _____

3. Please attach copies of the curriculum committees' reports, if any.

4. Are there similar courses in the present curriculum? _____ NO ☒

Title: _____ **Number** NA

5. What is the projected enrollment for the course per semester? 15

6. How often will the course be offered? FALL ☒ SPRING ☒ SUMMER ☒

7. Is this a required or elective course, and for what curriculum?

REQUIRED ☒ ELECTIVE _____ CURRICULUM ***MBA Healthcare Concentration***

8. How does adding this course/concentration/minor impact the credit hours required to complete the degree program?

No impact.

9. Do you have faculty on your staff to teach the course? YES ☒ NO _____

If the answer is no, please state the additional funds needed to hire new faculty members,

The Department plans to hire adjunct faculty (practitioners with professional experience in healthcare management). The projected funding is \$31,500.

10. What is the minimum rank required of the faculty member who will teach this course?

Associate Professor with graduate faculty status or experienced practitioner in healthcare management.

11. What qualifications are required of the faculty member who will teach the course (degrees, certifications, professional experience, scholarly research, etc.)?

Ph.D. with research or Practitioner with a master's degree and extensive professional experience in healthcare management-related disciplines.

12. Will this course/minor/program create a need for:

Yes: ☒ No ☐

No	Space/Renovations (office or classroom)?
Yes	Additional staffing (new course offerings or hiring of instructional or administrative staff)?
Yes	Additional budgetary needs (for equipment, supplies, etc.)?

13. What funds are needed to implement this course/concentration, minor, or program?

(3 x 3,500) \$10,500/semester x 3 = \$31,500.00

14. Please attach a copy of the detailed course syllabus and the reading list.

See the attached syllabi for the following five new courses:

15. Is the proposed curriculum change or program subject to the SACSCOC substantive change requirements?

Yes ☒

No ☐

If yes, Does the substantial change require

☒ SACSCOC Notification only

☐ Both notification and Approval

☐ None

16. If the proposed new program requires SACSCOC notification and approval, prepare and attach a prospectus answering the following questions.

- a. Why is this Program proposed? What are the circumstances or needs that necessitate it?
- b. Demonstrate the need for the change based on institutional goals, student needs, market trends, etc.
- c. Explain how the proposed change aligns with and supports the institution's mission and strategic goals.
- d. Describe the potential impact of the change on the institution's resources, programs, and services
- e. Show that the proposed change has been carefully considered and planned within the institution's ongoing planning and evaluation processes.
- f. Describe the new or modified requirements for admission and graduation
- g. Provide details about the new or modified curriculum, including course content and delivery methods.
- h. Discuss the impact on faculty and staff needs and resources.

Signatures:


College Curriculum Committee, Chair

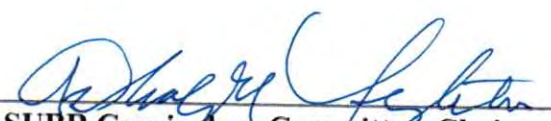
05/10/25
Date


College Dean

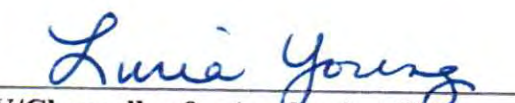
05/15/25
Date

Graduate School Dean (If graduate course/program)

Date


SUBR Curriculum Committee, Chair

05/15/2025
Date


V/Chancellor for Academic Affairs

05/21/25
Date


SUBR Chancellor

06/09/25
Date



College of Business



Healthcare Economics COURSE SYLLABUS

Course Title:	Healthcare Economics
Course Number:	
Credit Hours:	3 (Three)
Course Prerequisite(s):	MBAP 561
Class Date & Time:	TBA
Instructor:	TBA
Office Location and #:	TBA
Office Hours:	TBA
Phone:	TBA
E-mail:	TBA

Course Description

Health Economics and Finance provides students with an in-depth exploration of value-based service, economics, finance, budget, and reimbursement models that impact healthcare organizations and healthcare practices. Students will develop and analyze business plans and implement a cost-benefit analysis based on value and quality models. Application of resources, tools for decision making, and communication strategies will be integrated.

Learning Objectives:

1. Develop knowledge and skills in the economic principles and theories applicable to the healthcare industry.
2. Analyze the various financial structures and models in healthcare organizations.
3. Evaluate the impact of healthcare policies and regulations on the financial performance of healthcare organizations.
4. Apply financial management techniques to healthcare decision-making processes.
5. Assess the cost-effectiveness of healthcare interventions and programs.
6. Explore the revenue sources and reimbursement mechanisms in healthcare.
7. Develop skills in financial planning, budgeting, and forecasting within healthcare settings.
8. Examining the role of healthcare economics in shaping strategic decisions and market dynamics.
9. Identifying key financial challenges and opportunities specific to the healthcare sector.
10. Communicate financial information effectively to diverse stakeholders in healthcare organizations.

Learning Outcomes

After completing this course, students will be able to:

1. Analyze the relevance of economic concepts in the health care industry, the economic factors that affect health care policy, and articulate knowledge of the financial management process as related to healthcare.
2. Assess the determinants of supply and demand in the health care industry, characteristics of the health care market and health insurance.
3. Appraise the impacts of public and private payer systems and reforms on the economy and the health care industry.
4. Evaluate health care programs and policies using economic tools and evaluation techniques, including cost-benefit and cost-effectiveness analysis.
5. Apply the basic principles of financial management and financial analysis in health care organizations.
6. Interpret and analyze financial statements and financial metrics to improve decision-making in the health care industry.
7. Apply the functions of capital planning, asset management, and budgeting used in health care organizations.
8. Assess financial performance elements to determine the financial viability of a health care organization.
9. Determine the financial conditions of a health care organization and alternative solutions for a financial management problem.

Course Structure

MBAP 561 Health Economics and Finance is a three-credit, face-to-face and online course consisting of **seven modules**. Modules include an overview, topics, learning objectives, study materials, and activities. Module titles are listed below, aligned with Course Objectives (CO).

1. **Module 1: Economic and Financial Principles in Healthcare**
Course objectives covered in this module: CO4, CO5
2. **Module 2: Healthcare Finance, Insurance, and Risk**
Course objectives covered in this module: CO1, CO4
3. **Module 3: Market Economics and Regulation in Healthcare**
Course objectives covered in this module: CO2, CO3
4. **Module 4: Understanding Healthcare Costs**
Course objectives covered in this module: CO3, CO5
5. **Module 5: Supply and Demand**
Course objective covered in this module: CO2
6. **Module 6: Monetary and Non-Monetary Impact of Quality**
Course objectives covered in this module: CO2, CO5
7. **Module 7: Value-Based Healthcare**
Course objectives covered in this module: CO2, CO5

Texts / Materials / Resources

You will need the following materials to do the work of the course. The required textbook is available from the University's textbook supplier.

Required Textbook

- Lee, Robert H. (2015). *Economics for Healthcare Managers* (3rd ed.). Health Administration Press.
ISBN-13: 978-1567936766

Requirements

Requirements will vary by instructor and may include:

1. Assigned weekly readings from the textbook or other sources.
2. Class discussions and case studies in health care management.
3. Case analysis that encourages students to apply their professional knowledge to management issues in health care.
4. A final paper or project in which students assess real issues in health care management and organizations.

Grading and Evaluation

Your grade in the course will be determined as follows:

- Class discussion (6): 30 percent
- Written assignments (5): 25 percent
- Financial exercises (2): 20 percent
- Final project: 25 percent

All graded activities will receive a numerical grade of 0–100. You will receive a score of 0 for any work not submitted. Your final grade in the course will be a letter grade. Letter grade equivalents for numerical grades are as follows:

90-100	=	A
80-89	=	B
70-79	=	C
60-69	=	D
Below 59%	=	F

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Schedule / Outline of Topics

Week 1: Microeconomic Tools for Health Economics

Week 2: Demand and Supply

The Role of Finance in Healthcare

Week 3: Source of financing in the healthcare industry

Week 4: Modern trends in healthcare services expenditures and revenues

Week 5: The Role of Government in Financing Healthcare Services

Week 6: Midterm

Week 7: The Organization of Health Insurance Markets

Week 9: Regulations and market structure impact on healthcare economics

Week 10: Health Insurance: Financing and Managing Healthcare

Week 11: Cost and pricing in healthcare

Week 12: Comparative Health Care Systems and Health System Reform

Week 13: Health Care Labor Markets and Professional

Week 14: Concept and Role of Strategic Planning in the Healthcare Industry

Week 15: Impact of healthcare finance and economics on patient populations

Week 16: Final Exam, Presentations



College of Business



MBAP 562 - Human Resource Management and Leadership in Healthcare

Course Syllabus

Course:	MBAP 562
Course Title:	Human Resource Management & Leadership in Healthcare
Instructor:	TBA
Day/Time:	TBA
Office Phone:	TBA
Email Address:	TBA
Office Hours:	TBA
Office #:	TBA

Course Description

This course provides a foundation of knowledge and skills applicable to the current issues in Human Resources Management and Leadership with a focus on healthcare. Students will be exposed to key laws, issues, and concepts related to HR management. The course uses a combination of informative lectures, executive team exercises, group presentations, classroom discussions, and case study analyses to provide students with the tools and insight needed to explore a variety of human resource and management and leadership issues in healthcare.

Course Objectives and/or Goals

After the course, students should meet the following objectives that relate to the designated competencies:

1. Understand various human resources and leadership challenges that can be encountered in a variety of healthcare settings.

2. Discuss human resource and leadership principles and concepts as they apply to organizations, including health services organizations.
3. Apply knowledge to understand, analyze, and discuss common human resource and leadership issues in healthcare.
4. Develop and implement human resource and leadership strategies that can be utilized to solve various management and operational issues in the healthcare sector.

Course Learning Outcomes/Competencies

The above objectives of the course are designed to contribute to the understanding and application of key competencies for the Healthcare Management Concentration. The objectives contribute to the following program competencies:

1. Analyze and synthesize government policies, laws, and regulations that affect the health care environment.
2. Understand the cultural, ethnic, and social characteristics that can affect the design and delivery of programs and services.
3. Incorporate principles and tools of human resource management, organizational behavior, and change management to achieve organizational goals.

Objectives Matched to Learning Outcomes /Competencies

Course Objectives	Learning Outcomes/ Competencies
Understand various human resource challenges that can be encountered in a variety of healthcare settings.	Analyze and synthesize government policies, laws, and regulations that affect the health care environment. Understand diversity, equity, and inclusion and the cultural, ethnic, and social characteristics that can affect the design and delivery of programs and services.
Discuss human resource and leadership principles and concepts as they apply to organizations, included in health services organizations.	Incorporate principles and tools of human resource management, organizational behavior and change management to achieve organizational goals. (HOP-3)

Apply knowledge to understand, analyze and discuss common human resource and leadership issues in healthcare.	Analyze and synthesize government policies, laws, and regulations that affect the health care environment. Understand diversity, equity, and inclusion and the cultural, ethnic, and social characteristics that can affect the design and delivery of programs and services.
Develop and implement human resource and leadership strategies that can be utilized to solve various management and operational issues.	Incorporate principles and tools of human resource management, organizational behavior and change management to achieve organizational goals.

Instructional Methods

The course will be taught primarily through discussion and lecture format. Your participation in the class is vital to its success. I expect you to be prepared and ready to participate in each class. If voluntary participation lags, I will call upon students at random. As you learn about human resource management, you will learn to make good arguments from the view of the employer and the employee, even if you disagree with a particular point of view. By working through both sides of employment issues, you will be able to respond knowledgeably about HR management issues.

Course Textbook:

Charles R. McConnell, *Human Resource Management in Health Care: Principles and Practice*. Third Edition. 2021.

Additional Materials:

Selected supplemental case studies and human resources management articles will be posted on Canvas. You are responsible for all supplemental readings. Supplemental material will be discussed in class and included in tests. PowerPoint presentations will be posted on the course website however will not always be available before class. Material provided in the power point presentations is intended to supplement the course material and information discussed in class.

ACADEMIC REQUIREMENTS AND GRADING

Assignment	Points
Test 1	20
Test 2	20
Test 3	20
Final Exam	40
Total Points	100

All graded activities will receive a numerical grade of 0–100. You will receive a score of 0 for any work not submitted. Your final grade in the course will be a letter grade. Letter grade equivalents for numerical grades are as follows:

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Policy Related to Required Class Attendance

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STUDENT EXPECTATIONS, ROLES, AND OPPORTUNITIES FOR INPUT

Expectations Regarding Course Behavior:

Students are expected to arrive for class on time, be prepared, and ready to participate in class discussions. Students must silence all electronic devices, including cell phones

Make-up Work:

Students are expected to attend and be prepared for all scheduled class sessions. Personal issues related to class attendance or fulfillment of course requirements will be managed individually. Please notify the instructor before a planned absence to avoid a reduction in the Class Participation grade described above.

Late Policy:

Only with permission and based on exigent, excusable circumstances will I accept late assignments. I reserve the right to penalize late assignments as deemed appropriate. If you anticipate turning in an assignment late, notify me with as much advanced notice as possible.

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SUPPORT SERVICES

Accommodations for Students with Disabilities

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Course Schedule & Assignments

All reading assignments, including any supplemental readings, should be read prior to class to facilitate your learning and class discussions. If you miss class, it is your responsibility to obtain notes, handouts, and a summary of the lesson/class activities from the missed class. The syllabus and course schedule is subject to revision. Confirm deadlines in class.

Week	Date	Topics & Assignments	Chapter Readings
1		Syllabus Review Introduction Legal Aspects	
2		No Class - Martin Luther King Day	
3		Safety Requirements Strategic HR Team 1 Chapter 2	
4		Relations Team 2 Chapter 4 Team 3 Chapter 5	
5		Job Design Team 7 Chapter 6 Team 8 Chapter 7 Team 4 HR Analyses	
6		Test 1 Team 9 Chapter 8 Team 4 Chapter 9 Team 5 HR Analyses	

Week	Date	Topics & Assignments	Chapter Readings
7		Compensation Team 5 Chapter 10 Team 6 HR Analyses	
8		Benefits Team 6 Chapter 11 Team 7 HR Analyses	
9		Recruitment Team 1 Chapter 12 Team 2 Chapter 13 Team 9 HR Analyses	
10		UF Spring Break - No Class	
11		Test 2 Performance Team 3 Chapter 14 Team 7 Chapter 15	
12		Retention Team 8 Chapter 16 Team 9 Chapter 17	
13		Team 4 Chapter 18 Team 5 Chapter 19 Team 8 HR Analyses	
14		Unions Team 6 Chapter 20 Team 1 HR Analyses	
15		Final Exdam	



College of Business



MBAP 563 - The US Health Care System & Policy

Course Syllabus

Course:	MBAP 563
Course Title:	The US Health Care System & Policy
Instructor:	TBA
Day/Time:	TBA
Office Phone:	TBA
Email Address:	TBA
Office Hours:	TBA
Office #:	TBA

Course Overview

The course provides an overview of the structure of the U.S. healthcare delivery system and policy. With periodic changes in diverse aspects of the health care system, its dynamic mechanism should be understood. Particularly, the course encompasses organizational structure, workforce, healthcare cost, diverse healthcare delivery models, health policy, and technology.

Course Objectives

Upon completion of the course, students are expected to be able to:

1. Describe the basic nature of the health care system, such as structures and operations, from its historical origins and resources to its individual services, costs, and quality measures.
2. Analyze the impact of political decisions and reforms on the health care system from a consumer and provider point of view.
3. Identify challenges, features, and purposes associated with the updated healthcare policies.
4. Explain from a broad as well as a specific perspective how the health care system relates to different components of the system (public, private, consumers, providers) and the emerging health care trends (aging population, electronic health records, quality measurements, and technology).
5. Develop a proposal for change, which demonstrates sensitivity to cultural, ethnic, and social characteristics based on your current understanding of the health care system.
6. Identify the core functions of public health and the 10 essential services.

Learning Outcomes/Competencies

This course is designed to provide fundamental knowledge of US health care system

1. Perform needs assessments and environmental analyses in support of program and organizational development.
2. Analyze and synthesize government policies, laws, and regulations that affect the healthcare environment
3. Compare the organization, structure, and function of health care, public health and regulatory systems across national and international settings.
4. Assess population needs, assets and capacities that affect communities' health.
5. Discuss the policy-making process, including the roles of ethics and evidence.
6. Discuss the policy-making process, including the roles of ethics and evidence

What is expected of you?

You are expected to actively engage in the course throughout the semester. You must come to class prepared by completing all out-of-class assignments. This preparation gives you the knowledge or practice needed to engage in higher levels of learning during the live class sessions. If you are not prepared for the face-to-face sessions, you may struggle to keep pace with the activities occurring in the live sessions, and it is unlikely that you will reach the higher learning goals of the course.

Similarly, you are expected to actively participate in the live class. Your participation fosters a rich course experience for you and your peers that facilitates overall mastery of the course objectives.

Course Materials

Required Materials

1. [REQUIRED] Leiyu Shi and Douglas A. Singh, *Delivering Health Care in America: A Systems Approach*. Jones & Bartlett Learning; 7 or 8 edition (October 20, 2017). ISBN-10: 9781284124491

Sources for Additional Information and Article Critiques

- Health Affairs
- JAMA
- NEJM
- American Journal of Public Health
- Healthcare Management Review
- Medical Care
- Medical Care Research and Review

ACADEMIC REQUIREMENTS AND GRADING

Assignment	Points
Test 1	20
Test 2	20
Test 3	20
Final Exam	40
Total Points	100

All graded activities will receive a numerical grade of 0–100. You will receive a score of 0 for any work not submitted. Your final grade in the course will be a letter grade. Letter grade equivalents for numerical grades are as follows:

90-100	=	A
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DESCRIPTION OF COURSE CONTENT

Course Schedule

Week	Date	Topic(s)	Text Chapter
1		Overview of the course and Basic Concept of Health An Overview of the US Health Care System and The Future of Health Care Services Delivery ▪ Video: Empathy-The Human Connection to Patient Care (https://www.youtube.com/watch?v=cDDWvj_q-o8) ▪ Singhal et al. 2022. The future of US healthcare: What's next for the industry post-COVID-19. McKinsey&Company.	
2		NO CLASS (Labor day)	
3		Health Services Workforce ▪ Basu et al., 2019. Association of Primary Care Physician Supply With Population Mortality in the United States, 2005-2015. <i>JAMA</i> ▪ Krishnamurthy et al., 2024. Hospital Nurse Staffing Legislation: Infographics for Special Population	
4		Health Services Costs and Financing ▪ Papanicolas et al. 2018. Health Care Spending in the United States and Other High-Income Countries. <i>JAMA</i> ▪ Dieleman et al. 2020. US Health Care Spending by Payer and Health Condition, 1996-2016.;323(9):863–884. doi:10.1001/jama.2020.0734. <i>JAMA</i> ▪ Brant A. et al., 2024. Trends in hospital price transparency after implementation of the CMS Final Rule. <i>Health Serv Res.</i> 59(4):e14329. doi:10.1111/1475-6773.14329	
5		Health Insurance and Managed Care ▪ Nyman JA. 2004. Is 'moral hazard' inefficient? The policy implications of a new theory. <i>Health Affairs.</i> ▪ KFF. 2023. Key Facts about the Uninsured Population. KFF (https://www.kff.org/uninsured/issue-brief/key-facts-about-the-uninsured-population/)	

Week	Date	Topic(s)	Text Chapter
6		Mid-term exam Due 10/3 (Thu), 11:59 pm: ED Demand and the Emergency Medical Treatment and Labor Act (EMTALA) Business Memo	
7		Health Care Access and Quality of Care ▪ Andersen. 1995. Revisiting the Behavioral Model and Access to Medical Care: Does it Matter? ▪ Gawande A. Jan 24, 2011. The Hot Spotters. <i>The New Yorker</i> ▪ Video: Frontline "Doctor Hotspot". PBS https://www.youtube.com/watch?v=0DiwTjeF5AU	
8		Medical Technology and Policy ▪ Rossi et al. Cost-effectiveness of Artificial Intelligence as a Decision-Support System Applied to the Detection and Grading of Melanoma, Dental Caries, and Diabetic Retinopathy. JAMA network open. ▪ Park S, Choi GJ, Ko H. Information technology–based tracing strategy in response to COVID-19 in South Korea—privacy controversies. JAMA. 2020 Apr 23. ▪ Bock A. As Ransomware Attacks on Health Care Surge, Here's What Clinicians and Health Systems Can Do. JAMA. Published online August 02, 2024. doi:10.1001/jama.2024.15010 Comparative International Examples of Healthcare System presentation slides	
9		Comparative analysis of international healthcare system No Lecture.	
10		Primary Care and Long-term care ▪ Starfield B, Shi L, Macinko J. Contribution of primary care to health systems and health. <i>The milbank quarterly</i>. ▪ Hawryluk M. 2022. Hospices have become big business for private equity firms, raising concerns about End-of-Life care. KFF.	
11		Guest Lecture: Dr. Mirna Amaya, PhD, MPH, Senior Consultant at WHO, Cornell University Topic: Global Health Policy and Management	
12		The global Health Policy Cont'd	
13		E-cigarette Use Regulation	

Week	Date	Topic(s)	Text Chapter
14		Semester Review	
15		Presentations	
16		Final Exam	



College of Business



Healthcare Management COURSE SYLLABUS

Course Title:	Healthcare Management
Course Number:	
Credit Hours:	3 (Three)
Course Prerequisite(s):	MBAP 560
Class Date & Time:	TBA
Instructor:	TBA
Office Location and #:	TBA
Office Hours:	TBA
Phone:	TBA
E-mail:	TBA

Course Description

This course introduces students to a foundation in the core concepts of health care management. It is designed to facilitate students' understanding of the fundamentals of health care management and to develop a detailed understanding of the structure, function, and culture of health care organizations. In particular, the curriculum explores core concepts in management, including strategic management, human resource management, financial management, and performance management. It also examines topics associated with diversity management, health care technology, and health regulation. Furthermore, the course content delves into fundamental concepts of organizational structure, including the division of work and delegation of authority. The course covers the theoretical, conceptual, and practical foundations of health care management and health care organizations. The course concludes by addressing emerging issues in health care management and organizations.

Learning Objectives

After completing this course, students will be able to:

- Develop a good understanding of management theories and apply them in the context of health care.
- Understand the health care workforce and appreciate the values unique to the health care profession.
- Describe and understand the governance and organizational structure of health care delivery organizations.

- Understand financing options in health care, health technologies, and health regulation.
- Describe approaches to defining health care quality and methods of quality improvement.

Learning Outcomes

Requirements

Requirements will vary by instructor and may include:

- Assigned weekly readings from the textbook or other sources.
- Class discussions and case studies in health care management.
- Case analysis that encourages students to apply their professional knowledge to management issues in health care.
- A final paper or project in which students assess real issues in health care management and organizations.

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Texts / Materials / Resources

The selection of textbooks and readings will vary by instructor. Listed below are some of the possible textbooks, materials, and resources an instructor may select for this course:

- Buchbinder, S. B., Shanks, N. H., & Kite, B. J. (2019). *Introduction to Health Care Management*. Jones & Bartlett Learning.
- Ginter, P. M., Duncan, W. J., & Swayne, L. E. (2018). *The Strategic Management of Health Care Organizations*. John Wiley & Sons.
- Dunn, R. T. (2021). *Dunn and Haimann's Healthcare Management*. Health Administration Press.
- Safian, S. C. (2013). *Fundamentals of Health Care Administration*. Pearson Education.
- Borkowski, N., & Meese, K. A. (2020). *Organizational Behavior in Health Care*. Jones & Bartlett Learning.

Schedule / Outline of Topics

- Week 1: Introduction and Overview
- Week 2: The Theories and History of Management
- Week 3: Strategic Management I – Strategic Planning and External Analysis
- Week 4: Strategic Management II – Internal Analysis and Strategic Choice
- Week 5: Human Resource Management I – Health Care Workforce
- Week 6: Human Resource Management II – Motivation and Attitudes
- Week 7: Diversity Management and Health Equity
- Week 8: Midterm
- Week 9: Structure and Staffing of Health Care Organizations
- Week 10: Performance Management in Health Care
- Week 11: Financial Management in Health Care
- Week 12: Health Technology Management
- Week 13: Health Regulation and Compliance
- Week 14: Crisis Management in Health Care
- Week 15: Emerging Issues in Health Care Management
- Week 16: Final Project and Presentation



College of Business



MBAP 564 – Healthcare Financial Management *Course Syllabus*

Course:	MBAP 564
Course Title:	Healthcare Financial Management
Instructor:	TBA
Day/Time:	TBA
Office Phone:	TBA
Email Address:	TBA
Office Hours:	TBA
Office #:	TBA

Course Overview

MBAP 564 provides a detailed understanding of health services financial management for decision-making with emphasis on third-party payers, financial statements, capital investments, debt and equity financing, and capital budgeting. The course blends accounting and finance concepts to enhance the healthcare manager's decision-making skills. The course will enhance the student's decision-making skills by utilizing case studies and practical applications to real-world situations.

Course Objectives

Upon completion of the course, students are expected to be able to:

1. Demonstrate knowledge of the role of planning and budgeting and their respective processes related to a healthcare organization (HCO), and develop the specific skills to complete and utilize a hospital budget.
2. Prepare a critical analysis report that details the information presented in an article dealing with the topic of healthcare finance.
3. Prepare a case report that describes and explains a current healthcare financial issue as it relates to a healthcare organization.
4. Demonstrate knowledge of healthcare finance and its many effects on an HCO by responding to the assigned discussion questions.
5. Develop the creative capacity to assess the importance of healthcare financial management in a rapidly changing medical delivery system.
6. Demonstrate the ability to analyze financial statements and assess the importance of taking information from financial documents and utilizing this information. In the HCO decision-making process.

7. Develop skills and draw relevant conclusions, competencies, values, and point of view needed for financial decision making via projects, case studies, case reports, discussion questions, and course readings,

Learning Outcomes/Competencies

Upon completing this course, the student will be able to:

1. Discuss and apply the concept of healthcare finance.
2. Explain the format and contents of a business's financial statements.
3. Assesses the financial condition of an organization.
4. Apply basic managerial accounting concepts.
5. Perform basic time value analysis.
6. Explain and apply financial risk concepts.
7. Describe the primary forms of business financing.
8. Explain how to estimate and use the corporate cost of capital.
9. Utilize financial information for decision-making and evaluate organizational performance.
10. Interpret financial statements and evaluate organizational performance.

Required Text

Gapenski, Louis C. 2012, Healthcare Finance: An Introduction to Accounting and Financial Management 7TH Edition, Chicago, IL: AUPHA

What is expected of you?

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Required Materials

- Ross, Thomas K. 2019. A Comprehensive Guide to Budgeting for Healthcare Managers.
- Steven Finkler, Financial Management for Public and Nonprofit Organizations, 2nd edition.

Recommended Publications:

- Journal of Health Affairs
- Journal of Healthcare Management
- Journal of Healthcare Finance
- Healthcare Executive
- Journal of Health Economics

ACADEMIC REQUIREMENTS AND GRADING

Assignment	Points
Case Studies	20
Critical Analysis Reports	20
Midterm Exam	20
Final Exam	40
Total Points	100

All graded activities will receive a numerical grade of 0–100. You will receive a score of 0 for any work not submitted. Your final grade in the course will be a letter grade. Letter grade equivalents for numerical grades are as follows:

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DESCRIPTION OF COURSE CONTENT

Course Schedule

Week	Date	Topic(s)	Text Chapter
1		Overview of the course and Basic Concept of Healthcare Financial Management	
2		Health Insurance and Reimbursement	
3		Additional Medicare Payment Methods	
4		Financial Accounting Basics and the Income statement	
5		Planning and Budgeting	
6		The Balance Sheet and Statement of Cash Flows	
7		The basics of capital Budgeting	
8		Financial Condition Analysis	
9		Midterm	
10		Managerial Accounting	
11		Financial Performance of Alternative Healthcare Organization: Longterm Care Facilities and Medial Group Practices Management	
12		Basic Financial Management Concepts: Revenue cycle and Current Accounts Management	
13		How are Physicians Paid	
14		Nursing Homes, group practice management, Payor mix, Revenue generation, financial statement analysis	
15		Semester Review	
16		Final Exam	



**OFFICE OF ACADEMIC AFFAIRS
CURRICULUM CHANGE RECOMMENDATION FORM**

College/School: College of Business
Department: Graduate Business Programs
Course Title: BBA in Entrepreneurship Program
Course Number:
CIP Code: 520701
Credit Hours: 122 cr. hrs.

Course Contact Hours:

Course/Concentration/Minor/Program Description:

Program Description:

The Bachelor of Business Administration (BBA) Program in Entrepreneurship at Southern University, College of Business, is designed to equip the next generation of entrepreneurs to propel economic, technological, and social advancements, promoting economic growth and improving overall quality of life. Cultivating an entrepreneurial mindset—characterized by the ability to pinpoint challenges and opportunities, innovate creative solutions, mobilize resources, and effectively lead teams in establishing new enterprises—is a fundamental capability for succeeding in the dynamic landscape of the 21st-century economy. An entrepreneurship degree equips individuals with versatile skills applicable in various roles beyond starting a business. These roles include business development, marketing, sales, operations management, project management, and more within existing companies.

In this comprehensive program, students will not only gain essential entrepreneurial skills but also cultivate a deep understanding of their chosen areas of concentration. Emphasizing experiential learning, the curriculum will include practical courses integrating consulting projects and startup internships.

Course/Concentration/Minor/Program Description Goal(s):

The goals of a Bachelor of Business Administration (BBA) program in Entrepreneurship typically include:

Goal One:

Equipping COB students with a foundational understanding of business principles and practices, empowering them with the skills needed to identify and evaluate business opportunities, and inspiring them to actively engage in the process of value creation that applies to either starting a new venture (for profit or nonprofit) or working effectively within an existing organization.

Goal Two:

Guiding students to develop adaptability, resilience, and resourcefulness when facing the challenges and uncertainties typical in entrepreneurship by demonstrating leadership skills and having the ability to communicate effectively.

Course/Concentration/Minor/Program Description Objectives:

The program goals will be implemented through the following learning objectives.

1. Developing skills in business planning, financial management, and marketing strategies specifically tailored for start-ups and small businesses.
2. Offering hands-on experience through internships, entrepreneurial projects, and case and business plan competitions.
3. Encouraging networking and relationships with industry professionals and successful entrepreneurs.
4. Preparing students to launch and manage their ventures or to work effectively in entrepreneurial environments.
5. Emphasizing ethical and socially responsible business practices in entrepreneurship.
6. Providing mentorship and supportive resources to help students succeed in their entrepreneurial endeavors.

Rationale for the Course/Concentration/Minor/Program:

There are several key rationales for establishing an Entrepreneurship Major in the SUBR College of Business. Some of the rationales include the following:

- Entrepreneurship is a rapidly growing field, and an increasing number of individuals are interested in starting their own businesses. Offering an Entrepreneurship Major at the SUBR campus allows the College of Business to meet this demand and provide students with the skills and knowledge needed to succeed as entrepreneurs.
- Entrepreneurship majors help foster a culture of creativity and innovation within the College of Business. By encouraging students to think critically and develop new ideas, the proposed

entrepreneurship program can help drive innovation both within the SUBR campus and in the broader local business community.

- The planned Entrepreneurship Major provides students with the knowledge and skills needed to start and grow a successful business. This includes teaching students about business planning, marketing, finance, and other key areas essential for entrepreneurial success.
- The BBA in Entrepreneurship provides students with valuable networking opportunities, connecting them with successful entrepreneurs, investors, and other key players in the business community. These connections can be instrumental in helping students launch their own ventures or secure funding for their business ideas.
- Entrepreneurship is a key driver of economic growth and job creation. By offering an Entrepreneurship Major, the College of Business can help support local economies by equipping students with the tools they need to start their businesses and create new employment opportunities.
- Overall, establishing an Entrepreneurship Major at SDUBR College can help prepare students for success in the rapidly changing and increasingly competitive business landscape.

PLEASE ANSWER THE FOLLOWING QUESTIONS

1. ITEMS PROPOSED FOR REVISION (check all that apply):

☐ Course Number	☐ Credits	☐ Corequisites
☐ Title ☐ Short Title	☐ 40 Word Description ☐ Prerequisites	☒ New Program

2. Have the Department and College Curriculum Committees reviewed the course/concentration/program?
YES X NO _____

3. Please attach copies of the curriculum committees' reports, if any.

4. Are there similar courses in the present curriculum? YES _____ NO _____

Title _____ Number _____
Minor in Entrepreneurship _____

5. What is the projected enrollment for the course per semester? **20-25**

6. How often will the course be offered? ☒ FALL ☒ SPRING ☒ SUMMER

7. Is this a required or elective course, and for what curriculum?

REQUIRED _____ ELECTIVE _____ CURRICULUM _____

8. How does adding this course/concentration/minor impact the total number of credit hours required to complete the existing degree program?

The BBA in Entrepreneurship is a standalone program; thus it doesn't affect the total number of hours required for any of the COB programs.

9. Do you have faculty on your staff to teach the course? YES. ☒ NO _____

If the answer is no, please state the additional funds needed to hire new faculty members,

10. What is the minimum rank required of the faculty member who will teach this course?

Assistant Professor

11. What qualifications are required of the faculty member who will teach the course (degrees, certifications, professional experience, scholarly research, etc.)?

PH.D. in Business or M.S. with at least 10 Years of practical experience in the field of business/entrepreneurship.

12. Will this course/minor/program create a need for:

Yes / No

No	Space/Renovations (office or classroom)?
Yes	Additional staffing (new course offerings or hiring of instructional or administrative staff)?
Yes	Additional budgetary needs (for equipment, supplies, etc.)?

13. What is the total amount of funds needed to implement this course/concentration, minor, or program?

At least one fulltime faculty with a Ph.D. degree in Business and two adjunct faculty members with sufficient business experience may be needed to run the program efficiently.

14. ***Is the proposed curriculum change or new program subject to the SACSCOC substantive Change Policy?*** ☒ Yes No

If yes, please attach the Prospectus.

15. Please attach a copy of the detailed course syllabus and the reading list.

The course syllabi of eight new courses are attached.

Comments:

The Bachelor of Business Administration (BBA) Program in Entrepreneurship at Southern University, College of Business, is designed to equip the next generation of entrepreneurs to propel economic, technological, and social advancements, promoting economic growth and improving overall quality of life. Cultivating an entrepreneurial mindset—characterized by the ability to pinpoint challenges and opportunities, innovate creative solutions, mobilize resources, and effectively lead teams in establishing new enterprises—is a fundamental capability for succeeding in the dynamic landscape of the 21st-century economy. In this comprehensive program, students will not only gain essential entrepreneurial skills but also cultivate a deep understanding of their chosen areas of concentration. Emphasizing experiential learning, the curriculum will include practical courses integrating consulting projects and startup internships.

Mission:

The mission of the BBA in Entrepreneurship program at Southern University and A&M College, College of Business, is to provide a comprehensive curriculum designed to equip students with the practical skills and management tools necessary for success in entrepreneurial ventures. This program is tailored for students aspiring to launch their own start-up businesses and oversee essential business functions within a new venture. Throughout their studies, students will delve into key areas such as identifying market opportunities, targeting specific markets, analyzing economic trends, executing marketing strategies, formulating business strategies, managing personnel effectively, and interpreting financial reports. Additionally, students will gain knowledge of the legal frameworks and regulations applicable to small businesses and start-ups, remain abreast of current trends in Entrepreneurship, and hone their communication skills for engaging with key stakeholders.

FIRST YEAR									
FIRST SEMESTER					SECOND SEMESTER				
Course	Course Title	Credit Hours	Semester Taken	Grade	Course	Course Title	Credit Hours	Semester Taken	Grade
SENL 101B	Freshman Composition	3			SENL 102B	Freshman Composition	3		
FRMN 120B	College Success	2			BIOL 105	General Biology Lecture II	3		
_____	Arts Elective	3			ENTR 200	Fundamentals of Entrepreneurship	3		
SMAT 121B	Pre-Calculus I: College Algebra	3			SPSY 201B	General Psychology	3		
HIST _____	History Elective (HUMN Requirement)	3			MATH 203	Calculus for Business & Social Sci.	3		
BIOL 104	General Biology Lecture I	3							
TOTAL		17			TOTAL		15		
SECOND YEAR									
FIRST SEMESTER					SECOND SEMESTER				
Course	Course Title	Credit Hours	Semester Taken	Grade	Course	Course Title	Credit Hours	Semester Taken	Grade
SENL _____	English Literature elective	3			BUSP 210	Bus. Communication & Prof. Dev.	3		
SPHY 102B	Physical Science	3			SACC 221B	Managerial Accounting Principles	3		
SACC 211B	Financial Accounting Principles	3			SECO222B	Principles of Economics II	3		
COMPS 291	Advanced Technique Using Spreadsheet	3			MGMT 300	Principles of Management	3		
SECON 221B	Principles of Economics I	3			ENTR 301	Entrepreneurial Marketing and Sales	3		
MKTG 300	Principles of Marketing	3							
TOTAL		18			TOTAL		15		
THIRD YEAR									
FIRST SEMESTER					SECOND SEMESTER				
Course Title	Course Number	Credit Hours	Semester Taken	Grade	Course	Course Title	Credit Hours	Semester Taken	Grade
ECON 275	Bus. and Economics Statistics - I	3			MGMT 306	Quantitative Analysis in Business	3		
MGMT 305	Management Information Systems	3			ENGL 362	Technical Writing	3		
FINC 330	Managerial Finance I	3			ENTR 310	Entrepreneurial Finance & Resources Acquisition	3		
ENTR 340	Money, Banking, and Financial Markets - cross-listed with ECON 340	3			ECON 375	Bus. and Economics Statistics - II	3		
MGMT 360	Legal Environment in Business	3			ENTR 400	Entrepreneurial Venture Capital Experience	3		
TOTAL		15			TOTAL		15		
FOURTH YEAR									
FIRST SEMESTER					SECOND SEMESTER				
Course	Course Title	Credit Hours	Semester Taken	Grade	Course	Course Title	Credit Hours	Semester Taken	Grade
					SVLR 400	Service Learning	3		
ENTR 410	Entrepreneurship Venture Advancement	3			MGMT 480	Management of International Business	3		
ENTR 420	Entrepreneurship in Tech Firm & Innov.	3			MGMT 490	Strategic Management	3		
ENTR 460	Entrepreneurial Lab Experience	3			ENTR 470	Franchising: Strategies & Operations	3		
ENTR 475	Management of Small Business	3			ENTR 480	Entrepreneurial Experience & Firm Creation (Senior Project)	3		
TOTAL		12					15		
TOTAL							122		

PROSPECTUS FOR A NEW BBA IN ENTREPRENEURSHIP

Introduction:

The College of Business at Southern University and A&M College in Baton Rouge seeks to introduce a Bachelor of Business Administration (BBA) in Entrepreneurship program. This program aims to equip students with the knowledge, skills, and mindset necessary to thrive in the dynamic and innovative field of entrepreneurship. By offering a comprehensive curriculum, experiential learning opportunities, and mentorship from industry experts, the BBA in Entrepreneurship program is designed to prepare students to launch and successfully manage their entrepreneurial ventures.

Rationale:

The establishment of the BBA in Entrepreneurship program aligns with the Southern University Mission, the College of Business's strategic plan, and commitment to fostering innovation, creativity, and leadership among its students. In response to the evolving demands of the business landscape and the growing interest in entrepreneurship, this program aims to cater to students who aspire to become successful entrepreneurs, minority and disadvantaged business owners, or startup founders. By providing a specialized curriculum focused on entrepreneurial concepts, strategies, and practices, the program will empower students to identify opportunities, assess risks, and develop sustainable business ventures.

Curriculum Overview:

The BBA in Entrepreneurship program will consist of 122 credit hours of general education, core business courses, specialized entrepreneurship courses, experiential learning opportunities, and a capstone entrepreneurial project. Key topics covered in the curriculum include but are not limited to:

- Entrepreneurial Finance
- New Venture Creation
- Business Plan Development
- Opportunity Recognition
- Marketing for Entrepreneurs
- Innovation and Creativity
- Legal Aspects of Entrepreneurship
- Social Entrepreneurship

Faculty and Resources:

The College of Business is committed to providing high-quality education through experienced faculty members with expertise in entrepreneurship, business management, and innovation. The BBA in Entrepreneurship program will be supported by dedicated faculty who will mentor and guide students in developing their entrepreneurial skills and mindset. In addition, students will have access to state-of-the-art facilities, business incubators, and networking opportunities to enhance their learning experience.

Student Learning Outcomes:

Upon completion of the BBA in Entrepreneurship program, students will be able to:

- Identify and evaluate entrepreneurial opportunities
- Develop a comprehensive business plan for a new venture
- Apply entrepreneurial strategies to solve real-world business challenges
- Demonstrate effective communication and leadership skills in an entrepreneurial context
- Understand the ethical and social responsibilities of entrepreneurship

Assessment Plan:

The BBA in Entrepreneurship program will undergo continuous assessment to ensure the achievement of student learning outcomes and program effectiveness. Assessment methods may include course evaluations, student presentations, business plan competitions, industry collaborations, and alumni surveys. Regular reviews and feedback mechanisms will inform program improvements and enhancements to meet the evolving needs of students and the business community.

Conclusion:

The introduction of the BBA in Entrepreneurship program at Southern University and A&M College will enhance the College of Business's academic offerings, attract entrepreneurial-minded students, and contribute to the development of future business leaders and innovators. By preparing students to embark on entrepreneurial ventures with confidence and readiness, the program will play a vital role in fostering economic growth, creativity, and sustainable business practices in the region and beyond.

Signatures:


College Curriculum Committee, Chair

05/10/25
Date


College Dean

05/15/25
Date

Graduate School Dean (If graduate course/program)

Date


SUBR Curriculum Committee, Chair

05/15/2025
Date

V/Chancellor for Academic Affairs

05/21/25
Date

SUBR Chancellor

06/09/25
Date



Academic Degree Program Proposal Form

A.A. Policy 2.04: Academic Planning and Degree Program Proposals

A. Overview

Institution Name: Southern University and A&M College		Designation (flagship, statewide, regional, HBCU, 2-year):		
College/School/Division: College of Business		Academic Department:		
Degree Designation:	Proposed Degree Name: Bachelor of Business Administration in Entrepreneurship	CIP Code:	Credit Hrs ^b : 123 cr. hrs.	Contact Hrs ^c : 122
Planned Implementation Semester/Term & Year: Fall 2024		Was this program listed in the most recent three-year Academic Plan? [] Yes [x] No		

^a See AA Policy [2.11 Approved Academic Terms & Degree Designations](#)

^b If the program exceeds 60 credits for associate or 120 credits for baccalaureate, you must provide justification and evidence of management board approval according to system policy.

^c If applicable.

1. Provide a brief description and reason for developing the proposed program, identifying its purpose and primary objectives.

The College of Business (COB) is an academic unit of Southern University and A&M College with a rich 87-year history, dating back to its establishment in 1937. The College has been dedicated to serving the community and underserved businesses. Following accreditation by the Association to Advance Collegiate Schools of Business (AACSB) International in 1999, the College has strategically emphasized fostering an entrepreneurship ecosystem both on the Southern University campus and within the surrounding community. To further this mission, the College of Business formed a strategic collaboration with the renowned entrepreneurship education institution, Babson College in Boston, Massachusetts. Through this partnership, several faculty members from the College of Business engaged in the Symposium for Entrepreneurship Educators (SEE) program, elevating their expertise and earning distinction as Babson fellows.

This collaboration not only provided valuable educational opportunities in entrepreneurship but also facilitated access to support funds from various federal agencies, including the Economic Development Administration (EDA), Minority Business Development Agency (MBDA), and Winrock International, among others. Leveraging these resources, the College advanced its initiatives to cultivate an entrepreneurship ecosystem within the institution and the broader community, especially in the disadvantaged and underserved community.

Moreover, with funding from the U.S. Department of State, the College of Business initiated impactful partnerships with Makerere Business School in Kampala, Uganda, and the University of Liberia. Through these collaborations, the College of Business faculty delivered workshops for local small businesses, organized competitive business plan events, and engaged in collaborative research with their counterparts in these institutions. Notably, this partnership extended to nurturing emerging entrepreneurs, as approximately 30 individuals from Uganda and Liberia were invited to Southern University for intensive training and practical learning experiences in key U.S. cities. This immersive approach aimed to equip these entrepreneurs with the knowledge and skills needed to thrive in their respective business environments.

To enhance its entrepreneurship offerings, the College of Business (COB) has strategically developed specialized concentrations within its undergraduate and MBA programs. Additionally, we have established a Minor in Entrepreneurship available to both business and non-business majors. These minor programs are designed for students from diverse academic backgrounds. At Southern University and A&M College Baton Rouge Campus, among those pursuing a minor in entrepreneurship for non-business majors, the Music Department is one of the beneficiaries.

Through a transformative two-year initiative funded by the Minority Business Development Agency (MBDA), the College of Business (COB) is developing an innovative Entrepreneurship major and establishing the Business Leadership and Entrepreneurship Development (BLES) Institute. This visionary project aims to enhance the bachelor's in business administration (BBA) program, specifically through the introduction of the Entrepreneurship major.

The primary goal of the Entrepreneurship major is to empower the next generation of minority entrepreneurs by equipping them with the essential tools and insights needed to launch and grow their new ventures. Rooted in a comprehensive educational framework, the objectives of the BBA in Entrepreneurship are: i) to develop skills in business planning, financial management, and marketing strategies specifically tailored for startups and small businesses; ii) to provide hands-on experience through internships, entrepreneurial projects, and participation in case and business plan competitions; iii) to encourage networking and relationship-building with industry professionals and successful entrepreneurs; iv) to prepare students to launch and manage their ventures or work effectively in entrepreneurial environments; v) to emphasize ethical and socially responsible business practices in entrepreneurship; and vi) to offer mentorship and supportive resources that help students succeed in their entrepreneurial endeavors.

2. Describe specialized accreditation requirements associated with the program if applicable (refer to Board of Regents [A.A. Policy 2.13: Program Accreditation](#)). If not required, describe whether the institution will seek any voluntary accreditation or certification for the program.
- Since 1999, the College of Business at Southern University and A&M College in Baton Rouge has been accredited by AACSB International. Following its initial accreditation, the College has successfully undergone five positively rated peer review visits in 2002, 2007, 2012, 2017, and 2023. The proposed BBA in Entrepreneurship is designed following AACSB standards, focusing on faculty qualifications, curriculum and assurance of learning requirements, intellectual contributions, and community impact. The addition of the BBA in Entrepreneurship will enhance the current business programs and will be evaluated during the next scheduled review in 2028.
3. Specify **SACSCOC** or other accreditation organization requirements. Mark all that apply.
- ☐ Substantive change requiring notification only
 - ☒ Substantive change requiring approval prior to implementation
 - ☐ Level Change
 - ☐ None
4. If this proposal is for a Master's or Doctoral program, provide a list below (name, institution, email address, summary of qualifications) for at least three external review candidates. Reviewers should be active or retired full-time faculty members from an accredited institution, have experience developing and/or administering a program like the proposed program, and should not have a direct affiliation with a Louisiana institution.

NA

5. Has the program been designed to align with any Board of Regents or other statewide initiatives? Check all that apply.
- ☐ MJ Foster Promise Program
 - ☐ Cyber-security Initiatives
 - ☐ Louisiana Transfer Pathways
 - ☐ Other: _____

B. The Master Plan and Institutional Role, Scope, and Mission

6. How does the program align with your institutional role, scope, and mission? If not, provide a compelling rationale for the institution to offer it.

Southern University and A&M College (SUBR) is dedicated to teaching, research, and public service, with a strong commitment to fostering community development in various areas like small business growth, neighborhood development, healthcare accessibility, and rural services. These initiatives are driven by SUBR's academic departments, such as the College of Business, the School of Nursing, the College of Agricultural, Human and Environmental Sciences, and the Agricultural Research and Extension Center. Introducing the BBA in Entrepreneurship by the College of Business directly aligns with SUBR's mission, emphasizing its dedication to equipping aspiring entrepreneurs and instilling an entrepreneurial spirit within underserved communities. The program is designed to prepare future entrepreneurs while increasing entrepreneurial awareness in the local area.

7. How does the program align with your institution's strategic plan and academic program portfolio?

The commitment to entrepreneurship at Southern University and A&M College is a key pillar of the institution's mission to engage with and serve the community. Our dedication to community outreach is evident through various initiatives aimed at fostering economic and social progress. Per the Southern University and A&M College Strategic Plan 2018-2025 - Goal IV, Southern is steadfast in its pursuit of providing outreach services that promote entrepreneurship education across campus and within the community.

Under **Strategic Goal IV - Commitment to Scholarly Research, Discovery, and Entrepreneurship**, Southern University and A&M College showcases its dedication to driving economic growth and supporting entrepreneurial endeavors. In this part of the Strategic Plan, the University underscores its commitment to advancing economic development and entrepreneurship through a series of targeted objectives.

Strategy IV.2.8 of the Strategic Plan is dedicated to creating and executing a comprehensive workforce and economic development plan, crucial for addressing the evolving needs of businesses, industries, and the community at various levels. This strategy involves conducting in-depth analyses of the current workforce demands within local, regional, and state sectors, followed by the development of tailored strategies to meet these needs. By aligning educational programs with industry-specific requirements, the university can play a vital role in preparing a highly skilled workforce that can make meaningful contributions to local, regional, and state economies.

The introduction of the BBA in Entrepreneurship initiative at Southern University and A&M College highlights the institution as a dynamic participant in economic development at the local, regional, and state levels. This comprehensive strategy enables the university to strategically allocate resources to prepare students with the crucial skills and knowledge required for success in a swiftly changing job market. By launching the BBA in Entrepreneurship at the College of Business within Southern University and A&M College, a coherent framework will be established to bolster the university's commitment to fostering talent, fostering innovation, and driving economic progress in the community, state, and the nation through entrepreneurship.

8. How does the program align with the priorities outlined in the Board of Regents' Master Plan for Higher Education? Provide brief descriptions for each. Additional details will be required later in the proposal.

- Accessibility (mode of delivery, alternate course scheduling)

The proposed BBA in Entrepreneurship Program will be offered during the day and in the evening to accommodate non-traditional students. The program will be delivered mainly face-to-face, but the College of Business is currently developing a proposal to offer all its undergraduate programs 100% online, and the proposed program will be one of them. Additionally, all the buildings on the Southern University, Baton Rouge campus comply with the Americans with Disabilities Act (ADA).

- Affordability (use of OER, transfer agreements, prior learning assessment, employer-funded)

The Southern University and A&M College, Baton Rouge (SUBR) tuition is more affordable as compared to other institutions in the state. Most of the students are also eligible for financial aid and other federal student support assistance. In addition, textbooks are available through the university Bookstore Follett Access at a reduced price. The SUBR faculty also use OER as well as Open Access materials, which they make accessible to students.

- Partnerships (with industry, community-based organizations, other institutions)

The SUBR College of Business is in the process of finalizing a partnership with the Southern University Foundation to promote entrepreneurship education. The goal of the partnership is to leverage the academic expertise of the College of Business and the fundraising capabilities of the Foundation to enhance the entrepreneurial ecosystem within the university and the community. According to the MOU, the SU Foundation will secure funds for scholarships and support programs to benefit students interested in entrepreneurship.

The College of Business will partner with the Louisiana Department of Economic Development, the Small Business Administration, and trade associations such as the Baton Rouge Chamber of Commerce and the World Trade Center of New Orleans.

In addition, the college had a grant project from the Minority Business Development Agency (MBDA) to promote an entrepreneurship degree program and establish an Entrepreneurship Institute.

- Work-based learning (paid or experiential internships, apprenticeships, etc.)

Through advisement, students in the proposed program will be encouraged to look for internship opportunities by attending on-campus networking events, career fairs, utilizing online platforms such as LinkedIn, internship.com, reaching out to startups online, and sharing their entrepreneurship-related projects. The Program Coordinator and faculty advisor will play key roles in securing off-campus experiential learning opportunities for the students of the proposed program.

- Other program attributes that contribute to closing the achievement gap with underserved populations include low-income, minority, and adult learners.

A BBA in Entrepreneurship can contribute to closing the achievement gap with the underserved populations in several ways:

- a. Providing education in entrepreneurship to predominantly minority students can empower them with the knowledge, skills, and resources needed to start and grow their businesses.
- b. Offer support and mentorship so that they can navigate the challenges of starting a business. By connecting students with experienced entrepreneurs, industry professionals, and mentors, the program can provide valuable guidance and advice to individuals who may not have access to these resources otherwise.
- c. Help students build connections with other entrepreneurs, investors, and business professionals. These networking opportunities can open doors to collaborations, partnerships, and funding opportunities that can help individuals overcome barriers and succeed in their entrepreneurial endeavors.

- d. It can also help create a supportive community for underserved populations, providing a space for individuals to connect, collaborate, and learn from one another. This sense of community can help individuals feel empowered and supported as they navigate the challenges of starting and growing their businesses.
- e. Many entrepreneurship degree programs are now focusing on social impact and sustainable business practices. By emphasizing the importance of making a positive difference in the community, these programs can inspire underserved populations to create businesses that address social and environmental issues, benefiting both the entrepreneurs and the communities they serve., support, resources, and opportunities for individuals to succeed in their entrepreneurial endeavors.

Overall, the proposed degree program in entrepreneurship can play a vital role in closing the gap with underserved populations by providing education, support, resources, and opportunities for individuals to succeed in their entrepreneurial endeavors.

C. Need

9. How does the program align with relevant local, regional, and/or state workforce strategies and future societal educational needs?

The BBA in Entrepreneurship program can align with local, regional, and state workforce strategies by promoting innovation, job creation, and economic growth. By equipping students with the knowledge and skills needed to start and sustain their own business ventures, the program contributes to developing a pool of talented entrepreneurs who can drive local and regional economic development.

Furthermore, with the increasing emphasis on entrepreneurship and innovation in various industries, the program can address future societal educational needs by preparing students for the evolving job market. By fostering entrepreneurial thinking, problem-solving skills, and adaptability, graduates of the program can contribute to addressing the changing needs of society and the workforce.

Collaborations with local businesses, government agencies, and industry partners can also help ensure that the program remains relevant and aligned with workforce demands, while providing students with valuable real-world experience and networking opportunities.

Overall, the entrepreneurship degree program can play a vital role in supporting workforce strategies, driving economic development, and meeting future educational needs in the local, regional, and state contexts.

10. Summarize faculty engagement with alumni, community representatives, employers, Regional Economic Development Organizations (REDO), or other external stakeholders, and explain how those conversations shaped the design and curriculum of this proposed degree.

Since the early 2000s, the College of Business at Southern University's Baton Rouge campus has been dedicated to enhancing entrepreneurship education in alignment with the university's mission of community outreach. With support from various Federal Agencies, the College has received grants aimed at expanding entrepreneurship education and training for small and disadvantaged businesses in northern and southeastern Louisiana parishes. These funds have facilitated the development of faculty training programs in entrepreneurship across the college. Notably, the faculty have participated in specialized training events such as the Symposium for Entrepreneurship Educators (SEE) organized by the esteemed Babson College in Massachusetts.

In addition, the college had utilized support funds from various sources for impactful faculty development initiatives. This includes faculty traveling overseas, engaging in Training of Trainers (TOT) programs, collaborating in joint research activities, establishing the Center for Entrepreneurship at Makerere University in Kampala, Uganda, and hosting 15 young entrepreneurs for a month-long visit to Southern University for dedicated entrepreneurship training. Similarly, the College faculty have reciprocated this exchange by visiting the University of Liberia in Monrovia and subsequently hosting 15 startup entrepreneurs for a similar training experience at Southern University.

Furthermore, the College faculty actively engage as instructors in business development and entrepreneurship workshops tailored for small and minority businesses. Collaboratively, the college advisory Council, the MBA Board of Advisors, and alumni interact during key annual events such as the strategic planning retreat, homecoming celebrations, and various speaker series programs.

As a result of these collaborative efforts and experiences, the proposed Bachelor of Business Administration (BBA) program in Entrepreneurship has been carefully crafted, incorporating the wealth of knowledge and insights gained by the college's faculty and inputs from stakeholders.

11. What is the program's service area (local, regional, state, national)? If outside of the institution's traditional service area, provide a rationale.

The Southern University and A&M College recruits students from across the nation, with a particular focus on the Southern United States region. However, given the sizable African American populations and Southern concentration of SU alumni in California, Chicago, Michigan, and Texas, Southern University is the preferred choice for many minority students, especially first-generation African American students.

12. Provide evidence of demand for the program in this service area (e.g. prospective student interest survey data, community needs, letters of support from community groups or employers).

The service areas highlighted in (11) are focal points where small businesses thrive in high numbers. The potential for small business startups is vast within the local, regional, and state areas beyond the institution's service zones. Concurrently, many current students manage their own businesses while pursuing their college education. A significant number of students, spanning across business and non-business majors, show keen interest in launching their ventures. Notably, a growing trend is observed among students aspiring to pioneer tech-based or disruptive business ventures instead of conventional small businesses. According to a survey* of more than 15,000 people seeking to start a new business, 66% stated that inflation, the need to boost income was their main motivators. The second-highest motivator was technology—45% believed that new tech makes it easier to start a new business. These trends collectively emphasize the escalating demand for the proposed BBA in Entrepreneurship.

*Centre for Economic Policy Research (CEPR)

13. What is the employment outlook for occupations related to the program?

You may find this information using the following information sources among others:

- EMSI's Program Overview Report (check with your Office of Academic Affairs for access)
- [Louisiana Workforce Commission](#)
- [US Department of Labor Projections Managing Partnership](#)
- [The NCES CIP to SOC crosswalk](#).

If data for the program's service area is not available, then use state- or national-level data and indicate below.

☐ Service Area Data ☐ State Data ☒ National Data

Related Occupation	LWC Star Rating	Current Employment [Enter Year]	Projected Employment [Enter Year]	# Change	% Change	Average Annual Openings	Average Salary
Managers, all other (Including Management of Companies and Enterprise) *		2023 1,282,500	2033 1,356,200	73,700	6%	1.2 M	\$170,000

*BLS

14. List other institutions within the service area that offer the same or similar programs and include the number of graduates from within the last year. This information is available through IPEDS, EMSI's Program Overview Report and BOR Searchable CRIN.

Institution	Program (degree and title)	No. Graduates in past year
Louisiana State University, Baton Rouge	B.S. in Entrepreneurship	20

15. Based on the data provided in questions 13 and 14, discuss how this program will help address a need or gap in the labor market or provide education to further the public good.

The proposed program at Southern University is poised to bridge the gap in the labor market and bolster the national economy by cultivating entrepreneurs with strong entrepreneurial skills and mindsets essential for business growth. With its distinctive student demographic, Southern University aims to effectively attract minority students to enroll in the upcoming BBA in Entrepreneurship Program. Promotion efforts will target the African American community and other groups to encourage entrepreneurship and business development initiatives.

16. What impact will the proposed program have on similar or related programs at your institution?

The introduction of the BBA in Entrepreneurship program at the SUBR College of Business is poised to have numerous positive impacts on the existing programs. By diversifying the range of available courses, students will gain specialized knowledge and skills within the field of entrepreneurship by enrolling in elective courses. This new program is likely to draw students who are specifically interested in launching their own businesses or engaging in entrepreneurial endeavors. Moreover, it will open up new networking opportunities for the entire college students by facilitating connections with guest speakers, mentors, and alumni engaged in the entrepreneurial ecosystem. Additionally, students currently enrolled in business and non-business minor programs may be enticed to transition into the BBA in Entrepreneurship program, thereby elevating their educational experience.

17. Using data from the US Department of Labor O*-Net and/or EMSI's Program Overview Report, identify at least three technical skills and three Knowledge, Skills, and Abilities (KSAs) as identified in O*-Net/EMSI associated with the related occupations.

Occupation	Occupation-specific skills & KSAs
Business Management General	Technical Skills: 1. Understanding key financial metrics, performing financial forecasting, and analyzing budgets are crucial technical skills for entrepreneurs to make informed business decisions. 2. Knowledge of digital marketing strategies, social media platforms, SEO techniques, and data analytics tools are essential for entrepreneurs to promote their businesses effectively in the digital space. 3. Competency in using business planning software like business modeling tools, project management software, and accounting software can help entrepreneurs in strategizing, organizing, and managing their ventures efficiently.
	Knowledge, Skills, and Abilities (KSAs): 1. Possessing the drive, initiative, creativity, and resilience to identify opportunities, take risks, and turn ideas into profitable business ventures. 2. Ability to think critically, analyze market trends, assess competitive landscapes, and develop long-term business strategies that align with the company's goals and objectives. 3. Strong verbal and written communication skills are essential for entrepreneurs to pitch ideas, negotiate partnerships, build relationships with stakeholders, and effectively convey their vision to employees and customers.

D. Curriculum

18. List at least three programmatic student learning outcomes (what students will know and be able to do). Describe how and when outcomes will be assessed.

The BBA in Entrepreneurship Program curriculum is designed based on the requirements of the LA Board of Regents, SACSCOC, and AACSB International. The learning outcomes include the following:

The potential learning outcomes of a BBA in Entrepreneurship program include the following:

1. Demonstrate a solid understanding of core business concepts, including finance, marketing, management, and operations, to effectively manage entrepreneurial ventures.
2. Demonstrate an entrepreneurial mindset that enables individuals to identify opportunities, take calculated risks, and innovate within the business environment.
3. Develop comprehensive business plans and strategies to launch and sustain successful entrepreneurial ventures.
4. Analyze marketing strategies, understand consumer behavior, and implement effective sales techniques to drive business growth.
5. Demonstrate skills to effectively manage financial resources, analyze financial statements, and make informed decisions related to funding, investment, and risk management
6. Demonstrate the ability to build professional networks, collaborate with peers and industry experts, and leverage relationships to support the growth of their entrepreneurial endeavors

19. The National Association of Colleges and Employers (NACE) provides the [list of career ready competencies](#) included in the table below. How do the student learning outcomes for the proposed program align with these career competencies? You may also list your institution's alternate career-based competencies if applicable.

Career Ready Competencies (NACE)	Student Learning Outcomes
Critical Thinking/Problem Solving	Students will demonstrate the ability to analyze complex business problems, identify opportunities, and develop innovative solutions through critical thinking and problem-solving skills.
Oral/Written Communications	Students will effectively communicate business concepts, ideas, and strategies through written reports, presentations, and interpersonal interactions to diverse stakeholders.
Teamwork/ Collaboration	Students will collaborate with team members to accomplish business goals, contribute effectively in team settings, and leverage diverse perspectives to enhance entrepreneurial projects.
Digital Technology	-Students will integrate digital technologies and tools into entrepreneurial activities, leveraging data analytics, social media, e-commerce platforms, and other digital resources to enhance business operations, marketing strategies, and customer engagement. - Students will demonstrate proficiency in utilizing digital platforms for business innovation, staying abreast of technological trends, and adapting to the evolving digital landscape to drive entrepreneurship forward.
Leadership	Students will demonstrate leadership skills by inspiring others, motivating team members, and guiding entrepreneurial initiatives towards successful outcomes.
Professionalism/ Work Ethic	Students will exhibit professional conduct, ethical behavior, and a strong work ethic in all entrepreneurial activities, displaying integrity, accountability, and a commitment to excellence.
Career Management	Students will develop career management skills, including self-assessment, goal setting, networking, and job search strategies, to pursue entrepreneurial opportunities and navigate the business landscape successfully.
Equity and Global/Intercultural Fluency	Students will develop intercultural communication skills to effectively engage with individuals from diverse cultural backgrounds, enabling them to navigate global markets and collaborate with international partners. - Students will gain insight into global business practices, cultural nuances, and international regulations, preparing them to operate successfully in a multicultural business environment and expand entrepreneurial ventures globally.
Other (list others)	

20. List the specific technical skills and KSAs identified in question 17 and show how they relate to the program's student learning outcomes. Insert additional rows as needed.

Technical Skills and KSAs	Student Learning Outcome (s)
Technical Skills and KSAs	
1. Understanding key financial metrics, performing financial forecasting, and analyzing budgets are crucial technical skills for entrepreneurs to make informed business decisions.	Students will demonstrate the ability to analyze complex business problems, identify opportunities, and develop innovative solutions through critical thinking and problem-solving skills.
2. Knowledge of digital marketing strategies, social media platforms, SEO techniques, and data analytics tools are essential for entrepreneurs to promote their businesses effectively in the digital space.	Students will integrate digital technologies and tools into entrepreneurial activities, leveraging data analytics, social media, e-commerce platforms, and other digital resources to enhance business operations, marketing strategies, and customer engagement. - Students will demonstrate proficiency in utilizing digital platforms for business innovation, staying abreast of technological trends, and adapting to the evolving digital landscape to drive entrepreneurship forward.
3. Competency in using business planning software like business modeling tools, project management software, and accounting software can help entrepreneurs in strategizing, organizing, and managing their ventures efficiently.	Students will develop career management skills, including self-assessment, goal setting, networking, and job search strategies, to pursue entrepreneurial opportunities and navigate the business landscape successfully.
KSAs	
1. Possessing the drive, initiative, creativity, and resilience to identify opportunities, take risks, and turn ideas into profitable business ventures.	Students will demonstrate leadership skills by inspiring others, motivating team members, and guiding entrepreneurial initiatives towards successful outcomes.
2. Ability to think critically, analyze market trends, assess competitive landscapes, and develop long-term business strategies that align with the company's goals and objectives.	Students will demonstrate the ability to think critically by analyzing market trends, assessing competitive landscapes, and developing long-term business strategies that align with the company's goals and objectives through strategic utilization of data, industry insights, and forecasting techniques.
3. Strong verbal and written communication skills are essential for entrepreneurs to pitch ideas, negotiate partnerships, build relationships with stakeholders, and effectively convey their vision to employees and customers.	Students will develop intercultural communication skills to effectively engage with individuals from diverse cultural backgrounds, enabling them to navigate global markets and collaborate with international partners. - Students will gain insight into global business practices, cultural nuances, and international regulations, preparing them to operate successfully in a multicultural business environment and expand entrepreneurial ventures globally.

21. The American Association of Colleges & Universities identifies a list of high impact educational teaching and learning practices (HIPs) listed below (see <https://www.aacu.org/trending-topics/high-impact>). Briefly describe how the program will utilize those HIPs that are applicable, including whether it is optional or required.

AACU HIPs	
First Year Experience	Fundamentals of Entrepreneurship course is integrated in the first year second term degree plan to introduce students to the key concepts and challenges of entrepreneurship.
Undergraduate Research	Case method teaching is infused into the curriculum to engage students in research projects that explore real-world entrepreneurial problems and opportunities.
Common Intellectual Experiences	
Diversity/Global Learning	The College of Business organize a study abroad program annually that is optional.
Learning Communities	Students in the program will be encouraged to study in groups and participate in case and business plan competitions as a team in the course ENTR 410 – Entrepreneurial Experience.
ePortfolios	ePortfolio will be an integral part of the Capstone Project course intended to help students document their capstone course intended to help students keep the entire process of the senior project from ideation to implementation This can serve as a comprehensive record of their entrepreneurial venture, including market research, financial projections, and outcomes achieved.
Writing Intensive Courses	The College of Business core requires that all students take at least one business communication and professional development course in the second semester of the second year.
Service-Learning, Community-based Learning	All students are required to participate in the University required Service-learning experiential learning in the community.
Collaborative Assignments & Projects	Most assignments and projects will be conducted in teams
Internships	Students in the program will be advised to participate in internship experience.
Capstone Courses and Projects	Students in the BBA in Entrepreneurship Program are required to take ENTR 480 – Entrepreneurial Experience and Firm Creation Senior/capstone Project

22. Attach a map of the curriculum by semester for a full-time student enrolled in at least 15 units per semester. This may be structured like a program of study in the general catalog or on a curriculum guide.
- Include course prefixes, numbers, titles, and credit hour requirements. Identify courses that meet general education requirements.
 - Include alternate tracks and requirements by concentration if applicable. Identify courses that are applicable to the alternative tracks.
 - List all major course requirements. Indicate the word "new" beside new courses.
 - Indicate work-based learning experiences (such as internships, clinicals, etc.) if applicable.
 - Provide a summary of how the curriculum meets the learning outcome goals described in questions 18-21.
(See attached the Degree Plan for the proposed BBA in Entrepreneurship)

23. Check all proposed program modes of delivery that apply:

☒ On campus (<50% online)
☒ Hybrid (51-99% online)
☒ 100% online

24. Describe how students will have the opportunity to receive credit for prior learning in the program's curriculum.
(see [Board of Regents Policy AA 2.23](#))

Based on the Board of Regents Prior Learning Assessment Policy (AA 2.23), the Louisiana Common Course Catalog, and the Statewide Course Articulation Matrix, students will receive credits for courses completed at other institutions as long as they adhere to the guidelines for transfer credits.

25. Describe how [Open Education Resources \(OER\)](#) have been incorporated into the program's instructional materials. Identify other measures the institution will take to ensure course material affordability.

Open Education Resources (OER) will be incorporated into the BBA in Entrepreneurship Program. To ensure affordability of textbooks, instructors will use Watermark, the Southern learning platform, to facilitate the accessibility of OER to students.

26. What, if any, special preparation will students need for admission to the program? This may include pre-requisite courses or degrees, program-specific selective admission criteria or eligibility, or work experience

We adhere to the university's undergraduate admission standards and those set by the College of Business for admission to the college's programs. Priority will be given to students who possess the required GPA and have already established their own businesses.

27. Identify the partners you are working with to create an educational and career pipeline for this program. Mark all that apply.

☐ High school CTAE	☒ Employers
☐ High school STEM	☒ Community organizations
☐ Career academies	☒ Professional associations
☒ 2-year college	☒ Other Programs at your Institution
☒ 4-year college/university	☒ Other Partner

List specific partners for each category checked above.

The College of Business is currently establishing a partnership with the Southern University System Foundation to advance entrepreneurship education across the SUBR campus and within the community. The College will oversee the academic aspect of entrepreneurship education, while the Foundation will contribute financial support to create an incubator, a mentoring unit for emerging entrepreneurs and startups, and to sponsor case and business plan competitions. Additionally, the College will collaborate with the Small Business Development Center at the SU campus, the Chamber of Commerce, the Louisiana Department of Economic Development, and Babson College, Boston, MA.

28. Describe how the education pipeline for the program will function. Include any stackable or transferable credentialing that is involved.

Prospective students must meet the university's undergraduate admission requirements and those specific to the College of Business, including GPA and other admission criteria. Once admitted, students will follow a structured curriculum that includes courses focused on entrepreneurship, business management, finance, marketing, and other related subjects. The program is designed to provide students with the knowledge and skills needed to succeed in the entrepreneurial landscape through a regular and structured advisement process.

The program will offer internships or hands-on learning opportunities where students can gain practical experience in real-world business settings. These experiences help students apply classroom learning to actual business scenarios. Students in the program will have access to a network of entrepreneurs, business professionals, and alumni who can provide guidance, mentorship, and potential opportunities for growth and development. Towards the end of the program, students may work on capstone projects where they apply their knowledge and skills to develop business plans, launch ventures, or solve real business challenges. Students will have access to the college's Makerspace Lab, which is in the process of being established. This hands-on experience can enhance students' entrepreneurial capabilities, help them develop prototypes of products and services, and prepare them for future endeavors.

Thus, the education pipeline for the BBA in Entrepreneurship program aims to equip students with a strong foundation in business and entrepreneurship, practical skills, and real-world experiences to help them succeed as future entrepreneurs and business leaders.

29. Describe how the institution will support graduates in meeting career goals such as securing employment, further education, and industry certification.

Students who graduate from the BBA in Entrepreneurship Program are presented with two clear career paths. Those who excel in developing innovative ideas and prototypes for products or services have the chance to embark on an entrepreneurial journey by establishing their startups. On the other hand, students who opt not to pursue their independent business ventures will benefit from comprehensive support in their job search from the College of Business and the university's Office of Career Services. The College of Business plays a pivotal role in facilitating students' access to various employment opportunities by fostering collaborations with corporate partners, alumni, and other essential stakeholders.

30. Describe how the success of program graduates will be tracked and assessed. Success may include employment, enrollment in another degree program, or certification/licensure passage.

The SUBR College of Business tracks the success of its graduates in different ways. We will follow the same strategies to track the success of our graduates from the BBA in Entrepreneurship Program. Some of the effective strategies that we plan to apply consist of the following:

- a. Conducting regular surveys with program graduates to gather feedback on their career progression, entrepreneurial ventures launched, current roles, and satisfaction with the program.
- b. Organizing networking events such as the Fall Annual Homecoming, the Spring College of Business Annual Strategic Planning Retreat, when the College reconnects with the alumni and shares their success stories. Usually, such events help get constructive input from the alumni community and facilitate ongoing communication.
- c. Monitor the career trajectories of program graduates on professional networking platforms like LinkedIn to understand their job placements, promotions, and entrepreneurial endeavors.
- d. Collaborating with corporate partners that employ program graduates to collect feedback on their performance, skills gained from the program, and impact on the organization.
- e. The College is partnering with the SU System Foundation on developing a structured business plan competition annual event specific to program graduates and current students in the program, and track the achievements of those participants in launching successful ventures or making significant contributions to the entrepreneurial ecosystem.
- f. Highlighting success stories of program graduates on the university website, social media platforms, and the College newsletter to showcase the impact of the program.
- g. Collaborating with the University Career Services to track the employment outcomes of program graduates and gather data on job placements, salaries, and industry trends.

E. Students

31. Describe the institution's process for determining prospective and current students' interest in the program. This may include enrollment in existing courses, minors, or concentrations, student surveys, and admissions inquiries.

There are multiple ways for determining prospective and current students' interest in the BBA in Entrepreneurship Program. These include the following:

- Conduct Surveys
- Organize an in-depth discussion within the College's Entrepreneurship Club.
- Track the traffic on the college's website using Google Analytics.
- Keep track of inquiries and applications coming in for the program.
- about the program.
- Work closely with the university admission team to gather feedback from prospective students.
- Organize information sessions, open houses, or virtual events to showcase the program to prospective students.

32. Provide current institutional and department/college overall retention and graduation rates.

The current institutional Retention rate is about 60.33% (2023-24), and the Graduation rate is about 32 %. The College Retention rate is close to 54.2 % (Fall 2023), and the Graduation rate at about 28%.

33. Provide an enrollment projection for the next four academic years.

	Year 1	Year 2	Year 3	Year 4
Academic Year (Summer, Fall, Spring)	2025-26	2026-27	2027-28	2028-29
Base enrollment*		10	18	31
Lost to Attrition (should be negative)	0	-2	-3	3
New to the institution	0	10	15	20
Shifted from existing programs within your institution	0	0	0	0
Total Enrollment	10	18	30	48
Graduates	0	0	0	10
Carry forward base enrollment for next year	0	0	0	0

*Total enrollment becomes the base enrollment for the following year

34. If projected retention and graduation rates are significantly different than those for the institution overall, please explain.

Several factors can impact the retention and graduation rates of the College of Business and contribute to them being lower than those of the overall university. Some of the key factors include:

- As AACSB AACSB-accredited business school, the College of Business has stringent or complex requirements compared to other programs within the university, which could potentially lead to higher dropout rates.
- The college's programs require a heavier course load or more challenging coursework, which can be a contributing factor to lower retention and graduation rates.
- Limited opportunities for internships and jobs may impact students' motivation to stay in the program and complete their degrees.
- Financial considerations, such as the cost of tuition, availability of scholarships, and opportunities for work-study within the college of business, can also impact a student's ability to stay enrolled and graduate.

- Specialized Support Services.
- Career-oriented Programs.

35. Discuss the marketing and recruitment plan for the program. Include how the program will be marketed to adult learners and underrepresented and special populations of students.

We have already designed a marketing and recruitment plan for attracting promising future entrepreneurs and business leaders to the new BBA in Entrepreneurship Program. Some of the strategies include the following:

- a. Identify and target audience will be minorities, especially first-generation students, and the underserved minorities in general, so that we can tailor our marketing efforts to reach the right prospective students.
- b. Create a compelling brand identity for the program that communicates its unique value propositions and benefits to prospective minority students.
- c. Leverage digital marketing channels such as social media, search engine optimization (SEO), and email marketing to reach and engage with potential students.
- d. Create engaging and informative content such as blog posts, videos, case studies, and webinars that showcase the benefits of the program and position it as a valuable opportunity for aspiring entrepreneurs.
- e. Partner with Industry Influencers: Collaborate with industry influencers, guest speakers, and alumni to promote the program and attract students who are inspired by successful entrepreneurs.
- f. Organize virtual or in-person events and workshops that provide insights into entrepreneurship, showcase student success stories, and allow prospective students to interact with faculty and current students.
- g. Consider offering scholarships such as the Gala on the Bluff to attract top talent and make the program more accessible to a diverse range of students.
- h. Build relationships with neighboring high schools, BRCC, and universities to promote the program to students who are interested in pursuing a career in entrepreneurship.
- i. Implement an alumni referral program that incentivizes former students to refer prospective students to the program, leveraging the power of word-of-mouth marketing.
- j. Monitor the effectiveness of our marketing efforts through analytics and feedback mechanisms and make adjustments as needed to optimize recruitment and enrollment outcomes.

F. RESOURCES

F1. Finance

36. Attach the completed Regents budget template

See the attached budget

37. How has student affordability been considered in the design of the program? Are there any additional financial costs that students will have to take on as part of this program? (e.g., special fees, software licenses, equipment, travel, etc.) If so, what strategies have you adopted to offset the cost burden?

The University will apply its affordability policy to the new BBA in Entrepreneurship Program, ensuring it is consistent with all other existing programs. There will be no additional fees for software licenses, equipment, travel, etc., differentiating it from the existing programs.
--

38. How will the institution cover increased indirect costs associated with the proposed program? Consider costs such as student advising, student support services, tutoring, career services, additional library materials, and replacing or upgrading technology or other infrastructure.

The College of Business typically secures funding through fundraising, alumni donors, and federal and private grant support to sustain its programs. Student advisement is usually overseen by the University College or Junior Division advisors until students transition to the College of Business, at which point they will receive guidance from faculty within the college. Technology support, including access to instructional labs, Makerspace, SAP Lab, and university labs, is provided to all students in the college, and this same level of support will extend to those enrolled in the new program. Additionally, the partnership between the College and the SU System Foundation will provide financial support. Further costs required for the proposed program, such as graduate assistantships, will be covered by the SU System Foundation based on the partnership agreement.

39. If existing funds are being reallocated, describe the impact on existing programs and the plan to mitigate these impacts.

As outlined in item 40 above, the College typically secures support funds from various sources, such as the Southern University System Foundation, without disrupting the current allocation of the College's programs. Additionally, the College is in the final stages of developing a proposal for the establishment of a Business Leadership and Entrepreneurship Development (BLESD) Institute. This Institute will feature an Advisory Board comprising distinguished minority entrepreneurs who will lend their valuable entrepreneurial expertise and extend financial backing to the proposed program.

F2. Instruction and Student Support

40. Faculty

- a. Describe the needs for new/additional faculty for the program, including program leadership. Identify any anticipated challenges in hiring adequate faculty for the program.

As indicated under item 1, over the past two decades, the College of Business has established a valuable partnership with Babson College in Boston, renowned for its excellence in entrepreneurship education. The majority of the college's faculty have engaged in Babson's faculty development programs, leading them to become distinguished Babson Fellows. The presence of expert entrepreneurship faculty spanning various business disciplines such as accounting, finance, marketing, and management guarantees an ample faculty pool equipped to oversee instruction within the proposed program.

- b. How will current faculty be redirected to this program from existing programs?

The majority of the current faculty at the college are actively instructing entrepreneurship courses in the existing Minor in Entrepreneurship programs. Consequently, by managing class timetables effectively, most faculty members will have the opportunity to teach the remaining upper-level entrepreneurship courses. As a result, there will be no immediate requirement to reassign faculty to the proposed program. Moving forward, additional faculty will be recruited as necessary and given training at Babson College. In the interim, we intend to enlist business professionals who meet the criteria set by accrediting agencies to serve as adjunct faculty for specific entrepreneurship classes.

- c. Attach your SACSCOC Faculty Roster for the proposed program. (Please indicate anticipated positions that will need to be filled in the future)

Faculty Name	Courses taught	Academic Degrees	Other Qualifications
Donald R. Andrews	Economics, Entrepreneurship	Ph.D. in Resource Economics	Babson Fellow
Brian Adams	Entrepreneurship	Ph.D., Business	Babson Fellow
Ghirmay Ghebreyesus	Economics	Ph.D., Economics	Babson Fellow
Kimberly Powell	Marketing	Ph.D., Marketing	
Benjamin Omonuk	Accounting	Accounting	
Graeme Coetzer	Entrepreneurship, Management	Management	
Vasanth Chigurupati	Finance, Entrepreneurship, Economics	Ph.D., Finance	Babson Fellow
Lutfu Sagbansua	Supply Chain Management	Ph.D. in Supply Chain Management	
Tesfalidet Tukue	Accounting, Entrepreneurship	Ph.D., Accounting	Babson Fellow
Ashagre A. Yigletu		Ph.D., International Economics	Babson Fellow

41. Describe additional staff needed for this program (e.g, advising, professional development, program administration, academic coaching, etc.).

The proposed program will require additional staff in the form of two graduate assistants, who will be assigned to support students in the Makerspace and SAP Labs within the BBA in Entrepreneurship program. One management faculty member will receive extra compensation for his leadership role in overseeing the program. Furthermore, advising and coaching responsibilities for students in the BBA in Entrepreneurship program will be managed by the entrepreneurship faculty as part of their ongoing college activities.

F3. Facilities

42. Where will the program be offered? Mark all that apply.

☒ Main Campus ☐ Satellite campus (specify campus here) ☐ Other (specify here) ☐ 100% Online

43. What types of facilities are needed for the program? Fill out the chart below as applicable. Add lines under "other" as needed.

Space	New Space	Use Existing Space (as is)	Use Existing Space (Renovated)	Sem/Yr. of Occupancy
Dry Labs (STEM related)			X	
Wet Labs (STEM related)				
Dedicated Offices			X	
Fine Arts Spaces				
Classrooms			X	
Meeting Rooms			X	
Student Study Space				
Shared Space with other campus units				
Other (Specify)			New Bus. School Coming	

44. Describe the needs and costs for new or renovated facilities required for the program. Capital Costs for Needed Facilities and Space. NA

Facility/Space Name	Gross Square Footage	Start Up Costs	Ongoing Costs	Est. Occupancy Date	Funding Source
New Construction					
Renovations and Infrastructure*					
Purchases: Land, Buildings etc.					
Lease space					
TOTAL Cost		\$0	\$0		

*Include the name of the building or location being impacted and what will need to be done.

Infrastructure includes new systems such as mechanical/electrical/plumbing, site utilities, parking/drainage, IT networks, resiliency infrastructure, etc.

45. Discuss the impact of construction or renovation on existing campus activities and how disruptions will be mitigated. Explain how existing programs benefit from new facilities and/or space(s) and changes to existing space.

NA

46. Will any existing programs be negatively impacted (e.g. lose classroom or office space) by proposed facility changes? If so, discuss how the impacts of these changes will be mitigated.

No.

47. Are there facility needs related to accreditation? Are there any accreditation standards or guidelines that will impact facilities/space needs now or in the future? If so, please describe the projected impact.

No.

F4. Technology and Equipment

48. Identify any major equipment or technology integral to program implementation and sustainability. List equipment or assets over \$5,000 (cumulative per asset) needed to start up and run the program.

The College of Business is now establishing a new Makerspace Lab, complementing the already established teaching labs and SAP Lab. Consequently, the existing labs will cater to the needs of faculty and students enrolled in the upcoming BBA in Entrepreneurship Program.

Technology and Equipment	Start-up Costs	On-going Costs	Est. Start Date of Operations/Use
NA			
Total Technology and Equipment Costs	0	NA	

G. RISKS AND ASSUMPTIONS

49. The table below lists any risks to the program's implementation over the next four years. For each risk, identify the impact (low, medium, high), probability of occurrence (low, medium, high), and the institution's mitigation strategy for each risk. Insert additional rows as needed. (e.g. Are faculty available for the cost and time frame).

Risk	Impact	Probability	Risk Mitigation Strategy
No risk anticipated.			

FIRST YEAR									
FIRST SEMESTER					SECOND SEMESTER				
Course	Course Title	Credit Hours	Semester Taken	Grade	Course	Course Title	Credit Hours	Semester Taken	Grade
SENL 101B	Freshman Composition	3			SENL 102B	Freshman Composition	3		
FRMN 120B	College Success	2			BIOL 105	General Biology Lecture II	3		
_____	Arts Elective	3			ENTR 200	Fundamentals of Entrepreneurship	3		
SMAT 121B	Pre-Calculus I: College Algebra	3			SPSY 201B	General Psychology	3		
HIST _____	History Elective (HUMN Requirement)	3			MATH 203	Calculus for Business & Social Sci.	3		
BIOL 104	General Biology Lecture I	3							
TOTAL		17			TOTAL		15		
SECOND YEAR									
FIRST SEMESTER					SECOND SEMESTER				
Course	Course Title	Credit Hours	Semester Taken	Grade	Course	Course Title	Credit Hours	Semester Taken	Grade
SENL _____	English Literature elective	3			BUSP 210	Bus. Communication & Prof. Dev.	3		
SPHY 102B	Physical Science	3			SACC 221B	Managerial Accounting Principles	3		
SACC 211B	Financial Accounting Principles	3			SECO222B	Principles of Economics II	3		
COMPS 291	Advanced Technique Using Spreadsheet	3			MGMT 300	Principles of Management	3		
SECON 221B	Principles of Economics I	3			ENTR 301	Entrepreneurial Marketing and Sales	3		
MKTG 300	Principles of Marketing	3							
TOTAL		18			TOTAL		15		
THIRD YEAR									
FIRST SEMESTER					SECOND SEMESTER				
Course Title	Course Number	Credit Hours	Semester Taken	Grade	Course	Course Title	Credit Hours	Semester Taken	Grade
ECON 275	Bus. and Economics Statistics - I	3			MGMT 306	Quantitative Analysis in Business	3		
MGMT 305	Management Information Systems	3			ENGL 362	Technical Writing	3		
FINC 330	Managerial Finance I	3			ENTR 310	Entrepreneurial Finance & Resources Acquisition	3		
ENTR 340	Money, Banking, and Financial Markets - cross-listed with ECON 340	3			ECON 375	Bus. and Economics Statistics – II	3		
MGMT 360	Legal Environment in Business	3			ENTR 400	Entrepreneurial Venture Capital Experience	3		
TOTAL		15			TOTAL		15		
FOURTH YEAR									
FIRST SEMESTER					SECOND SEMESTER				
Course	Course Title	Credit Hours	Semester Taken	Grade	Course	Course Title	Credit Hours	Semester Taken	Grade
					SVLR 400	Service Learning	3		
ENTR 410	Entrepreneurship Venture Advancement	3			MGMT 480	Management of International Business	3		
ENTR 420	Entrepreneurship in Tech Firm & Innov.	3			MGMT 490	Strategic Management	3		
ENTR 460	Entrepreneurial Lab Experience	3			ENTR 470	Franchising: Strategies & Operations	3		
ENTR 475	Management of Small Business	3			ENTR 480	Entrepreneurial Experience & Firm Creation (Senior Project)	3		
TOTAL		12					15		
TOTAL							122		

SUMMARY OF ESTIMATED ADDITIONAL COSTS/INCOME FOR PROPOSED PROGRAM

Institution: Southern University and A&M College

Date: 04/15/2025 _____

Degree Program, Unit: College of Business

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

EXPENDITURES								
INDICATE ACADEMIC YEAR:	FIRST		SECOND		THIRD		FOURTH	
	AMOUNT	FTE	Amount	FTE	AMOUNT	FTE	AMOUNT	FTE
Faculty	\$30,000**		\$30,000	11	\$30,000	1	\$30,000	1
Graduate Assistants	20,000	2	25,000	2	30,000	2	40,000	2
Support Personnel								
Fellowships and Scholarships								
SUB-TOTAL	\$50,000	2	\$55,000	2	\$60,000	3	\$70,000	4
	AMOUNT		AMOUNT		AMOUNT		AMOUNT	
Facilities	\$		\$		\$		\$	
Equipment								
Travel	5,000		5,000		5,000		5,000	
Supplies	5,000		5,000		5,000		5,000	
Other (specify)								
SUB-TOTAL	\$10,000		\$10,000		\$10,000		\$10,000	
TOTAL EXPENSES	\$60,000		\$65,000		\$70,000		\$80,000	
REVENUES								
Revenue Anticipated From:	AMOUNT		AMOUNT		AMOUNT		AMOUNT	
*State Appropriations	\$15,000		\$20,000		\$25,000		\$30,000	
*Federal Grants/Contracts								
*State Grants/Contracts								
*Private Grants/Contracts	50,000		50,000		50,000		50,000	
Expected Enrollment								
Tuition	49,730		89,514		149,190		238,704	
Fees	49,490		89,082		148,470		237,552	
*Other (specify)								
TOTAL REVENUES	\$164,220		\$248,596		\$372,660		\$556,256	

*Describe/explain expected sources of funds in the proposal text.

** Extra compensation for the BBA in Entrepreneurship Program Leader



Office of Academic Affairs

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

June 30, 2025

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

Re: Approval of the Bachelor of Interdisciplinary Studies (BIS) Flex Pathway

I am writing to respectfully request your approval of the proposed Bachelor of Interdisciplinary Studies (BIS) Flex Program, an innovative academic pathway under the existing BIS degree at Southern University and A&M College (SUBR). This new option is designed to provide greater flexibility for students who have accrued a substantial number of previously earned credit hours but have not yet completed a degree.

The BIS Flex Program supports a diverse student population, including students transferring from other institutions, students transferring from other programs within SUBR, and readmitted students returning to complete their degree. By offering a streamlined and student-centered pathway to degree completion, the BIS Flex Program helps these students maximize the value of their prior coursework and re-engage with higher education in a meaningful and efficient way.

Key features of the BIS Flex Program include flexible course selection across academic disciplines tailored to individual career goals, customized advising support to create efficient and achievable degree plans, recognition and application of previously earned credits (including a mix of lower- and upper-division courses), and online, on-campus, and hybrid delivery options that support the needs of students, including working adults and non-traditional learners. This program aligns with our institutional mission to expand access and meet the evolving needs of today's learners. It also supports statewide and national goals to increase degree attainment and workforce readiness.

The BIS Flex Program has been reviewed and endorsed through all appropriate academic and administrative channels, including the College of Humanities and Interdisciplinary Studies, the University Curriculum Committee, and the Office of Academic Affairs. I respectfully request your approval so that we may move this proposal forward for consideration by the Southern University Board of Supervisors. Thank you for your continued support of academic innovation and student success. Please let me know if you require additional information.

Sincerely,

A handwritten signature in blue ink that reads 'Luria Young'.

Luria Young, Ph.D.
Vice Chancellor for Academic Affairs

Approval:

Chancellor John K. Pierre

President Dennis J. Shields

Name: _____ ID: _____ Advisor: **Jennifer Robertson**

College of Humanities and Interdisciplinary Studies
Bachelor of Interdisciplinary Studies, Concentration Area: Individualized Pathway 2
Degree Check-Out

General Education Requirements	Grade	Hrs. Req.
English (Must Earn a grade of C or better)		
1.		3
2.		3
Mathematics		
1.		3
2.		3
Natural Sciences (Biology, Chemistry, Physics or Physical Science) (This block requires at least nine hours of natural sciences, as follows: six hours shall be earned in a single life or physical science; the remaining three hours must be earned in a natural science area other than that previously selected (both life and physical sciences must be taken to fulfill this requirement. The Louisiana Board of Regents identifies Life Science as Biology, Biochemistry, Botany, and Zoology and Physical Science as Chemistry, Geology, Physics, Astronomy, and Meteorology.)		
1.		3
2.		3
3.		3
Fine Arts		
1.		3
Humanities		
1.		3
2.		3
3.		3
Behavioral/Social Sciences		
1.		3
2.		3
Literature		
1.		3

Interdisciplinary Studies Degree Requirements for all Candidates(5hrs)		
Interdisciplinary Seminar (INDS 201)		3
FRMN 110/111; CRIN 205 or Other FRMN 120-HLSC 120		2
Pass Writing Proficiency Examination		0

Electives and/or Prerequisites: 100, 200, 300 Level Courses –28 hrs		
Course	Grade	≤28 Hrs. Req.
1.		
2.		
3.		
4.		
5.		
6.		
7.		
8.		

***** Total hrs. on Page 1: _____/75

Name: _____ ID: _____ Advisor: Jennifer Robertson

Flex Courses

Completed page must be equal to hours

- Must have grade of “C” or better in all courses.
- 45 hours must be 300-400 level with 15 in 400 level courses

300 Level Flex Courses (max of 30 credit hours)	Grade	Semester Taken	≤30 hrs.
1.			3
2.			3
3.			3
4.			3
5.			3
6.			3
7.			3
8.			3
9.			3
10.			3
		Total:	
400 Level Flex Courses (at least 9 credit hours)			≥9 hrs.
1.			3
2.			3
3.			3
4.			3
5.			3
6.			3
7.			3
8.			3
		Total:	
Interdisciplinary Studies Degree Requirements for all Candidates continued(6hrs)			
Service Learning SVLR 400			3
INDS 499			3

***** Total hours on Page 2: _____/51

Total of 120 Credit Hours

Student Signature

Date

Advisor Signature

Date

BOARD RESOLUTION

SOUTHERN UNIVERSITY SYSTEM BOARD OF SUPERVISORS

Resolution No. [Insert Number] – July 2025

Approval of Proposal Submission to the Thurgood Marshall College Fund (TMCF) Capacity Building Grant Program

WHEREAS, the Southern University and A&M College (SUBR), a constituent institution of the Southern University System, seeks to enhance its institutional capacity, student success outcomes, research competitiveness, and operational efficiency in alignment with its strategic plan and national HBCU priorities; and

WHEREAS, the Thurgood Marshall College Fund (TMCF), with support from the Lilly Endowment, has issued a call for proposals to support transformative initiatives that advance holistic student success, faculty development, research infrastructure, and operational excellence at Historically Black Colleges and Universities (HBCUs); and

WHEREAS, the Southern University and A&M College is developing a comprehensive institutional initiative, which strategically integrates applied artificial intelligence (AI) and Lean Six Sigma methodologies across academic, research, and administrative domains to drive scalable, sustainable transformation; and

WHEREAS, the AI Initiative is structured around three strategic pillars:

1. Student Success

Leverage applied AI and Lean Six Sigma to improve student outcomes by enhancing academic advising, personalizing learning pathways, optimizing course offerings, and enabling early intervention strategies. This pillar aims to increase retention, progression, and completion through data-informed, student-centered innovations.

2. Stewards of Place

Utilize AI-powered insights and process improvement tools to strengthen community engagement, workforce development, and public service. This includes partnering with local industries, K–12 systems, and civic organizations to ensure the university remains a transformative anchor institution responsive to regional needs.

3. Diversification of Revenue

Integrate AI and Lean Six Sigma to create new revenue-generating programs, improve operational efficiency, and support entrepreneurial research initiatives. This pillar supports the development of non-traditional academic offerings, micro-credentials, consulting services, and data-informed decision-making to sustain institutional growth.

WHEREAS, the Center will engage students as AI + Process Improvement Associates, creating meaningful workforce development opportunities while producing measurable improvements in institutional performance, research competitiveness, and student retention and success; and

WHEREAS, the TCMF Capacity Building Grant provides up to \$2,000,000 over a two-year period (November 2025–2027) for selected institutions to implement transformative initiatives with demonstrable impact and sustainability;

NOW, THEREFORE, BE IT RESOLVED that the **Southern University System Board of Supervisors** hereby:

1. **Approves the submission** of the proposal to the Thurgood Marshall College Fund Capacity Building Grant Program on behalf of Southern University and A&M College;
2. **Supports the implementation** of the programs and activities of the proposal as strategic institutional priorities; and
3. **Authorizes the Chancellor of Southern University and A&M College**, or a designee, to execute all documents and agreements necessary to complete the submission and administration of the grant, should the proposal be funded.

THUS, DONE AND ADOPTED this 18th day of July 2025, by the Southern University System Board of Supervisors.

Honorable Tony Clayton, Chair
Southern University System Board of Supervisors

BOARD RESOLUTION
SOUTHERN UNIVERSITY AND A&M COLLEGE SYSTEM BOARD OF SUPERVISORS
Resolution No. [Insert Number — July 2025
Approval of Proposal Submission to the Thurgood Marshall College Fund (TMCf) Capacity
Building Grant Program

WHEREAS, Southern University at New Orleans (SUNO), a constituent institution of the Southern University System, seeks to enhance its institutional capacity, student success outcomes, research competitiveness, and operational efficiency in alignment with its strategic plan and national HBCU priorities; and

WHEREAS, the Thurgood Marshall College Fund (TMCf), with support from the Lilly Endowment, has issued a call for proposals to support transformative initiatives that advance holistic student success, faculty development, research infrastructure, and operational excellence at Historically Black Colleges and Universities (HBCUs), and

WHEREAS, Southern University at New Orleans is developing a comprehensive institutional initiative, named Knight Vision: Forging Future-Ready Champions, that strengthen career guidance and experiential learning through a high-impact, equity-centered framework. This project builds on the Southern University System's three pillars—Student Success, Stewards of Place, and Diversification of Revenue—by embedding real-world learning into every student's academic journey.

WHEREAS, the Knight Vision: Forging Future-Ready Champions Initiative will equip students—especially first-generation, adult learners, and underrepresented populations—with skills, networks, and pathways for workforce success. Over two years, SUNO will: (1) implement software for experiential learning and career tracking; (2) host department-based mock interviews with partners like Ochsner; (3) expand service-learning placements; (4) create a Faculty Career Champions network; and (5) launch a centralized data dashboard for experiential learning outcomes.

WHEREAS, this initiative will leverage SUNO's existing Quality Enhancement Plan (QEP), "Communicating to Connect," will deepen experiential learning through internships, service learning, mock interviews, digital career portfolios, and interdisciplinary career-focused capstone projects. Our already-required service-learning program, administered through Knights with A Purpose, and the Center for Career & Professional Development ("SUNO's Suited for Success" Career Center) will be expanded using modern platforms, faculty development, and new partnerships;

NOW, THEREFORE, BE IT RESOLVED that the Southern University and A&M College System Board of Supervisors hereby:

1. Approves the submission of the proposal to the Thurgood Marshall College Fund Capacity Building Grant Program on behalf of Southern University at New Orleans;

2. Supports the implementation of the proposed programs and activities as strategic institutional priorities; and
3. Authorizes the Chancellor of Southern University at New Orleans, or a designee, to execute all documents and agreements necessary to complete the submission and administration of the grant, should the proposal be funded.

THUS, DONE AND ADOPTED this 18th day of July 2025, by the Southern University and A&M College System Board of Supervisors.

Honorable Tony Clayton, Chair
Southern University and A&M College System Board of Supervisors



Office of the Chancellor

**SOUTHERN UNIVERSITY AT NEW
ORLEANS**

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

June 11, 2025

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

Dear President Shields:

We are requesting your consideration and approval by the Southern University and A&M College Board of Supervisors to establish the Scholars in Transition Education Program (STEP) at Southern University at New Orleans (SUNO). This program will offer the Bachelor of Psychology degree 100% online, Fall 2025 to incarcerated scholars. This initiative represents a significant step forward in expanding educational opportunities to incarcerated individuals, equipping them with the knowledge and skills necessary for successful reintegration into society. Through the STEP, students will gain expertise in human behavior and development, helping them not only to transform their futures but also to contribute positively to society. This program will serve as a model for expanding access to higher education, breaking cycles of incarceration, and preparing individuals for meaningful career pathways. Attached is a copy of the executed Memorandum of Understanding with the Louisiana Department of Public Safety and Corrections, which sets forth the terms and understanding between both parties.

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

With kind regards,

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

Approval: _____

Dennis J. Shields
President
Southern University and A&M College System

MEMORANDUM OF UNDERSTANDING

BETWEEN

Southern University-New Orleans

AND

LOUISIANA DEPARTMENT OF PUBLIC SAFETY AND CORRECTIONS

The parties above enter into the following agreement and for the terms of which witness the following.

INTRODUCTION:

This Memorandum of Understanding (MOU) formally sets forth the terms and understanding between Southern University-New Orleans (SUNO) hereinafter referred to as "Institution" and the Louisiana Department of Public Safety and Corrections, hereinafter referred to as "DPS&C" to deliver education and training and (when possible) access Pell Grant Funds or other federal or state funding sources to support higher education services in Raymond Laborde Correctional Center (RLCC).

WHEREAS, the DPS&C desires to increase and enhance access by incarcerated individuals to higher education opportunities, including but not limited to credit-bearing career and technical education programs, technical degree programs, associate's, bachelor's, and master's degrees, along with necessary support services for success in higher education;

WHEREAS, DPS&C and the Institution recognize (i) the need to reduce recidivism rates through education and training coupled with the need for skilled professionals to fill occupational roles in the State of Louisiana and (ii) achievement of the organization's collective goals may be facilitated through a cooperative effort in seeking approval of the Institution by the Southern Association of Colleges and School Commission on Colleges (SACSCOC) and the United States Department of Education to deliver Prison Education Programs (PEP) and allow for accessing Pell Grant Funds to support and fund higher education services;

WHEREAS accredited institutions of higher education desire to provide degree and certification opportunities to incarcerated people. The Institution is qualified to deliver said services;

NOW, THEREFORE, the parties agree to the following:

SCOPE OF SERVICES:

OBLIGATIONS OF THE PARTIES:

A. Under this Agreement, the Institution agrees to:

- A. Deliver higher education programming through blended learning, with face-to-face, hybrid, and online instructional modalities at **Raymond Laborde Correctional Center**;
- B. Deliver the **Bachelor of Arts in Psychology by College Online Degree Program**
- C. Provide DPS&C with a curriculum listing and course rotation, which identifies all courses required for credential and/or degree attainment of prior to the start of programming;
- D. Provide at minimum, a part-time site director or qualified instructor(s) assigned to the correctional facility where programs and services are delivered to plan and implement any activities or services related to the approved college programs. The determination of the need for a site director or instructor will be determined depending on program modality. Such activities will include, but are not limited to, the following:
 - 1. communicate programming options to potential students;
 - 2. identify, complete financial aid applications, and enroll students in the approved program;
 - 3. provide the DPS&C with a signed Family Educational Rights and Privacy (FERPA) release for every student;
 - 4. ensure student is provided comparable (to participants that are not incarcerated "Best Interest") academic and career advising;
 - 5. provide participant with program description and official audit of courses required for degree program;
 - 6. provide participant and/or DPS&C with unofficial transcript following each semester;
 - 7. provide routine and as-needed documentation to the DPS&C staff and other applicable education personnel related to each student's academic progress;
 - 8. provide an annual report summarizing program performance and outcomes;
 - 9. coordinate any Institution events from enrollment to graduations;
 - 10. coordinate room scheduling with the DPS&C site contact prior to enrollment;
 - 11. monitor and assist instructors from the Institution in appropriate communication and interaction with the student population;
 - 12. allow the utilization of college peer tutors that meet the DPS&C Tutor Qualifications as outlined in Department Regulation PS-D-4;
 - 13. coordinate with DPS&C staff any additional needs related to approved programs;

14. coordinate and provide support with any contingency plans needing to be implemented; and
15. manage course call-outs, necessary escorting, and any additional security measures related to student attendance.

- E. The Institution is responsible for maintaining and sharing documentation of regional accreditation as well as approval from the US Department of Education (US DOE) to operate as a PEP if such approval is received, and if Pell funding is being utilized for said program.
- F. The Institution will use the required input indicators for all students engaging in any of the approved PEP:
1. Comparable experience, credentials, and turnover of faculty;
 2. Comparable transfer of credits;
 3. Comparable academic and career advising while incarcerated and in advance of reentry;
 4. Ability for students to continue their education at any location of the Institution post-release;

In this context, "Comparable" means that the same standards and content are met when compared to those participants that are not incarcerated.

- G. Provide services necessary to comply with the Americans with Disabilities Act of 1990, the Amendments Act of 2008 and Section 504 of the Rehabilitation Act of 1973 requirements related to college instruction.
- H. Provide a student handbook that has been approved by DPS&C.
- I. Provide DPS&C approved secure devices, computer labs, smartboards, etc. (if applicable to PEP) for all students. In the event the DPS&C is unable to provide a secure connection to the internet necessary for any functions of the education program, the Institution understands they will need to work with on-site facility Information Technology staff, Raymond Laborde Correctional Center administration, and security staff to provide a secure connection at the Institution's expense.
- J. Institution shall be responsible for technical equipment for the delivery of services, including laptops, monitors, keyboards, tablets, smart boards, white boards, or otherwise. All such items purchased by the Institution for the delivery of programs and services under this Agreement shall remain the property of the Institution upon termination of this Agreement, unless the removal causes damage to DPS&C property. Additionally, all items shall be pre-approved by the DPS&C facility(s) prior to delivery/installation in the facility(s).

- K. Institution is responsible for management and security of the Learning Management System (LMS), course creation, uploading courses, etc. Institution is responsible to create a management account for DPS&C use that allows for the DPS&C to review all courses/content, users, and settings. Institution should ensure that robust logging is being done within the LMS and be able to provide detailed logs on usage and related activities within the LMS by teachers and Students. Student to teacher messaging logs and vice versa should be kept for a period of 2 years and the Facility should be able to turn over the content of the messages to DPS&C at their request.
- L. Provide necessary materials and supplies for delivery of the programs and services listed herein. All items shall be pre-approved by the DPS&C facility(s) prior to delivery/installation in the facility(s).
- M. For each course offered, indicate criteria for selection, and communicate with DPS&C designated staff all activities of the designated site coordinator to recruit, screen, and select those students, in accordance with the requirements of any funder, including the criteria for federal aid under the U.S. Department of Education.
- N. For each course offered, advise, and get approval in advance from the correctional facility regarding course delivery format and any physical or virtual materials, equipment, supplies, or other items needed for the course.
- O. Comply with Louisiana statutes, regulations, policies, and procedures applicable to correctional facilities in the state of Louisiana.
- P. Work closely with the warden and his/her team at the facility to ensure strong communication to support robust programs and services.
- Q. Participate in regularly scheduled planning and collaboration meetings, statewide and locally, as required for quality programs and services; with a minimum of quarterly local and twice annual statewide meetings.
- R. Participate in criminal background checks and DPS&C required training for all non-DPS&C staff and volunteers who will work in the correctional facilities, as required by DPS&C and facility warden or designee.
- S. Require non-DPS&C staff and volunteers working in the correctional facilities to become familiar with and abide by all relevant DPS&C policies, which shall be provided to Institution staff during orientation and training.

- T. Require non-DPS&C staff and volunteers working in the correctional facilities to become familiar with and abide by the Prison Rape Elimination Act (PREA) Department Regulation OP-A-15, including participating in all required training and all investigations where non- DPS&C staff and volunteers may have relevant information, including if said staff is the subject of said investigation.
- U. Institution agrees to abide by all relevant policies, procedures, federal, state, and local laws, and regulations regarding non-discrimination, as to faculty, DPS&C staff, and incarcerated students.
- V. Maintain accreditation at the correctional facility; Abide by any regulations or guidance from the U.S. Department of Education to maintain status as an approved Prison Education Program Provider.
- W. Submit a written request to conduct any evaluations, surveys, etc., that may relate to program effectiveness, services, and operations. A copy of the requested evaluation, survey, etc. shall be submitted with the request to submit for approval.

B. Under this Agreement, DPS&C agrees to:

- Provide facility approved space for the use of office, classroom, and lab space if applicable, conducive to the programs and services to be delivered by the Institution.
- Collaborate and support the Institution with any required external evaluations, including but not limited to required on-site visits by accreditors or representatives from the Louisiana Board of Regents, Louisiana Department of Education, and associated entities.
- Provide a specific on-site point of contact to work with non-DPS&C staff members and volunteers.
- Collaborate with the Institution to address equipment and technology needs, supporting the acquisition, installation, implementation, and use of these items.
- Make every effort within the safety and security parameters, local facility Basic Jail Guidelines (BJG), and DPS&C Department Regulations to provide a secure network with Southern University-New Orleans to facilitate teaching and learning in spaces provided for education programming.
- Provide access to DPS&C systems related to students, both current and potential, including access to DPS&C reports as available.
- Convene meetings with non-DPS&C staff locally when deemed necessary, and annually, working with the Institution to set the agenda for said meetings.

- Collaborate with the Institution on the appropriate and secure use of technology, equipment, materials, and supplies needed for the delivery of the programs and services listed here.
- Provide background checks for non-DPS&C staff and volunteers who work in correctional facilities.
- DPS&C shall provide non-DPS&C staff participating in the higher education programming at the correctional facility with initial and on-going training, at no cost to Institution, including orientation, security, policies, and procedures, PREA and DPS&C Employee Handbook. All other training needed for the work to be performed shall be provided by the Institution; and shall be sufficient for the delivery of quality services. The parties may collaborate on delivering or securing additional training as the parties may identify as useful to the quality of the program, but DPS&C expressly does not agree to bear any cost for said training.
- DPS&C acknowledges that PEP sites must be taught out and closed by the Institution if the Institution is subject to adverse action by the Institution's accrediting agency.

**MONITORING PLAN/PERFORMANCE MEASURES: BEST INTEREST OF STUDENTS
METHODOLOGY:**

The final Pell Grant Regulations for PEPs can be accessed here:
<https://www.federalregister.gov/documents/2022/10/28/2022-23078/pell-grants-for-prisoned-education-programs-determining-the-amount-of-federal-education-assistance>.

The original 2020 statute designated the Federal Bureau of Prisons or the appropriate State department of corrections or other entity that is responsible for overseeing correctional facilities as the "oversight entity" responsible for determining that PEPs are operating in the "best interest of students."

The final regulations establish the items below as mandatory and optional best interest metrics. Every 2 (two) years during the length of the agreement, the DPS&C Education Director or designee will determine if the PEP is operating in the "best interest of students" by ensuring the institution of higher education is meeting all of the mandatory components as demonstrated by the documentation outlined below. The US Department of Education designated the optional metrics listed below as "optional" in response to public comments from practitioners and experts who indicated that institutions of higher education do not have robust means to track and report these outcomes for any students, let alone currently or formerly incarcerated students. Moreover, public comments indicated that it is potentially unfair to compare the rates of continuing education, job placement, earnings, and degree completion for incarcerated versus non-incarcerated students, as the latter do not face the same obstacles as the former. DPS&C is working with partner institutions

of higher education to determine how to track optional components and establish reasonable baselines of comparison to ascertain whether these components may possibly be included in future evaluations.

Mandatory:

1. *Experience, credentials, and turnover rate of instructors.* Each semester, PEPs must submit a roster of instructors who teach courses for a particular credential or degree program on campus along with a roster of instructors who teach these same courses in the prison. DPS&C officials (or their designees) will compare the extent to which instructors have the same experience, credentials, and turnover rates.
2. *Transferability of credits earned in a PEP.* In Louisiana, eleven community and technical colleges, four Louisiana State University System universities, three Southern University System universities, four Louisiana Association of Independent Colleges and Universities (LAICU) institutions, and nine other Louisiana colleges and universities adhere to the Louisiana Board of Regents [Course Articulation Matrix](#) and, therefore, fulfill requirements related to transferability of credits. DPS&C requires that any institutions of higher education who fall outside of this agreement must demonstrate adherence to a similarly robust articulation agreement.
3. *Incarcerated students' access to academic and career advising.* DPS&C's application requires colleges and universities to submit a proposed advising calendar specifying the frequency with which advisors and counselors will meet with students. Acceptable documentation that these meetings are taking place may include sign-in sheets as well as degree progress reports signed by advisors and students.
4. *Students' ability to transfer to any campus in the same modality.* Possible documentation of this commitment may include a signed statement from the college or university that enrollment services (or a comparable department) will create an individualized transition plan for each student, depending on their specific needs.

While it is not strictly considered a mandatory best interest of students determination metric, licensure restrictions are also a required consideration. Therefore, for programs that satisfy professional licensure or certification requirements, institutions of higher education must explicitly state formerly incarcerated people will not face licensure or employment restrictions in the job or career field in question.

Optional:

1. The percentage of students continue their education upon release.
2. Post-release job placement rate
3. Student earnings post-release
4. Recidivism rates among PEP students post-release
5. Incarcerated students' rates of degree completion
6. Other indicators pertinent to success as determined by the oversight entity

C. Under this agreement both parties agree to:

- Identify alternative solutions acceptable by both parties if certain materials, supplies, equipment, or technology is not an option for security reasons.
- Establish and maintain shared standards for effective, efficient, and transparent communication.
- Identify possible alternatives for program activities and courses should security issues at a correctional facility require a change on any given occasion, with the understanding that safety and security must be the driving factors in consideration of any alternative solutions.
- Accommodations: The Institution will review accommodation requests from students, staff will coordinate with DPS&C to determine how best to facilitate required accommodations. Both parties will provide accommodations with guidance from ADA departments with consideration of possible limitations given the setting.
- All parties will coordinate to provide access to library resources via such means as academic databases modified to meet corrections regulations, facility library, Institution resources, etc.

TERMS AND CONDITIONS

ACCREDITATION STANDARDS:

Participant Eligibility

Participation in the training program is open to individuals deemed eligible by DPS&C and the Institution. Program applicants must abide by all processes and procedures necessary to gain admission to the Institution.

Student Status

Student inmates in the opportunity must be fully admitted, matriculated students of the Institution. They must abide by all policies and procedures established by the College and are afforded equal services provided by the College to those of traditional college students. These services include, but are not limited to library and learning resources, academic advising, financial aid assistance, registration, and career services.

Instruction and Transferability

Instruction for the training program will be provided by qualified faculty who meet the College's credentialing requirements. Faculty providing instruction for this training program are accountable for all responsibilities and enjoy all rights and privileges assigned to their appointed positions. According to their discipline, they report to applicable program directors, department chairs, and deans as outlined on the College's organizational chart. Specific faculty instructing in this training program will serve the College as full-time or adjunct faculty members.

Due to early release or other factors, if a student inmate hasn't completed the program of study while incarcerated, upon re-entry, the student may enroll at any Louisiana Community and Technical College System (LCTCS) college that offers a similar program. DPS&C will provide transferability information and guidelines to re-entering individuals if the program of study is not completed while incarcerated.

Accreditation and Approvals

The College maintains required accreditation by the Southern Association of College and Schools Commission on Colleges (SACSCOC) and the necessary federal, state, and local agency approvals. If the college is subject to any adverse actions, DPS&C will be notified in writing and kept abreast of any action plans to remedy any adverse actions. The responsibility to maintain accreditation and approvals is shared between the College and DPS&C. DPS&C is financially responsible for any site specific accreditation costs incurred.

Curriculum

The College will establish the curriculum for all courses this credentialing program offers. Course content and rigor will be established via the approved College course syllabus, which includes learning objectives (general- and program-related), specific outcomes, required assessment(s), and other specifications.

Assessment and Quality Assurance

The college has an established assessment process to monitor the quality of its program offerings. In collaboration with DPS&C, courses will be monitored using the college's assessment process to ensure program standards are substantially similar to programs delivered across the College.

Student Advising

The responsibility for initial and ongoing advising of students in this training program will be shared between the College and DPS&C. A primary point of contact for student advising and related tasks will be identified for both the College and DPS&C.

Scheduling, Registration, and Withdrawal

Courses will be scheduled by mutual agreement of the Institution and DPS&C in advance of the registration period for each term. Student registration will be accomplished following established College procedures and will follow the College's schedule for registration. Registered student inmates are subject to all Institution policies and procedures related to add/drop and withdrawal and the College's refund policy.

Grading

Grading for courses offered in this training program must comply with established the Institution's grading procedures and submission deadlines. Upon course completion, issued grades and the appropriate number of college credits earned will be recorded on student transcripts. Course grades will be shared between DPS&C personnel and the College Registrar's Office to facilitate transcription as necessary. Student inmates or assigned proxies (correction facility liaison) in the program will have electronic access to course grades and unofficial transcripts via the College's LMS portal system. Official transcripts may be requested by following the procedure established by the Registrar's Office.

Instructional Site and Equipment

Courses offered as part of this training program will be held at a SACSCOC-approved site operated and maintained by DPS&C. DPS&C will provide Institution-approved classroom space for didactic purposes.

Recruitment

DPS&C is responsible for recruiting students for this education and training opportunity. The College and DPS&C will collaborate to develop recruitment and informational materials for dissemination.

All materials, recruitment displays, etc., will identify the training partnership between the Institution and DPS&C, including the denotation of accrediting body information.

Reporting Requirements of a PEP

As prescribed in federal regulation 34 CFR 668.239, the Institution must report to the U.S. Department of Education's PEP division the transfer or release dates of confined or incarcerated individuals they obtain from corrections facilities or oversight entities.. Therefore, DPS&C agrees to release such data to the Institution to comply with 34 CFR 668.239.

Use of Trademarks and Trade Names

No right, title, license, or interest in or to any of the trademarks, trade names, slogans, labels, trade dress, designs, or other indicators of source owned or used by either the Institution or DPS&C nor the goodwill connected thereto is conveyed under this MOU. Both parties understand and agree that for all purposes, all trademarks, service marks, trade names, logos or identifying slogans and promotional material, whether or not registered, belonging to one party shall not be used by the other party except in connection with promoting the program pursuant to this MOU.

DURATION:

This MOU shall become effective upon signature by both parties and will remain in effect until terminated by either party.

MODIFICATIONS:

Any alterations, variations, modifications, or waiver of provision of this MOU shall be valid only when reduced to writing, duly signed by authorized officials. Any amendment to this MOU shall not be valid until it has been executed by the authorized officials from the above mentioned parties.

TERMINATION:

All parties agree to give at least thirty (30) days written notice to the other if it becomes necessary to terminate the MOU. The MOU can be immediately terminated by any party mentioned above, if it is determined by authorized officials of this MOU that any provision of this MOU cannot be fulfilled because of legal or regulatory reasons. In any event the terms and conditions precedent in this MOU will not extend past the aforementioned duration.

DPS&C reserves the right to cancel this Agreement at any time, with the required 30-days' notice, if DPS&C is at any time dissatisfied with the Institution's performance.

DPS&C and the Institution will follow the guidance put forth by the Southern Association of Colleges and Schools Commission on Colleges (SACSCOC) regarding the Teach-Out arrangements in the best interest of the students receiving services at termination of said services.

[SubstantiveChange.pdf \(sacscoc.org\)](#)

Any termination shall be made by email to the points of contact below.

- In the event non-DPS&C staff and volunteers are determined by DPS&C to pose a threat to safety or security in the correctional facility, DPS&C shall have the right, at its sole discretion, to immediately prohibit Institution staff, contractors and/or volunteers individual(s) from entering the facility and DPS&C will notify the Institution in writing.
 - a. When DPS&C notifies the Institution by email that the agreement is terminated, the Institution shall cease work, including any subcontracts; take all necessary steps to limit disbursements and minimize costs; and provide a written statement to DPS&C of the status of all work underway at the time of the termination.
 - b. In the event of termination, the Institution shall deliver to DPS&C all work products and documents which have been prepared by the Institution in the course of providing services under this Agreement. Such materials shall become and remain the property of DPS&C, to be used in such manner and for such purpose as DPS&C may choose.
 - c. Institution agrees to waive any right to claim and shall make no claim for compensation against DPS&C by reason of termination.

Points of contact for this Agreement are:

- d. DPS&C:
Kelsey Osman, Education Director (Performance Monitor)

- i. Kelsey.Osman@la.gov
 - ii. 225-342-0579
- e. Southern University at New Orleans:
 - Dr. James H. Ammons, Jr., Chancellor of Southern University at New Orleans
 - i. Jammons@suno.edu
 - ii. 504-286-5319
 - iii. Southern University at New Orleans, 6400 Press Drive

INDEMNIFICATION AND HOLD HARMLESS:

Institution agrees to protect, defend, indemnify, save and hold harmless the State of Louisiana, all State Departments, Agencies, Boards and Commissions, its officers, agents, servants and employees, including volunteers, from and against any and all claims, demands, expense 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 Institution, its agents, servants and employees and any and all costs, expense and/or attorney fees incurred by the Institution as a result of any claim, demands, and/or causes of action except for those claims, demands and/or causes of action arising out of the negligence of the Department, its agents, representatives and/or employees. Institution agrees to investigate, handle, respond to, provide defense for and defend any such claims, demands or suit at its sole expense and agrees to bear all other costs and expenses related thereto, even if it (claim, etc.) is groundless, false or fraudulent.

In the event of a dispute between the parties, the parties shall use their best efforts to resolve that dispute in an informal fashion through consultation and communication, or other forms of non-binding alternative dispute resolution mutually acceptable to the parties.

Other provisions that apply to this agreement are,

- It is expressly agreed by the parties that none of the rights, duties, and obligations herein shall be binding on either party if any would be contrary to any law or regulation, federal or state.
- The Institution shall be employed as an independent contractor of DPS&C.

The nature of the programs and services rendered under this Agreement are of such a personal nature that DPS&C is the sole judge of the adequacy of such programs and services.

- DPS&C enters into this Agreement in reliance upon the Institution's representations that it has the necessary expertise and experience to perform its obligations hereunder, and the Institution warrants that it does possess the necessary expertise and experience to provide quality PEPs to DPS&C's incarcerated individuals.
- The Institution assures that relevant accreditation and program approval for general transferability of higher education credit is current and in good standing.

- The Institution shall provide programs and services and DPS&C shall not hire, supervise, or pay any assistants to DPS&C in its performance under this Agreement.
- Institution may subcontract work under this agreement, after getting prior written approval from DPS&C. Any subcontractor costs shall be the responsibility of the Institution. The Institution shall require any subcontractor and its staff to abide by all the terms of this agreement. The Institution shall provide DPS&C with a list of all subcontractors, with contact information, tax identification number, and the dollar amount of each subcontract.
- The Institution agrees that DPS&C is not responsible for any costs or expenses of any kind under this agreement.
- Each party agrees to be liable for the acts or omissions of its respective officers, employees and agents acting in the scope and course of their employment in connection with this agreement. Each party will be responsible for its own costs associated with defending claims.
- This agreement shall be governed, construed, and interpreted in accordance with the laws of the State of Louisiana, and only Louisiana courts shall have jurisdiction over any action or proceeding concerning said Agreement.
- The Institution shall not assign any of its rights nor delegate any of its duties under this agreement without prior written consent of DPS&C. Any assignment or delegation not consented to will be deemed void.

WARDEN OR DESIGNEE POLICY:

- While on the facility grounds, the non-DPS&C staff and volunteers will strictly adhere to all federal, state and local laws and facility directives.
- Any person may be barred from the facility or removed if it is in the best interest of the DPS&C.
- If requested to do so by the Warden or designee, the non-DPS&C staff or volunteer must leave the facility grounds immediately.

PREA AND MALFEASANCE:

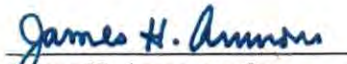
In accordance with Department Regulation No. C-01-022 "Sexual Assault and Sexual Misconduct", the non-DPS&C staff and volunteers agree to report allegations of sexual misconduct, respond to investigation inquiries and participate in training as directed by the Department of Public Safety and Corrections (DPS&C). Included in this regulation are the SEXUAL ASSAULT AND SEXUAL MISCONDUCT WITH INMATES Acknowledgement Form and the Louisiana Criminal Code: La. R.S. 14:134 Malfeasance in Office Form, both to be signed by the Contractor and made a part of this

agreement. Should the regulation be modified or amended, the Contractor will be notified and shall comply with the regulation as modified or amended.

EXECUTION:

For the faithful performance of the terms of this MOU, the authorized officials in the aforementioned capacities, affix his or her signatures and agree to be bound by the provisions present in this MOU agreement.

Southern University-New Orleans


James H. Ammons, Jr.
Chancellor of SUNO

1/7/2025

Date


Witness:

1/17/2025

Witness:

Louisiana Department of Public Safety and Corrections


Thomas C. Bickham, III
Undersecretary

Date

1.14.25


Witness:


Witness:



Office of the Chancellor

SOUTHERN UNIVERSITY AT NEW ORLEANS

6400 SUNO Knights Drive

New Orleans, LA 70126

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

www.suno.edu

June 11, 2025

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

Re: **Retention, Tenure, and Promotion (RTP) Recommendations**

Dear President Shields:

Please find attached Southern University at New Orleans' recommendations regarding the 2024-2025 Retention, Tenure, and Promotion (RTP) exercises for appropriate action.

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

With kind regards,

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

APPROVAL: _____

Dennis J. Shields
President
Southern University and A&M College System

SOUTHERN UNIVERSITY AT NEW ORLEANS
RECOMMENDATIONS FOR FACULTY TENURE & PROMOTION IN RANK

*Effective Date: Fall Semester of 2025 Campus: Southern University at New Orleans

*Provided all approvals are secured prior to this date.

Name of Faculty Member	Department	Present Rank	Next Rank	Years of Experience at SUNO as Full-time Faculty Member	Number of Years in Present Rank	Is Automatic Tenure Granted if This Promotion is Approved? (Yes or No)	Current Tenure Status	Number and Percent of Tenured Faculty in the Department (excluding applicant)
Kevin Brown	Social Work	Associate Professor	Professor	3	3	Yes	Probationary (tenure track)	7/70%
Derrick Freeman	Social Work	Associate Professor	Professor	10	3	No	Tenured	7/70%
Torin Sanders	Social Work	Associate Professor	Professor	14	5	No	Tenured	7/70%

Bree E. Cook

Bree E. Cook, Psy.D., Vice Chancellor of Academic Affairs

Rebecca Chaisson, Ph.D., LCSW

Rebecca Chaisson, Ph.D., Dean for the School of Social Work



Office of the Chancellor

SOUTHERN UNIVERSITY AT NEW ORLEANS

6400 Press Drive New Orleans, LA 70126

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

www.suno.edu

June 11, 2025

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

Subject: **Summary of SUNO Faculty Promotion and Tenure Process – July Board Submission**

Dear President Shields:

In response to your request and in support of the faculty recommendations being submitted for review by the Southern University System Board of Supervisors at its July 2025 meeting, I am pleased to provide a summary of the faculty promotion and tenure processes as followed at Southern University at New Orleans (SUNO).

The candidates being presented—Dr. Derrick Freeman, Dr. Kevin Brown, and Dr. Torin Sanders—have each successfully completed the required evaluation and review processes for promotion and/or tenure in accordance with the SUNO Faculty Handbook and institutional academic policy.

Please see attached the “Summary of Faculty Promotion and Tenure Processes” document that outlines SUNO’s practices. These processes are conducted with academic rigor and fairness, ensuring that all candidates meet institutional standards and align with the mission and values of the Southern University System. All three candidates being submitted have demonstrated distinguished records and have earned the support of their respective programs and the University’s academic leadership.

Please do not hesitate to contact me if additional documentation or clarification is required.

With kind regards,

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

Southern University at New Orleans (SUNO)
Summary of Faculty Promotion and Tenure Processes

Action	Rank	Eligibility Timeline
Retention	Probationary Faculty	Annual evaluation, years 1–5
Tenure	Assistant Professor	After 5 years (Apply in Year 6)
Tenure	Associate Professor	After 3 years (Apply in Year 4)
Tenure	Full Professor	After 2 years (Apply in Year 3)
Promotion	Assistant → Associate	Minimum 5 years in rank
Promotion	Associate → Full	Minimum 4 years in rank

Date	Action
Oct 15	Faculty submit dossier to Department RTP Committee
Oct 31	2nd-Year Retention recommendations due to Dean
Nov 7	2nd-Year decisions forwarded to VCAA
Nov 15	School/College RTP Committee completes reviews & submits to Dean
Dec 8	Dean finalizes evaluation & notifies candidates
Jan 30	VCAA forwards recommendations to Chancellor
Feb 25	Chancellor submits final packages to SU System President
April 1	Final notifications issued (tenure/promotion denial if applicable)

PROMOTION PROCESS

Eligibility:

- A minimum of five years in rank is required before applying for promotion.
- Candidates must demonstrate excellence in teaching, research/scholarship, and service.

Required Dossier Documentation for Promotion Application:

- Updated curriculum vitae
- Copies of teaching evaluations
- Evidence of scholarly work and service
- Letters of recommendation

Process Overview:

1. Submission to Department Chair (by candidate)
2. Department Review Committee evaluates the dossier
3. Chairperson's Evaluation
4. Dean's Review and recommendation
5. University Promotion Committee Review
6. Vice Chancellor for Academic Affairs review
7. Chancellor's Approval
8. Board of Supervisors makes final decision

TENURE PROCESS

Eligibility:

- Typically begins after five years of full-time probationary service at SUNO. *See Provisions of Tenure.
- Tenure is granted based on demonstrated excellence in teaching, scholarly achievement, and service.

Required Dossier Documentation for Tenure Application:

1. Curriculum Vitae (CV)
2. Annual Faculty Evaluations
3. Peer and Student Evaluations of Teaching
4. Scholarly and Creative Works
5. Service Contributions
6. Department Chair and Dean Recommendations
7. Statement of Teaching Philosophy and Professional Goals (Recommended)
8. Supporting Evidence of Awards, Grants, or Special Recognition
9. Signed Application or Letter of Intent to be Considered for Tenure

Process Overview:

1. Application Submission to Department Chair
2. Departmental Tenure Review Committee evaluates candidate
3. Department Chair's Recommendation
4. Dean's Review
5. University Tenure and Promotion Committee
6. Vice Chancellor for Academic Affairs review
7. Chancellor Review
8. Final Decision by Board of Supervisors

PROVISIONS OF TENURE

- Administrators shall not earn tenure except in their capacity as members of the faculty.
- Faculty members at the rank of instructor shall be on annual appointment and shall not be eligible for tenure. While ineligible for tenure, years served may count toward tenure once the individual has achieved a probationary appointment at the rank of assistant professor.
- Assistant professors, or the equivalent, shall be eligible for tenure after serving the established probationary period.
- Faculty members promoted to the rank of associate professor, professor, or equivalent shall be awarded indeterminate tenure and shall be formally notified in writing within thirty (30) days of Board action.
- Faculty members initially employed at the rank of associate professor or equivalent shall serve a probationary period of three years.
- Faculty members initially employed at the rank of professor or equivalent shall serve a probationary period of two years.
- Faculty members appointed to the rank of professor or associate professor while being paid from a grant or contract for services may not be granted indeterminate tenure, but may be granted limited tenure, not exceeding the duration of the grant or contract.
- For the purpose of the probationary period, credit may be given for prior service within the Southern University System. Credit may be given for prior service at other institutions at the discretion of the Board. A probationary faculty member must serve at least two years in the tenure track position to be eligible to apply for tenure, when service credit is granted.

TABLE 1**TABLE FOR PROMOTION IN RANK**

Excerpted from Table Step increases and Promotion in Rank

Criteria	Instructor to Assistant Professor	Assistant Professor to Associate Professor	Associate Professor to Professor
I. Teaching	16	16	16
II. Research	14	18	25
III. Professional Training and Experience	6	8	12
IV. Professional Activities	7	10	12
V. University Service	3	6	10
VI. Advisement	5	5	5
*TOTALS	72	83	94
*Not the Column sum			



SOUTHERN UNIVERSITY LAW CENTER

2 ROOSEVELT STEPTOE DRIVE

POST OFFICE BOX 9294

BATON ROUGE, LOUISIANA 70813

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

September 19, 2023

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

RE: Requesting credit for prior service at other institutions for Carlo Pedrioli,
Full Professor

Dear President Shields:

Carlo Pedrioli, a Full Professor, is respectfully requesting that the Southern University Board of Supervisors exercise its discretion and grant him credit for prior service at other institutions. Prior to his employment at the Southern University Law Center, he served 1-year as a temporary faculty member at the University of Idaho College of Law (2021-2022), 4-years as a Senior Lecturer in Public Law at the Liverpool Hope University School of Law (2017-2021), 2-years as a visiting scholar at the American Bar Foundation (2015-2017), and 6-years as an Associate Professor at Barry University School of Law (2013-2015), and Assistant Professor (2009-2013).

Based upon my understanding of the bylaws of the Southern University Board of Supervisors, the board has the discretion to grant one year of credit for every two years of service at another institution. After reviewing his CV, Pedroli could be granted three years of service. Professor Pedrioli has been a productive instructor and scholar. It is my recommendation to the Board of Supervisors that they exercise their discretion and grant three years of credit to Pedrioli for his service at other institutions at its October 20, 2023, board meeting. The supporting documentation for this request is attached.

If you have any questions, please feel free to contact me.

Sincerely,

John K. Pierre, Esq.

Chancellor and Vanue B. Lacour Endowed Law Professor



SOUTHERN UNIVERSITY LAW CENTER

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

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

April 14, 2025

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

Dear President Shields,

Associate Professor Shandrea Williams submitted an application to SULC's Faculty, Appointment, Retention, Promotion, and Tenure (FARPT) Committee. The committee reviewed the application and conducted appropriate meetings to determine if promotion and tenure should be granted. After review and deliberation, the FARPT committee recommended that Associate Professor Shandrea Williams be promoted to professor with tenure, resulting in a 6% pay adjustment. Associate Professor Williams' resume is attached for review.

I respectfully request the Board's approval of this recommendation and that this matter be included on the agenda for the May 8, 2025, board meeting.

If you have any questions, please feel free to contact me.

Sincerely,



Alvin R. Washington, Esq.
Chancellor



SOUTHERN UNIVERSITY LAW CENTER

2 ROOSEVELT STEPTOE DRIVE

POST OFFICE BOX 9294

BATON ROUGE, LOUISIANA 70813

OFFICE OF THE CHANCELLOR

(225) 771-2552

FAX (225) 771-2474

April 14, 2025

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

Dear President Shields,

Associate Vice Chancellor Cynthia Reed submitted an application to SULC's Faculty, Appointment, Retention, Promotion, and Tenure (FARPT) committee. The committee reviewed the application and conducted appropriate meetings to determine if promotion and tenure should be granted. After review and deliberation, the FARPT committee recommended that Cynthia Reed, Associate Vice Chancellor/Associate Professor, be promoted to professor with tenure, resulting in a 6% pay adjustment. Associate Vice Chancellor Reed's resume is attached for review.

I respectfully request the Board's approval of this recommendation and that this matter be included on the agenda for the May 8, 2025, board meeting.

If you have any questions, please feel free to contact me.

Sincerely,

Alvin R. Washington, Esq.
Chancellor



Office of Academic Affairs

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

June 30, 2025

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

Re: Recommendations for Tenure and Promotion AY2024–2025

Dear Chancellor Pierre:

I am pleased to submit for your review and approval the list of faculty members recommended for tenure and/or promotion for the 2024–2025 academic year. These recommendations follow a transparent, rigorous, and multi-tiered review process that included evaluations at the department, college, and university levels.

The candidates have demonstrated sustained excellence in teaching, scholarly productivity, service, and mentoring, and have successfully met or exceeded the criteria outlined in the Southern University and A&M College Faculty Handbook. Their applications were thoroughly reviewed by the University Tenure and Promotion Committee, which applied consistent standards and engaged in thoughtful deliberation to ensure fairness and integrity in the process.

Enclosed are the summary tables outlining the faculty members recommended for tenure and/or promotion. These individuals represent the highest standards of academic and professional achievement and are now submitted for final approval by the Southern University Board of Supervisors. Please do not hesitate to contact me should you require any additional information.

Sincerely,

A handwritten signature in blue ink that reads 'Luria Young'.

Luria Young, Ph.D.
Vice Chancellor for Academic Affairs

Approval:

Chancellor John K. Pierre

President Dennis J. Shields

SOUTHERN UNIVERSITY AND A&M COLLEGE
RECOMMENDATION FOR FACULTY TENURE AND RECOMMENDATION FOR FACULTY
PROMOTION IN RANK

Effective Date: Fall 2025

Campus: Southern University Baton Rouge

Provided all approvals are secured prior to this date

Name of Faculty Member	Department	Promotion from Present	Next Rank	Years of Experience at SU as Full -time Faculty Member	Number of Years at Present Rank	Is Automatic Tenure Granted if this Promotion is Approved	Number and % of Tenured Faculty in Department (including Chair if Tenured)	Temporary Track (non-probationary) Probationary (tenure track)
Dr. Susan Flowers	Department of Rehabilitation, Disability Studies & Counseling	Assistant Professor	Associate Professor	6	6	Yes	1/20%	Probationary
Dr. Weihua Wang	Department of Biology and <u>Chemistry</u>	Assistant Professor	Associate Professor	7	7	Yes	3/43%	Probationary
Dr. Vanessa Greenslade	Department of Public Administration and Public Policy	Assistant Professor	Associate Professor	5	5	Yes	1/25%	Probationary
Dr. Augustine Adu-Frimpong	Department of Public Administration and Public Policy	Assistant Professor	Associate Professor	5	5	Yes	1/25%	Probationary
Dr. Abiodun Raufu	Department of Criminal Justice	Assistant Professor	Associate Professor	5	5	Yes	3/43%	Probationary
Dr. Feng Gao	Department of Math and <u>Physics</u>	Assistant Professor	Associate Professor	5	5	Yes	4/80%	Probationary

Name of Faculty Member	Department	Promotion from Present	Next Rank	Years of Experience at SU as Full -time Faculty Member	Number of Years at Present Rank	Is Automatic Tenure Granted if this Promotion is Approved	Number and % of Tenured Faculty in Department (including Chair if Tenured)	Temporary Track (non-probationary) Probationary (tenure track)
Dr. Jung-Im Seo	Department of Human Sciences	Associate Professor	Full Professor	9	5	Already Tenured	3/60%	N/A
Dr. Juliette Raymond	Department of Sociology	Associate Professor	Full Professor	5	5	Yes	4/80%	Tenure Track
Dr. Jean Baptiste Koffi Dodor	Department of Accounting, Economics & Finance	Associate Professor	Full Professor	13	6	Already Tenured	7/90%	N/A
Dr. Luftu Sagbansua	Department of Management & Marketing	Associate Professor	Full Professor	4	4	Yes	4/67%	Tenure Track
Dr. Dongkeun Lee	Department of Civil/ Environmental Engineering	Associate Professor	Associate Professor (tenure only)	4	4	Yes	5/83%	Tenure Track



Office of the Chancellor

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

June 11, 2025

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

Re: Presentation on eHBCU: Educate, Empower, Elevate, Everyone

Dear President Shields,

I respectfully request that Dr. Yolander Smith, Interim Director of SU Online/eLearning, be allowed to make a brief presentation on eHBCU at the July 18, 2025 board meeting for the Southern University Board of Supervisors. If you have any questions, please feel free to contact me.

Yours sincerely,

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



eHBCU: EDUCATE, EMPOWER, ELEVATE, EVERYONE

More Than Online Learning—A Movement

eHBCU is a one-of-a-kind consortium of HBCUs dedicated to breaking down barriers. Rooted in community and united by purpose, **we're bringing the HBCU experience beyond campus—elevating scholarship, culture, and connection in a digital space built for you.**

Concept: eHBCU is a one-stop shop for accessing online degree and non-degree programs at HBCUs. eHBCU will market academic programs, source potential applicants, process applications, and funnel students to individual schools to be enrolled. The goal is to increase enrollment in online programs across partner universities.

Website: www.ehbcu.edu

Inaugural Partner Universities:



Mission Statement

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

FACILITIES AND PROPERTY

(Following Academic Affairs Committee)

July 18, 2025

AGENDA

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

Members

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

Southern University System Active Capital Improvement Project Tracking

Capital Outlay Funded Projects

Legend

Planning and Design

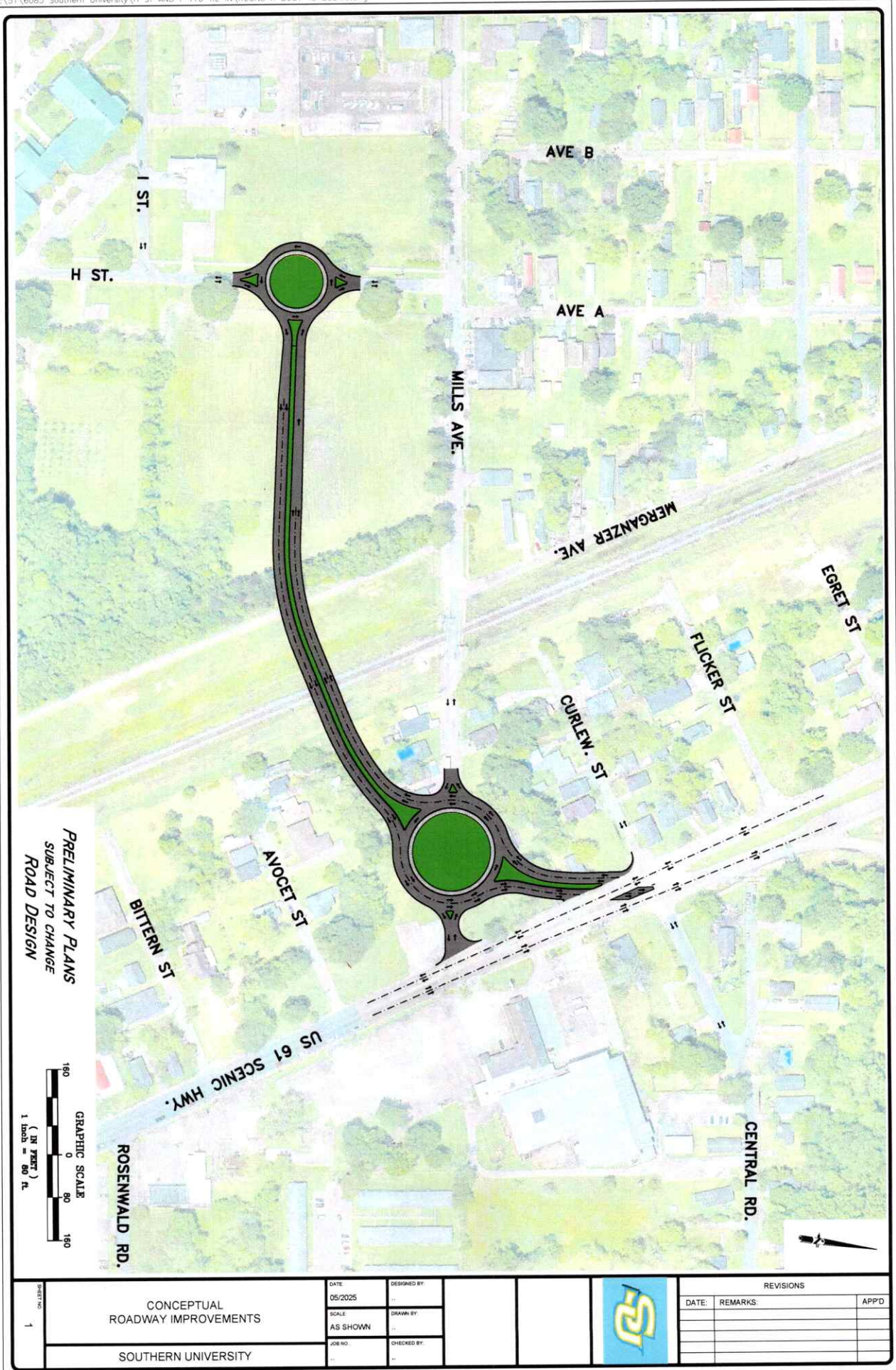
Bidding and Contracting

Construction

Project Title	FY2023-24				FY2024-25				FY2025-26				FY2026-27				FY2027-28			
	1Q	2Q	3Q	4Q	1Q	2Q	3Q	4Q	1Q	2Q	3Q	4Q	1Q	2Q	3Q	4Q	1Q	2Q	3Q	4Q
Ravine, Bluff and Riverbank Stabilization																				
New STEM Science Complex																				
School of Business/Professional Accountancy																				
JK Haynes Hall (School of Nursing) Renovation and Addition																				
Stewart Hall - Wall Mount HVAC Units, 1st, 2nd, and 3rd floors																				
New Southern University Laboratory Complex																				
University Cafeteria																				
ADA Compliant Restrooms and Public Accommodations in the Cafeteria, University Center, Health & Physical Campus Exterior Lighting Upgrades																				
Gym Complex																				
Louis Collier Hall Science Building Renovation																				
New Workforce Training Center																				
Renovations and Additions to Existing Law Library																				
Disaster Relief Mega Shelter																				

Self-Funded Projects

[illegible]



SHEET NO.
1

CONCEPTUAL
ROADWAY IMPROVEMENTS

SOUTHERN UNIVERSITY

DATE
05/2025

SCALE
AS SHOWN

JOB NO.
--

DESIGNED BY
--

DRAWN BY
--

CHECKED BY
--



REVISIONS		
DATE	REMARKS	APP'D

Mission Statement

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

FINANCE COMMITTEE **(Following Facilities and Property Committee)**

July 18, 2025

AGENDA

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

Members

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

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

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

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

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

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

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

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

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

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

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

1. What is the source of funding (if other than General Fund (Direct))? Specifically identify any grant or public law and the purposes of the funds, if applicable. A copy of any grant application and the notice of approved grant or appropriation must accompany the BA-7. What are the expenditure restrictions of the funds?
The source of funding is FY25 supplemental appropriations based on HB460 for direct, statutory dedications, and fees & self-generated funds. The direct funds will support operating services, upgrades, equipment, and program enhancements. The Baton Rouge Campus had an increase in self-generated funds as a result of increased enrollment. The Law Center and New Orleans Campus had a reduction in self-generated fees. The Baton Rouge Campus has an increase in statutory dedication funds.

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

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

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

4. Explain why this request can't be postponed for consideration in the agency's budget request for next fiscal year.
The funds are generated in this fiscal year and will be spent in this fiscal year.

5. Is this an after the fact BA-7, e.g.; have expenditures been made toward the program this BA-7 is for? If yes, explain per PPM No.52.
This is not an after the fact BA-7.

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

PERFORMANCE IMPACT OF MID-YEAR BUDGET ADJUSTMENT

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

The funds will be used to support current activities and essential operations required at Southern University campuses. The Southern University System is committed to providing a high-quality education to a diverse group of students from underrepresented racial, ethnic, and socio-economic backgrounds.

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

OBJECTIVE:

LEVEL	PERFORMANCE INDICATOR NAME	PERFORMANCE STANDARD		
		CURRENT FY 2024-2025	ADJUSTMENT (+) OR (-)	REVISED FY 2024-2025

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

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

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

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

The BA-7 will not have any performance impact.

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

The BA-7 will not have any performance impact.

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

PROGRAM LEVEL REQUEST FOR MID-YEAR BUDGET ADJUSTMENT

PROGRAM 1 NAME: Southern University - Board of Supervisors

MEANS OF FINANCING:	CURRENT FY 2024-2025	REQUESTED ADJUSTMENT	REVISED FY 2024-2025	ADJUSTMENT OUTYEAR PROJECTIONS			
				FY 2025-2026	FY 2026-2027	FY 2027-2028	FY 2028-2029
GENERAL FUND BY:							
Direct	\$4,163,212	\$0	\$4,163,212	\$0	\$0	\$0	\$0
Interagency Transfers	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Fees & Self-Generated *	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Statutory Dedications **	\$0	\$0	\$0	\$0	\$0	\$0	\$0
FEDERAL FUNDS	\$0	\$0	\$0	\$0	\$0	\$0	\$0
TOTAL MOF	\$4,163,212	\$0	\$4,163,212	\$0	\$0	\$0	\$0
EXPENDITURES:							
Salaries	\$1,866,962	\$0	\$1,866,962	\$0	\$0	\$0	\$0
Other Compensation	\$64,500	\$0	\$64,500	\$0	\$0	\$0	\$0
Related Benefits	\$672,749	\$0	\$672,749	\$0	\$0	\$0	\$0
Travel	\$260,000	\$0	\$260,000	\$0	\$0	\$0	\$0
Operating Services	\$281,000	\$0	\$281,000	\$0	\$0	\$0	\$0
Supplies	\$111,000	\$0	\$111,000	\$0	\$0	\$0	\$0
Professional Services	\$97,000	\$0	\$97,000	\$0	\$0	\$0	\$0
Other Charges	\$711,876	\$0	\$711,876	\$0	\$0	\$0	\$0
Debt Services	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Interagency Transfers	\$35,625	\$0	\$35,625	\$0	\$0	\$0	\$0
Acquisitions	\$62,500	\$0	\$62,500	\$0	\$0	\$0	\$0
Major Repairs	\$0	\$0	\$0	\$0	\$0	\$0	\$0
UNALLOTTED	\$0	\$0	\$0	\$0	\$0	\$0	\$0
TOTAL EXPENDITURES	\$4,163,212	\$0	\$4,163,212	\$0	\$0	\$0	\$0
POSITIONS							
Classified	0	0	0	0	0	0	0
Unclassified	0	0	0	0	0	0	0
TOTAL T.O. POSITIONS	0	0	0	0	0	0	0
Other Charges Positions	0	0	0	0	0	0	0
Non-TO FTE Positions	0	0	0	0	0	0	0
TOTAL POSITIONS	0	0	0	0	0	0	0
*Dedicated Fund Accounts:							
Reg. Fees & Self-generated	\$0	\$0	\$0	\$0	\$0	\$0	\$0
[Select Fund Account]	\$0	\$0	\$0	\$0	\$0	\$0	\$0
[Select Fund Account]	\$0	\$0	\$0	\$0	\$0	\$0	\$0
**Statutory Dedications:							
[Select Statutory Dedication]	\$0	\$0	\$0	\$0	\$0	\$0	\$0
[Select Statutory Dedication]	\$0	\$0	\$0	\$0	\$0	\$0	\$0
[Select Statutory Dedication]	\$0	\$0	\$0	\$0	\$0	\$0	\$0
[Select Statutory Dedication]	\$0	\$0	\$0	\$0	\$0	\$0	\$0
[Select Statutory Dedication]	\$0	\$0	\$0	\$0	\$0	\$0	\$0
[Select Statutory Dedication]	\$0	\$0	\$0	\$0	\$0	\$0	\$0
[Select Statutory Dedication]	\$0	\$0	\$0	\$0	\$0	\$0	\$0

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

PROGRAM LEVEL REQUEST FOR MID-YEAR BUDGET ADJUSTMENT

PROGRAM 1 NAME: Southern University - Board of Supervisors

MEANS OF FINANCING:	State General Fund	Interagency Transfers	Fees & Self-Generated Revenues	Statutory Dedications	Federal Funds	TOTAL
AMOUNT	\$0	\$0	\$0	\$0	\$0	\$0
EXPENDITURES:						
Salaries	\$0	\$0	\$0	\$0	\$0	\$0
Other Compensation	\$0	\$0	\$0	\$0	\$0	\$0
Related Benefits	\$0	\$0	\$0	\$0	\$0	\$0
Travel	\$0	\$0	\$0	\$0	\$0	\$0
Operating Services	\$0	\$0	\$0	\$0	\$0	\$0
Supplies	\$0	\$0	\$0	\$0	\$0	\$0
Professional Services	\$0	\$0	\$0	\$0	\$0	\$0
Other Charges	\$0	\$0	\$0	\$0	\$0	\$0
Debt Services	\$0	\$0	\$0	\$0	\$0	\$0
Interagency Transfers	\$0	\$0	\$0	\$0	\$0	\$0
Acquisitions	\$0	\$0	\$0	\$0	\$0	\$0
Major Repairs	\$0	\$0	\$0	\$0	\$0	\$0
UNALLOTTED	\$0	\$0	\$0	\$0	\$0	\$0
TOTAL EXPENDITURES	\$0	\$0	\$0	\$0	\$0	\$0
OVER / (UNDER)	\$0	\$0	\$0	\$0	\$0	\$0
POSITIONS						
Classified	0	0	0	0	0	0
Unclassified	0	0	0	0	0	0
TOTAL T.O. POSITIONS	0	0	0	0	0	0
Other Charges Positions	0	0	0	0	0	0
Non-TO FTE Positions	0	0	0	0	0	0
TOTAL POSITIONS	0	0	0	0	0	0

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

PROGRAM LEVEL REQUEST FOR MID-YEAR BUDGET ADJUSTMENT

PROGRAM 2 NAME: Southern University - Baton Rouge Campus

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

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

PROGRAM LEVEL REQUEST FOR MID-YEAR BUDGET ADJUSTMENT

PROGRAM 2 NAME: Southern University - Baton Rouge Campus

MEANS OF FINANCING:	State General Fund	Interagency Transfers	Fees & Self-Generated Revenues	Statutory Dedications	Federal Funds	TOTAL
AMOUNT	\$6,150,000	\$0	\$1,000,000	\$156	\$0	\$7,150,156
EXPENDITURES:						
Salaries	\$0	\$0	\$0	\$0	\$0	\$0
Other Compensation	\$0	\$0	\$0	\$0	\$0	\$0
Related Benefits	\$0	\$0	\$0	\$0	\$0	\$0
Travel	\$0	\$0	\$0	\$0	\$0	\$0
Operating Services	\$0	\$0	\$0	\$156	\$0	\$156
Supplies	\$0	\$0	\$0	\$0	\$0	\$0
Professional Services	\$0	\$0	\$0	\$0	\$0	\$0
Other Charges	\$6,150,000	\$0	\$1,000,000	\$0	\$0	\$7,150,000
Debt Services	\$0	\$0	\$0	\$0	\$0	\$0
Interagency Transfers	\$0	\$0	\$0	\$0	\$0	\$0
Acquisitions	\$0	\$0	\$0	\$0	\$0	\$0
Major Repairs	\$0	\$0	\$0	\$0	\$0	\$0
UNALLOTTED	\$0	\$0	\$0	\$0	\$0	\$0
TOTAL EXPENDITURES	\$6,150,000	\$0	\$1,000,000	\$156	\$0	\$7,150,156
OVER / (UNDER)	\$0	\$0	\$0	\$0	\$0	\$0
POSITIONS						
Classified	0	0	0	0	0	0
Unclassified	0	0	0	0	0	0
TOTAL T.O. POSITIONS	0	0	0	0	0	0
Other Charges Positions	0	0	0	0	0	0
Non-TO FTE Positions	0	0	0	0	0	0
TOTAL POSITIONS	0	0	0	0	0	0

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

PROGRAM LEVEL REQUEST FOR MID-YEAR BUDGET ADJUSTMENT

PROGRAM 3 NAME: Southern University - Law Center

MEANS OF FINANCING:	CURRENT FY 2024-2025	REQUESTED ADJUSTMENT	REVISED FY 2024-2025	ADJUSTMENT OUTYEAR PROJECTIONS			
				FY 2025-2026	FY 2026-2027	FY 2027-2028	FY 2028-2029
GENERAL FUND BY:							
Direct	\$8,762,093	\$0	\$8,762,093	\$0	\$0	\$0	\$0
Interagency Transfers	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Fees & Self-Generated *	\$20,417,867	(\$1,740,023)	\$18,677,844	\$0	\$0	\$0	\$0
Statutory Dedications **	\$196,051	\$0	\$196,051	\$0	\$0	\$0	\$0
FEDERAL FUNDS	\$0	\$0	\$0	\$0	\$0	\$0	\$0
TOTAL MOF	\$29,376,011	(\$1,740,023)	\$27,635,988	\$0	\$0	\$0	\$0
EXPENDITURES:							
Salaries	\$13,847,907	\$0	\$13,847,907	\$0	\$0	\$0	\$0
Other Compensation	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Related Benefits	\$5,190,893	\$0	\$5,190,893	\$0	\$0	\$0	\$0
Travel	\$605,000	\$0	\$605,000	\$0	\$0	\$0	\$0
Operating Services	\$3,557,235	(\$1,740,023)	\$1,817,212	\$0	\$0	\$0	\$0
Supplies	\$325,000	\$0	\$325,000	\$0	\$0	\$0	\$0
Professional Services	\$750,000	\$0	\$750,000	\$0	\$0	\$0	\$0
Other Charges	\$3,401,585	\$0	\$3,401,585	\$0	\$0	\$0	\$0
Debt Services	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Interagency Transfers	\$375,554	\$0	\$375,554	\$0	\$0	\$0	\$0
Acquisitions	\$1,022,837	\$0	\$1,022,837	\$0	\$0	\$0	\$0
Major Repairs	\$300,000	\$0	\$300,000	\$0	\$0	\$0	\$0
UNALLOTTED	\$0	\$0	\$0	\$0	\$0	\$0	\$0
TOTAL EXPENDITURES	\$29,376,011	(\$1,740,023)	\$27,635,988	\$0	\$0	\$0	\$0
POSITIONS							
Classified	0	0	0	0	0	0	0
Unclassified	0	0	0	0	0	0	0
TOTAL T.O. POSITIONS	0	0	0	0	0	0	0
Other Charges Positions	0	0	0	0	0	0	0
Non-TO FTE Positions	0	0	0	0	0	0	0
TOTAL POSITIONS	0	0	0	0	0	0	0
*Dedicated Fund Accounts:							
Reg. Fees & Self-generated	\$20,417,867	\$0	\$20,417,867	\$0	\$0	\$0	\$0
[Select Fund Account]	\$0	\$0	\$0	\$0	\$0	\$0	\$0
[Select Fund Account]	\$0	\$0	\$0	\$0	\$0	\$0	\$0
**Statutory Dedications:							
Support Education in Louisiana First Fund (G10)	\$196,051	\$0	\$196,051	\$0	\$0	\$0	\$0
[Select Statutory Dedication]	\$0	\$0	\$0	\$0	\$0	\$0	\$0
[Select Statutory Dedication]	\$0	\$0	\$0	\$0	\$0	\$0	\$0
[Select Statutory Dedication]	\$0	\$0	\$0	\$0	\$0	\$0	\$0
[Select Statutory Dedication]	\$0	\$0	\$0	\$0	\$0	\$0	\$0
[Select Statutory Dedication]	\$0	\$0	\$0	\$0	\$0	\$0	\$0
[Select Statutory Dedication]	\$0	\$0	\$0	\$0	\$0	\$0	\$0
[Select Statutory Dedication]	\$0	\$0	\$0	\$0	\$0	\$0	\$0

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

PROGRAM LEVEL REQUEST FOR MID-YEAR BUDGET ADJUSTMENT

PROGRAM 3 NAME: Southern University - Law Center

MEANS OF FINANCING:	State General Fund	Interagency Transfers	Fees & Self-Generated Revenues	Statutory Dedications	Federal Funds	TOTAL
AMOUNT	\$0	\$0	(\$1,740,023)	\$0	\$0	(\$1,740,023)
EXPENDITURES:						
Salaries	\$0	\$0	\$0	\$0	\$0	\$0
Other Compensation	\$0	\$0	\$0	\$0	\$0	\$0
Related Benefits	\$0	\$0	\$0	\$0	\$0	\$0
Travel	\$0	\$0	\$0	\$0	\$0	\$0
Operating Services	\$0	\$0	(\$1,740,023)	\$0	\$0	(\$1,740,023)
Supplies	\$0	\$0	\$0	\$0	\$0	\$0
Professional Services	\$0	\$0	\$0	\$0	\$0	\$0
Other Charges	\$0	\$0	\$0	\$0	\$0	\$0
Debt Services	\$0	\$0	\$0	\$0	\$0	\$0
Interagency Transfers	\$0	\$0	\$0	\$0	\$0	\$0
Acquisitions	\$0	\$0	\$0	\$0	\$0	\$0
Major Repairs	\$0	\$0	\$0	\$0	\$0	\$0
UNALLOTTED	\$0	\$0	\$0	\$0	\$0	\$0
TOTAL EXPENDITURES	\$0	\$0	(\$1,740,023)	\$0	\$0	(\$1,740,023)
OVER / (UNDER)	\$0	\$0	\$0	\$0	\$0	\$0
POSITIONS						
Classified	0	0	0	0	0	0
Unclassified	0	0	0	0	0	0
TOTAL T.O. POSITIONS	0	0	0	0	0	0
Other Charges Positions	0	0	0	0	0	0
Non-TO FTE Positions	0	0	0	0	0	0
TOTAL POSITIONS	0	0	0	0	0	0

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

PROGRAM LEVEL REQUEST FOR MID-YEAR BUDGET ADJUSTMENT

PROGRAM 4 NAME: Southern University - New Orleans Campus

MEANS OF FINANCING:	CURRENT FY 2024-2025	REQUESTED ADJUSTMENT	REVISED FY 2024-2025	ADJUSTMENT OUTYEAR PROJECTIONS			
				FY 2025-2026	FY 2026-2027	FY 2027-2028	FY 2028-2029
GENERAL FUND BY:							
Direct	\$8,170,946	\$1,000,000	\$9,170,946	\$0	\$0	\$0	\$0
Interagency Transfers	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Fees & Self-Generated *	\$13,585,417	(\$2,248,575)	\$11,336,842	\$0	\$0	\$0	\$0
Statutory Dedications **	\$3,563,311	\$0	\$3,563,311	\$0	\$0	\$0	\$0
FEDERAL FUNDS	\$0	\$0	\$0	\$0	\$0	\$0	\$0
TOTAL MOF	\$25,319,674	(\$1,248,575)	\$24,071,099	\$0	\$0	\$0	\$0
EXPENDITURES:							
Salaries	\$11,545,993	\$0	\$11,545,993	\$0	\$0	\$0	\$0
Other Compensation	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Related Benefits	\$4,650,087	\$0	\$4,650,087	\$0	\$0	\$0	\$0
Travel	\$20,000	\$0	\$20,000	\$0	\$0	\$0	\$0
Operating Services	\$3,519,190	\$500,000	\$4,019,190	\$0	\$0	\$0	\$0
Supplies	\$84,000	\$0	\$84,000	\$0	\$0	\$0	\$0
Professional Services	\$39,916	\$0	\$39,916	\$0	\$0	\$0	\$0
Other Charges	\$3,830,673	(\$1,748,575)	\$2,082,098	\$0	\$0	\$0	\$0
Debt Services	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Interagency Transfers	\$1,579,815	\$0	\$1,579,815	\$0	\$0	\$0	\$0
Acquisitions	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Major Repairs	\$50,000	\$0	\$50,000	\$0	\$0	\$0	\$0
UNALLOTTED	\$0	\$0	\$0	\$0	\$0	\$0	\$0
TOTAL EXPENDITURES	\$25,319,674	(\$1,248,575)	\$24,071,099	\$0	\$0	\$0	\$0
POSITIONS							
Classified	0	0	0	0	0	0	0
Unclassified	0	0	0	0	0	0	0
TOTAL T.O. POSITIONS	0	0	0	0	0	0	0
Other Charges Positions	0	0	0	0	0	0	0
Non-TO FTE Positions	0	0	0	0	0	0	0
TOTAL POSITIONS	0	0	0	0	0	0	0
*Dedicated Fund Accounts:							
Reg. Fees & Self-generated	\$13,585,417	\$0	\$13,585,417	\$0	\$0	\$0	\$0
[Select Fund Account]	\$0	\$0	\$0	\$0	\$0	\$0	\$0
[Select Fund Account]	\$0	\$0	\$0	\$0	\$0	\$0	\$0
**Statutory Dedications:							
Support Education in Louisiana First Fund (G10)	\$513,311	\$0	\$513,311	\$0	\$0	\$0	\$0
Pari-mutuel Live Racing Facility Gaming Control Fund (G09)	\$50,000	\$0	\$50,000	\$0	\$0	\$0	\$0
Higher Education Campus Revitalization Fund (E67)	\$3,000,000	\$0	\$3,000,000	\$0	\$0	\$0	\$0
[Select Statutory Dedication]	\$0	\$0	\$0	\$0	\$0	\$0	\$0
[Select Statutory Dedication]	\$0	\$0	\$0	\$0	\$0	\$0	\$0
[Select Statutory Dedication]	\$0	\$0	\$0	\$0	\$0	\$0	\$0
[Select Statutory Dedication]	\$0	\$0	\$0	\$0	\$0	\$0	\$0
[Select Statutory Dedication]	\$0	\$0	\$0	\$0	\$0	\$0	\$0

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

PROGRAM LEVEL REQUEST FOR MID-YEAR BUDGET ADJUSTMENT

PROGRAM 4 NAME: Southern University - New Orleans Campus

MEANS OF FINANCING:	State General Fund	Interagency Transfers	Fees & Self-Generated Revenues	Statutory Dedications	Federal Funds	TOTAL
AMOUNT	\$1,000,000	\$0	(\$2,248,575)	\$0	\$0	(\$1,248,575)
EXPENDITURES:						
Salaries	\$0	\$0	\$0	\$0	\$0	\$0
Other Compensation	\$0	\$0	\$0	\$0	\$0	\$0
Related Benefits	\$0	\$0	\$0	\$0	\$0	\$0
Travel	\$0	\$0	\$0	\$0	\$0	\$0
Operating Services	\$500,000	\$0	\$0	\$0	\$0	\$500,000
Supplies	\$0	\$0	\$0	\$0	\$0	\$0
Professional Services	\$0	\$0	\$0	\$0	\$0	\$0
Other Charges	\$500,000	\$0	(\$2,248,575)	\$0	\$0	(\$1,748,575)
Debt Services	\$0	\$0	\$0	\$0	\$0	\$0
Interagency Transfers	\$0	\$0	\$0	\$0	\$0	\$0
Acquisitions	\$0	\$0	\$0	\$0	\$0	\$0
Major Repairs	\$0	\$0	\$0	\$0	\$0	\$0
UNALLOTTED	\$0	\$0	\$0	\$0	\$0	\$0
TOTAL EXPENDITURES	\$1,000,000	\$0	(\$2,248,575)	\$0	\$0	(\$1,248,575)
OVER / (UNDER)	\$0	\$0	\$0	\$0	\$0	\$0
POSITIONS						
Classified	0	0	0	0	0	0
Unclassified	0	0	0	0	0	0
TOTAL T.O. POSITIONS	0	0	0	0	0	0
Other Charges Positions	0	0	0	0	0	0
Non-TO FTE Positions	0	0	0	0	0	0
TOTAL POSITIONS	0	0	0	0	0	0

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

PROGRAM LEVEL REQUEST FOR MID-YEAR BUDGET ADJUSTMENT

PROGRAM 5 NAME: Southern University - Shreveport Campus

MEANS OF FINANCING:	CURRENT FY 2024-2025	REQUESTED ADJUSTMENT	REVISED FY 2024-2025	ADJUSTMENT OUTYEAR PROJECTIONS			
				FY 2025-2026	FY 2026-2027	FY 2027-2028	FY 2028-2029
GENERAL FUND BY:							
Direct	\$6,993,605	\$395,000	\$7,388,605	\$0	\$0	\$0	\$0
Interagency Transfers	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Fees & Self-Generated *	\$9,283,950	\$0	\$9,283,950	\$0	\$0	\$0	\$0
Statutory Dedications **	\$383,716	\$0	\$383,716	\$0	\$0	\$0	\$0
FEDERAL FUNDS	\$0	\$0	\$0	\$0	\$0	\$0	\$0
TOTAL MOF	\$16,661,271	\$395,000	\$17,056,271	\$0	\$0	\$0	\$0
EXPENDITURES:							
Salaries	\$9,092,257	\$0	\$9,092,257	\$0	\$0	\$0	\$0
Other Compensation	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Related Benefits	\$3,994,945	\$0	\$3,994,945	\$0	\$0	\$0	\$0
Travel	\$43,000	\$0	\$43,000	\$0	\$0	\$0	\$0
Operating Services	\$2,113,863	\$70,000	\$2,183,863	\$0	\$0	\$0	\$0
Supplies	\$179,500	\$125,000	\$304,500	\$0	\$0	\$0	\$0
Professional Services	\$0	\$200,000	\$200,000	\$0	\$0	\$0	\$0
Other Charges	\$325,000	\$0	\$325,000	\$0	\$0	\$0	\$0
Debt Services	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Interagency Transfers	\$912,706	\$0	\$912,706	\$0	\$0	\$0	\$0
Acquisitions	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Major Repairs	\$0	\$0	\$0	\$0	\$0	\$0	\$0
UNALLOTTED	\$0	\$0	\$0	\$0	\$0	\$0	\$0
TOTAL EXPENDITURES	\$16,661,271	\$395,000	\$17,056,271	\$0	\$0	\$0	\$0
POSITIONS							
Classified	0	0	0	0	0	0	0
Unclassified	0	0	0	0	0	0	0
TOTAL T.O. POSITIONS	0	0	0	0	0	0	0
Other Charges Positions	0	0	0	0	0	0	0
Non-TO FTE Positions	0	0	0	0	0	0	0
TOTAL POSITIONS	0	0	0	0	0	0	0
*Dedicated Fund Accounts:							
Reg. Fees & Self-generated	\$9,283,950	\$0	\$9,283,950	\$0	\$0	\$0	\$0
[Select Fund Account]	\$0	\$0	\$0	\$0	\$0	\$0	\$0
[Select Fund Account]	\$0	\$0	\$0	\$0	\$0	\$0	\$0
**Statutory Dedications:							
Support Education in Louisiana First Fund (G10)	\$183,716	\$0	\$183,716	\$0	\$0	\$0	\$0
Shreveport Riverfront and Convention Center and Independence Stadium Fund (T09)	\$200,000	\$0	\$200,000	\$0	\$0	\$0	\$0
[Select Statutory Dedication]	\$0	\$0	\$0	\$0	\$0	\$0	\$0
[Select Statutory Dedication]	\$0	\$0	\$0	\$0	\$0	\$0	\$0
[Select Statutory Dedication]	\$0	\$0	\$0	\$0	\$0	\$0	\$0
[Select Statutory Dedication]	\$0	\$0	\$0	\$0	\$0	\$0	\$0
[Select Statutory Dedication]	\$0	\$0	\$0	\$0	\$0	\$0	\$0
[Select Statutory Dedication]	\$0	\$0	\$0	\$0	\$0	\$0	\$0

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

PROGRAM LEVEL REQUEST FOR MID-YEAR BUDGET ADJUSTMENT

PROGRAM 5 NAME: Southern University - Shreveport Campus

MEANS OF FINANCING:	State General Fund	Interagency Transfers	Fees & Self-Generated Revenues	Statutory Dedications	Federal Funds	TOTAL
AMOUNT	\$395,000	\$0	\$0	\$0	\$0	\$395,000
EXPENDITURES:						
Salaries	\$0	\$0	\$0	\$0	\$0	\$0
Other Compensation	\$0	\$0	\$0	\$0	\$0	\$0
Related Benefits	\$0	\$0	\$0	\$0	\$0	\$0
Travel	\$0	\$0	\$0	\$0	\$0	\$0
Operating Services	\$70,000	\$0	\$0	\$0	\$0	\$70,000
Supplies	\$125,000	\$0	\$0	\$0	\$0	\$125,000
Professional Services	\$200,000	\$0	\$0	\$0	\$0	\$200,000
Other Charges	\$0	\$0	\$0	\$0	\$0	\$0
Debt Services	\$0	\$0	\$0	\$0	\$0	\$0
Interagency Transfers	\$0	\$0	\$0	\$0	\$0	\$0
Acquisitions	\$0	\$0	\$0	\$0	\$0	\$0
Major Repairs	\$0	\$0	\$0	\$0	\$0	\$0
UNALLOTTED	\$0	\$0	\$0	\$0	\$0	\$0
TOTAL EXPENDITURES	\$395,000	\$0	\$0	\$0	\$0	\$395,000
OVER / (UNDER)	\$0	\$0	\$0	\$0	\$0	\$0
POSITIONS						
Classified	0	0	0	0	0	0
Unclassified	0	0	0	0	0	0
TOTAL T.O. POSITIONS	0	0	0	0	0	0
Other Charges Positions	0	0	0	0	0	0
Non-TO FTE Positions	0	0	0	0	0	0
TOTAL POSITIONS	0	0	0	0	0	0

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

PROGRAM LEVEL REQUEST FOR MID-YEAR BUDGET ADJUSTMENT

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

MEANS OF FINANCING:	CURRENT	REQUESTED	REVISED	ADJUSTMENT OUTYEAR PROJECTIONS			
	FY 2024-2025	ADJUSTMENT	FY 2024-2025	FY 2025-2026	FY 2026-2027	FY 2027-2028	FY 2028-2029
GENERAL FUND BY:							
Direct	\$11,733,056	\$60,000	\$11,793,056	\$0	\$0	\$0	\$0
Interagency Transfers	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Fees & Self-Generated *	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Statutory Dedications **	\$1,803,812	\$0	\$1,803,812	\$0	\$0	\$0	\$0
FEDERAL FUNDS	\$13,654,209	\$0	\$13,654,209	\$0	\$0	\$0	\$0
TOTAL MOF	\$27,191,077	\$60,000	\$27,251,077	\$0	\$0	\$0	\$0
EXPENDITURES:							
Salaries	\$7,317,638	\$0	\$7,317,638	\$0	\$0	\$0	\$0
Other Compensation	\$80,000	\$0	\$80,000	\$0	\$0	\$0	\$0
Related Benefits	\$2,730,631	\$0	\$2,730,631	\$0	\$0	\$0	\$0
Travel	\$248,239	\$0	\$248,239	\$0	\$0	\$0	\$0
Operating Services	\$949,115	\$0	\$949,115	\$0	\$0	\$0	\$0
Supplies	\$883,616	\$0	\$883,616	\$0	\$0	\$0	\$0
Professional Services	\$635,800	\$0	\$635,800	\$0	\$0	\$0	\$0
Other Charges	\$1,781,969	\$60,000	\$1,841,969	\$0	\$0	\$0	\$0
Debt Services	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Interagency Transfers	\$209,697	\$0	\$209,697	\$0	\$0	\$0	\$0
Acquisitions	\$1,354,372	\$0	\$1,354,372	\$0	\$0	\$0	\$0
Major Repairs	\$11,000,000	\$0	\$11,000,000	\$0	\$0	\$0	\$0
UNALLOTTED	\$0	\$0	\$0	\$0	\$0	\$0	\$0
TOTAL EXPENDITURES	\$27,191,077	\$60,000	\$27,251,077	\$0	\$0	\$0	\$0
POSITIONS							
Classified	0	0	0	0	0	0	0
Unclassified	0	0	0	0	0	0	0
TOTAL T.O. POSITIONS	0	0	0	0	0	0	0
Other Charges Positions	0	0	0	0	0	0	0
Non-TO FTE Positions	0	0	0	0	0	0	0
TOTAL POSITIONS	0	0	0	0	0	0	0
*Dedicated Fund Accounts:							
Reg. Fees & Self-generated	\$0	\$0	\$0	\$0	\$0	\$0	\$0
[Select Fund Account]	\$0	\$0	\$0	\$0	\$0	\$0	\$0
[Select Fund Account]	\$0	\$0	\$0	\$0	\$0	\$0	\$0
**Statutory Dedications:							
Tobacco Tax Health Care Fund (E32)	\$1,000,000	\$0	\$1,000,000	\$0	\$0	\$0	\$0
Southern University AgCenter Program Fund (G12)	\$750,000	\$0	\$750,000	\$0	\$0	\$0	\$0
Support Education in Louisiana First Fund (G10)	\$53,812	\$0	\$53,812	\$0	\$0	\$0	\$0
[Select Statutory Dedication]	\$0	\$0	\$0	\$0	\$0	\$0	\$0
[Select Statutory Dedication]	\$0	\$0	\$0	\$0	\$0	\$0	\$0
[Select Statutory Dedication]	\$0	\$0	\$0	\$0	\$0	\$0	\$0
[Select Statutory Dedication]	\$0	\$0	\$0	\$0	\$0	\$0	\$0
[Select Statutory Dedication]	\$0	\$0	\$0	\$0	\$0	\$0	\$0

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

PROGRAM LEVEL REQUEST FOR MID-YEAR BUDGET ADJUSTMENT

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

MEANS OF FINANCING:	State General Fund	Interagency Transfers	Fees & Self-Generated Revenues	Statutory Dedications	Federal Funds	TOTAL
AMOUNT	\$60,000	\$0	\$0	\$0	\$0	\$60,000
EXPENDITURES:						
Salaries	\$0	\$0	\$0	\$0	\$0	\$0
Other Compensation	\$0	\$0	\$0	\$0	\$0	\$0
Related Benefits	\$0	\$0	\$0	\$0	\$0	\$0
Travel	\$0	\$0	\$0	\$0	\$0	\$0
Operating Services	\$0	\$0	\$0	\$0	\$0	\$0
Supplies	\$0	\$0	\$0	\$0	\$0	\$0
Professional Services	\$0	\$0	\$0	\$0	\$0	\$0
Other Charges	\$60,000	\$0	\$0	\$0	\$0	\$60,000
Debt Services	\$0	\$0	\$0	\$0	\$0	\$0
Interagency Transfers	\$0	\$0	\$0	\$0	\$0	\$0
Acquisitions	\$0	\$0	\$0	\$0	\$0	\$0
Major Repairs	\$0	\$0	\$0	\$0	\$0	\$0
UNALLOTTED	\$0	\$0	\$0	\$0	\$0	\$0
TOTAL EXPENDITURES	\$60,000	\$0	\$0	\$0	\$0	\$60,000
OVER / (UNDER)	\$0	\$0	\$0	\$0	\$0	\$0
POSITIONS						
Classified	0	0	0	0	0	0
Unclassified	0	0	0	0	0	0
TOTAL T.O. POSITIONS	0	0	0	0	0	0
Other Charges Positions	0	0	0	0	0	0
Non-TO FTE Positions	0	0	0	0	0	0
TOTAL POSITIONS	0	0	0	0	0	0

Questionnaire Analysis

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

General Purpose

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

Revenue

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

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

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

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

(4). \$156 Statutory Dedications

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

Expenditure

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

Agency Contacts

Flandus McClinton
Southern University System
Vice-President for Finance and Business Affairs
Flandus.Mcclinton@sus.edu
225-771-5550

Signature: Flandus McClinton

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

Email: flandus_mcclinton@sus.edu

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

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

Southern University Board and System Administration

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

Southern University Baton Rouge Campus

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

Southern University Law Center

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

Southern University New Orleans Campus

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

Southern University Shreveport Campus

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

Southern University Agricultural Research and Extension Center

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

Summary

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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



Office of the Chancellor

SOUTHERN UNIVERSITY AT NEW ORLEANS

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

June 11, 2025

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

Dear President Shields:

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

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

With kind regards,

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

Approval: _____

Dennis Shields
President
Southern University and A&M College System

"An Equal Educational Opportunity Institution"

RETIREMENT INCENTIVE PLAN FOR UNCLASSIFIED STAFF

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

Retirement Incentive Option

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

RETIREMENT INCENTIVE PLAN FOR UNCLASSIFIED FACULTY

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

Retirement Incentive Option

1. Tenured faculty members who are current and fulltime, including those serving in administrative positions, are eligible to participate in the retirement incentive plan.
2. Participants must be eligible for regular retirement under the Louisiana State Employees Retirement System (LASERS), Teachers Retirement System of Louisiana (TRSL), or the Optional Retirement Plan (ORP) and should meet all plan eligibility requirements as of the application date.
3. A faculty member is not eligible to participate in this Plan if he/she has applied for retirement or received termination notice before the plan was offered to employees. This exclusion shall not include those who are still working, but are officially retired under the Deferred Retirement Option Plan (DROP).
4. Applications will be reviewed on a first come, first served basis based on allocated funding. Additional employees may be considered.
5. The retirement incentive will be one hundred percent (100%) of the faculty member's base salary for 2024-2025. The incentive will be paid over a three (3) year period, in installment payments equal to Thirty-Three and One Third percent (33.33%) of the faculty member's base salary, in each year of the three-year period. The incentive payment is subject to all applicable federal and state taxes and regulations, and the retirement incentive payments will begin after separation from Southern University at New Orleans (SUNO).
6. If the SUNO faculty member is approved to participate in the retirement incentive plan, the faculty member's vacated position will not be filled until the Fall semester of 2026. This provision will ensure costs savings through the 2025-2026 budget year.
7. If a vacated position is deemed critical for the effective and efficient operation of the academic unit, the position can be filled after Spring 2025.
8. This plan cannot be applied to any portion of an employee's salary that is paid from any grant(s) and/or contract(s).
9. Upon notification of approval, the faculty member must submit a letter of resignation as required in the application. The Plan is not applicable to resignations not accompanied by retirements.
10. Upon notification of approval of acceptance to participate in the Plan, the faculty member will have a grace period of seven (7) calendar days to revoke their election to participate in the Plan. A faculty member's revocation of election to participate in the plan must be in writing and must be received by the Chancellor of Southern University at New Orleans and the Human Resources Director. A faculty member who submits the required documents and has been approved to participate in the Plan and then revokes their election to participate in the Plan, may not again participate.
11. Retirement Incentive Plan Applications are attached herein and shall be submitted in writing to the Human Resources Director by electronic mail or hand delivery.
12. Any faculty member who participates in this Plan cannot be rehired by the University as a full-time employee for a period of four (4) years.
13. Retirement must be effective June 30, 2025. *Consideration may be given to faculty with an effective date of July 31, 2025 if they are committed to course instruction during the Summer 2025 Semester.

Mission Statement

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

LEGAL AFFAIRS COMMITTEE

(Following Finance Committee)

July 18, 2025

AGENDA

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

Members

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



Southern University and A&M - Baton Rouge

Participant Accident Blanket Insurance Policy

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

Eligible Group: Intercollegiate Sports

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

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

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

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

Plan Design Parameters for Excess Coverage

Policy Aggregate Maximum Unlimited

Accidental Death and Dismemberment (AD&D)

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

Accident Medical Expense Coverage (ICS)

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

Full Excess Coverage

Maximum Benefit Period:	104 Weeks
Treatment Window:	90 days

Additional Benefits Included

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

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

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

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

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

Quote Issued By: Brian Haas, Director of Special Risk

General Exclusions

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

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

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



Southern University and A&M - New Orleans

Participant Accident Blanket Insurance Policy

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

Eligible Group: Intercollegiate Sports

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

Men's: Baseball, Basketball

Women's: Basketball, Volleyball

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

Plan Design Parameters for Excess Coverage

Policy Aggregate Maximum Unlimited

Accidental Death and Dismemberment (AD&D)

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

Accident Medical Expense Coverage (ICS)

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

Full Excess Coverage

Maximum Benefit Period:	104 Weeks
Treatment Window:	90 days

Additional Benefits Included

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

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

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

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

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

Quote Issued By: Brian Haas, Director of Special Risk

General Exclusions

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

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

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



Southern University and A&M

(Baton Rouge, New Orleans, Shreveport)

Participant Accident Blanket Insurance Policy

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

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

Covered Activity:

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

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

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

Plan Design Parameters for Excess Coverage

Policy Aggregate Maximum Unlimited - Class I & Class II

Accidental Death and Dismemberment (AD&D)

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

Accident Medical Expense Coverage (MSA)

Class I:

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

Class II:

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

Full Excess Coverage

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

Additional Benefits Included

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

Annual Premium

\$24 per student (est. 15,300 students)

Pro-Rates:

Fall Term (8/01/2025 – 12/31/2025) = \$10.06

Spring Term (1/01/2026 – 5/31/2026) = \$9.93

Summer Term (6/01/2026 – 7/31/2026) = \$4.01

Commission/TPA fees

20%

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

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

Quote Issued By:

Brian Haas, Director of Special Risk

General Exclusions

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

1. Any service, treatment or supply that is not considered medically necessary as defined by the plan.
2. Expenses incurred after the end of a benefit period, even if incurred for continuing services or treatment of a covered injury.
3. Benefits provided by a Government plan (except Medicaid and other public assistance plans).
4. Injuries compensable under Workers' Compensation law or any similar law.
5. Intentionally self-inflicted injury, suicide or any attempt or threat while sane or insane.
6. Declared or undeclared war or act of war.
7. Commission or attempt to commit a felony or an assault.
8. Commission of or active participation in a riot or insurrection.
9. Treatment of a pre-existing condition.
10. Flight in, boarding or alighting from an aircraft, except as a fare-paying passenger on a regularly scheduled commercial or charter airline.
11. Travel in or on any on-road and off-road motorized vehicle that does not require licensing as a motor vehicle.
12. An accident if the covered person is the operator of a motor vehicle and does not possess a valid motor vehicle operator's license unless: (a) The covered person holds a valid learner's permit and (b) The covered person is receiving instruction from a Driver's Education Instructor.
13. Voluntary ingestion of any narcotic, drug, poison, gas or fumes, unless prescribed or taken under the direction of a physician and taken in accordance with the prescribed dosage.
14. Treatment in any Veteran's Administration, Federal, or state facility, unless there is a legal obligation to pay.
15. Operating any type of vehicle while under the influence of alcohol or any drug, narcotic or other intoxicant including any prescribed drug for which the covered person has been provided a written warning against operating a vehicle while taking it. Under the influence of alcohol, for purposes of this exclusion, means intoxicated, as defined by the law of the state in which the covered accident occurred.
16. Rest cures, long-term care or custodial care.
17. Cosmetic surgery or care, or treatment solely for cosmetic purposes, or complications therefrom. This exclusion does not apply to:
 - a. Cosmetic surgery resulting from a covered accident, if the covered person's initial treatment had begun within 12 months of the date of the covered accident;
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28. Any expenses in excess of usual and customary charges.
29. Loss resulting from playing, practicing, traveling to or from, or participating in, or conditioning for, any professional sport.

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CSR-SR-JANUARY-2025-01



Southern University and A&M - Shreveport

Participant Accident Blanket Insurance Policy

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

Eligible Group: Intercollegiate Sports

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

Men's: Basketball

Women's: Basketball

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

Plan Design Parameters for Excess Coverage

Policy Aggregate Maximum	Unlimited
---------------------------------	-----------

Accidental Death and Dismemberment (AD&D)

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

Accident Medical Expense Coverage (ICS)

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

Full Excess Coverage

Maximum Benefit Period:	104 Weeks
Treatment Window:	90 days

Additional Benefits Included

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

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

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

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

Quote Issued By: Brian Haas, Director of Special Risk

General Exclusions

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

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2. Expenses incurred after the end of a benefit period, even if incurred for continuing services or treatment of a covered injury.
3. Benefits provided by a Government plan (except Medicaid and other public assistance plans).
4. Injuries compensable under Workers' Compensation law or any similar law.
5. Intentionally self-inflicted Injury, suicide or any attempt or threat while sane or insane.
6. Declared or undeclared war or act of war.
7. Commission or attempt to commit a felony or an assault.
8. Commission of or active participation in a riot or insurrection.
9. Treatment of a pre-existing condition.
10. Flight in, boarding or alighting from an aircraft, except as a fare-paying passenger on a regularly scheduled commercial or charter airline.
11. Travel in or on any on-road and off-road motorized vehicle that does not require licensing as a motor vehicle.
12. An accident if the covered person is the operator of a motor vehicle and does not possess a valid motor vehicle operator's license unless: (a) The covered person holds a valid learner's permit and (b) The covered person is receiving instruction from a Driver's Education Instructor.
13. Voluntary ingestion of any narcotic, drug, poison, gas or fumes, unless prescribed or taken under the direction of a physician and taken in accordance with the prescribed dosage.
14. Treatment in any Veteran's Administration, Federal, or state facility, unless there is a legal obligation to pay.
15. Operating any type of vehicle while under the influence of alcohol or any drug, narcotic or other intoxicant including any prescribed drug for which the covered person has been provided a written warning against operating a vehicle while taking it. Under the influence of alcohol, for purposes of this exclusion, means intoxicated, as defined by the law of the state in which the covered accident occurred.
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 - b. Reconstruction incidental to or following surgery resulting from a covered accident.
 - c. Any unplanned and unintended adverse consequences that may result during the treatment of a covered accident.
18. Any elective or routine treatment, surgery, health treatment, or examination, including any service, treatment or supplies that: (a) Are deemed to be experimental or investigational; and (b) Are not recognized and generally accepted medical practice in the United States.
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29. Loss resulting from playing, practicing, traveling to or from, or participating in, or conditioning for, any professional sport.

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

Mission Statement

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

PERSONNEL AFFAIRS COMMITTEE

(Following Legal Affairs Committee)

July 18, 2025

AGENDA

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

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

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

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

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

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

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

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

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

Mission Statement

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

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

Members

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



SOUTHERN UNIVERSITY AND A&M COLLEGE SYSTEM

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

OFFICE OF THE PRESIDENT
(225) 771-4680

FAX NUMBER
(225) 771-5522

July 7, 2025

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

Re: Waiver and Appointment of Chief of Staff

Dear Chairman Clayton and Honorable Members of the Board:

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

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

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

Kindest Regards,

Dennis J. Shields
President

SOUTHERN UNIVERSITY SYSTEM

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

POSITION VACANCY AUTHORIZATION

REQUEST THAT THE POSITION TITLE: Chief of Staff

BE AUTHORIZED AS A VACANCY FOR: Office of the President

(Department or Unit Name)

POSITION TYPE		FTE STATUS	SOURCE OF FUNDS
☒ Replacement	☒ Unclassified	☒ Full-Time	☒ State
☐ New Position	☐ Civil Service	☐ Part-Time	☐ Grant -in-Aid
☐ Temporary	☐ Non-Tenured	☐ Percentage of Time	☐ System Revenue
	☐ Tenure-Track		☐ Agency Fund State
	☐ Tenured		

VACANCY DESCRIPTION AND JUSTIFICATION

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

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

Salary/Range: 171,000 Previous Incumbent (if replacement): _____

Supervisor's Position Title System President Supervisor's Position No. 1M9855

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

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

FINANCE/BUDGET OFFICE ONLY			
Funds Available		Position Number	
☐ Yes	☐ No	<u>1M9919</u>	
<u><i>[Signature]</i></u>		<u>7/7/25</u>	
Signature		Date	
Budget Number		<u>111001-11151-61002-16000</u>	

HUMAN RESOURCES OFFICE ONLY			
Existing/Approved Position		☒ Yes	☐ No
FLSA Status	☒ Exempt	Non-Exempt	
Empl. Class:	<u>1M4</u>	Pos. Class:	<u>12262</u>
<u>11-0000</u>	<u><i>[Signature]</i></u>	<u>7/7/25</u>	
SOC Code	Verified By:	Date:	

☐ Approved ☐ Disapproved _____ Date
Vice Chancellor

☒ Approved ☐ Disapproved *[Signature]* 7/7/25
Chancellor/Vice President Date

☒ Approved ☐ Disapproved *[Signature]* 7/7/2025
President Date

An Equal Opportunity Employer

Chief of Staff to the System President

Classification (Exempt/ Non-Exempt)

Exempt

Salary Grade/Range

Unclassified/ \$171,000

Reports to

System President

Date

June 10, 2025

Summary

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

Essential Functions

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

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

Physical Requirements

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

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

Required Qualifications

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

Required Skills/Experience/Training:

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

Knowledge, Skills, and Abilities (KSAs)

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

AAP/EEO Statement

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

Other Duties

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

Professional Summary

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

Competencies and Capabilities

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

Work History

Administrative Officer

07/2023 - Current

Federal Bureau of Investigation, FBI – Jackson, MS

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

Human Resource Officer

07/2022 - 07/2023

Federal Bureau of Investigation, FBI – Jackson, MS

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

Intelligence Analyst

02/2012 - 06/2022

Federal Bureau of Investigation– Multiple Locations

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

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

Office of the Legal Attaché—Foreign Service Officer

01/2015 - 01/2020

FBI International Operations Division – U.S. Embassy Paris

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

Tactical Research Analyst

09/2008 - 01/2012

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

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

Operations Program Analyst

03/2008 - 08/2008

Federal Bureau of Investigation, FBI – Mobile, AL

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

Honors Internship Program

06/2007 - 08/2007

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

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

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

Sr. Operations Manager

04/1997 - 05/2006

J.C. Penney – Plano, TX

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

Security Experience

Communication Security

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

Emergency Planning and Crisis Management

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

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

Information Security

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

Industrial Security

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

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

Personnel Security

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

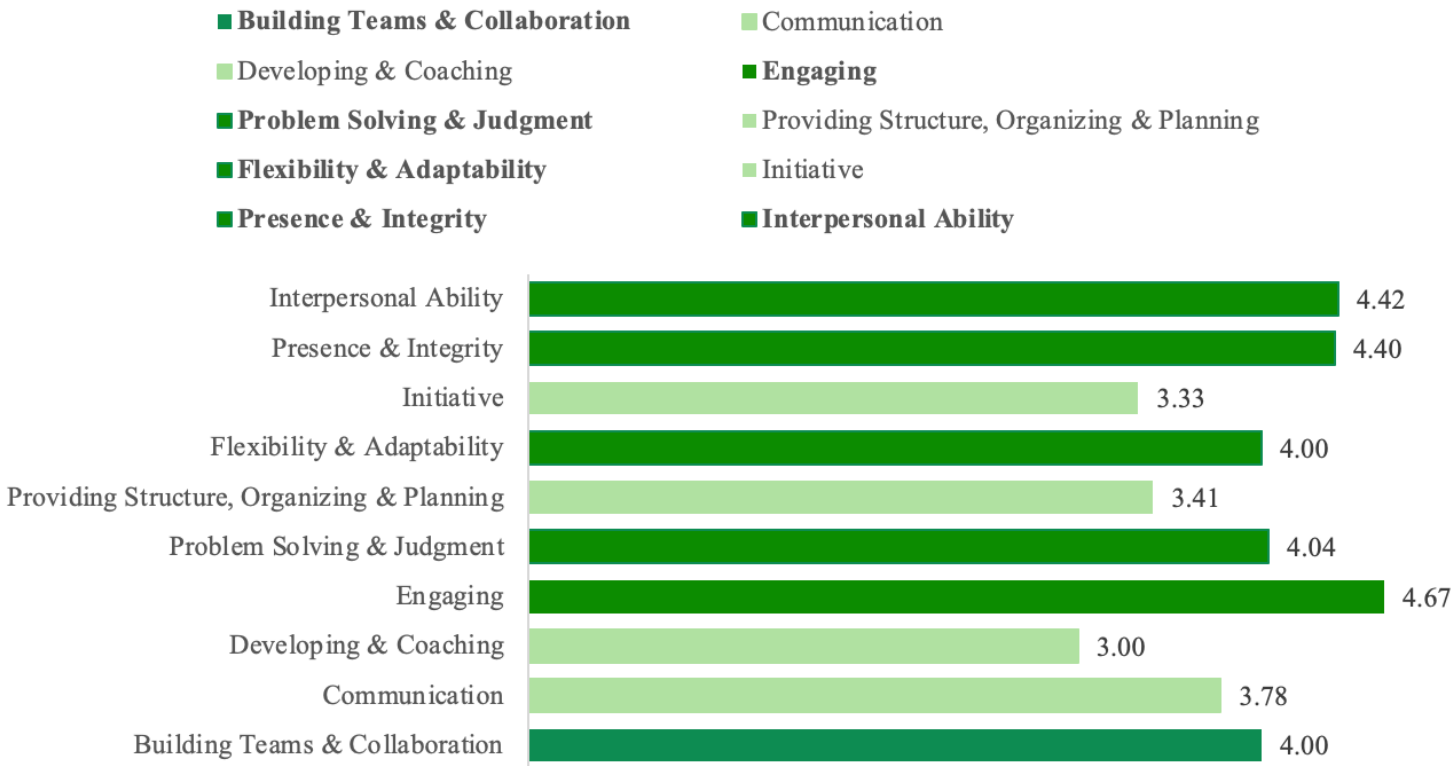
Physical Security

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

Leadership

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

Front-Line Leader LSA
Leadership Competency Scores



Senior Leader LSA Leadership Competency Scores



Intelligence Training

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

Education

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

Expected in 05/2025

Relevant Coursework

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

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

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

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

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



Office of the Chancellor

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

June 18, 2025

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

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

Dear President Shields,

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

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

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

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

Yours sincerely,

A handwritten signature in blue ink that reads 'John K. Pierre'. The signature is fluid and cursive, with the first letters of the first and last names being capitalized and prominent.

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

Approved:

Dennis J. Shields, President

SOUTHERN UNIVERSITY SYSTEM

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

POSITION VACANCY AUTHORIZATION

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

(Department or Unit Name)

POSITION TYPE		FTE STATUS		SOURCE OF FUNDS	
☒ Replacement	☒ Unclassified	☐ Full-Time	☐ State	☐ State	
☐ New Position	☐ Civil Service	☐ Part-Time	☐ Grant-in-Aid	☐ Grant-in-Aid	
☐ Temporary		☐ Percentage of Time	☐ System Revenue	☐ System Revenue	
			☐ Agency Fund State	☐ Agency Fund State	

VACANCY DESCRIPTION AND JUSTIFICATION

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

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

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

Approved _____ Disapproved _____

Department Head

Date

Approved _____ Disapproved _____

Dean/Director/Supervisor of Budget Unit

Date

FINANCE/BUDGET OFFICE ONLY

Funds Available _____ Position Number _____

Yes _____ No 2M8741Signature _____
Budget Number 21

Date _____

Approved _____ Disapproved _____

Approved _____ Disapproved _____

Approved _____ Disapproved _____

HUMAN RESOURCES OFFICE ONLY

Existing/Approved Position ☒ Yes ☐ NoFLSA Status: ☒ Exempt ☐ Non-Exempt

Empl. Class: MU Pos. Class: 25092

111500

SOC Code _____ Verified By: _____

Date: _____

Vice Chancellor

Chancellor/Vice President

President

An Equal Opportunity Employer

Rev. 11/2024

VICE CHANCELLOR FOR ENROLLMENT MANAGEMENT - JOB DESCRIPTION

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

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

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

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

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

The successful candidate will have:

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

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

Essential Job Duties

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



Voice 225.921.3890
www.subr.edu

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

June 23, 2025

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

Dear Ms. Martin:

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

Sincerely,

Donald R. Andrews, Dean

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



April 25, 2025

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

Dear Associate Vice President Honoree-Thomas and Director Harris:

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

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

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

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

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

Sincerely,

A handwritten signature in blue ink, appearing to read 'Donald R. Andrews', written over a horizontal line.

Donald R. Andrews, Dean

January 27, 2025

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

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

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

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

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

Best regards,



Donald R. Andrews, Ph.D.

Approval Luria Young Date 3/7/25

Dr. Luria Young, Vice Chancellor for Academic Affairs

Approval John K. Pierre Date 3/7/25

John K. Pierre, Chancellor

SOUTHERN UNIVERSITY - BATON ROUGE, LA 70813

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

POSITION VACANCY AUTHORIZATION

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

☐ Replacement	☒ New Position	☒ Unclassified	☐ State
☐ Civil Service	☒ Temporary	☐ Faculty	☒ Grant -in-Aid
☐ Tenured	☐ Probationary (For Faculty this is same as tenure track)		☐ System Revenue
			☐ Agency Fund State

VACANCY DESCRIPTION AND JUSTIFICATION

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

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

12 month employee / POSITION # 2M7360

Salary/Range: \$72,929.00

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

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

FINANCE/BUDGET OFFICE ONLY	
Funds Available	
☒ Yes	☐ No
<u>[Signature]</u>	<u>2/14/2024</u>
Signature	Date
Budget Number	<u>227047-22201-24100 - 6000</u>

HUMAN RESOURCES OFFICE ONLY	
Existing/Approved Position	
☒ Yes	☐ No
Employee Class: <u>MU</u>	Job Class: <u>24495</u>
<u>Michale Williams</u>	<u>2/8/24</u>
Verified By:	Date:

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

An Equal Opportunity Employer

12/31/24

Rev. 8/05/2013

Marilyn Oshart 7715191



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

OFFICE OF THE CHANCELLOR-DEAN

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

June 5, 2025

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

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

Dear President Shields:

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

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

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

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

Sincerely,

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

Orlando F. McMeans, PhD
Chancellor-Dean

Approval: _____

Dennis J. Shields
SUS President

_____ Date

SOUTHERN UNIVERSITY - BATON ROUGE, LA 70813

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

POSITION VACANCY AUTHORIZATION

REQUEST THAT THE POSITION Associate Vice Chancellor for Research AS DESCRIBED BELOW
BE AUTHORIZED AS A VACANCY FOR Southern University Ag Research and Extension Center
(Department or Other Unit)

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

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

*requires the approval of System President

VACANCY DESCRIPTION AND JUSTIFICATION

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

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

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

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

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

X Approved _____ Disapproved _____ C P Bayly 16 May 2025
Vice Chancellor Date
X Approved _____ Disapproved _____ De 5/22/2025
Chancellor/Vice President Date
____ Approved _____ Disapproved _____ _____
President Date
An Equal Opportunity Employer



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

Office of the Vice Chancellor of Research

May 2025

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

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

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

Sincerely,

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

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

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

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

Professional Experience

Aug 2023- Present, Professor

Southern University A&M College, Baton Rouge, LA

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

Dec 2022 – Jul 2023, Scientist

Syngenta Seeds, India

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

May 2022- Nov 2022, Professor

Southern University A&M College, Baton Rouge, LA

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

May 2017- April 2022, Associate Professor,

Southern University A&M College, Baton Rouge, LA

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

2016-2017 Scientist

Well Spring Clinical lab Inc,
Fort White, FL

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

2015-2017

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

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

2012 -2014

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

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

2009-2011

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

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

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

Teaching Experience

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

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

Extension and Outreach

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

Recruitment

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

Grants and Fellowships

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

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

Patent

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

Honors and Other Experience

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

Publications

i. Journals:

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

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

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

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

ii. **Book Chapters:**

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

iii. **Proceedings**

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

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

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

1) **Database submissions**

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

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

Professional Presentations

(i) Oral Presentations

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

(ii) Poster Presentations

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

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

Other Media Publications

SU AG center Grape Research

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

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

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

Muscadine grape Proteomics work

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

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

Muscadine Grape Sugar and Invertase enzyme work

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

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

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

Professional Membership

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

Other Professional Activities

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

Students Trained

Graduate Students:

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

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

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

Undergraduate Students :

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

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

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

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

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

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

Undergraduate Students Supervised under the NSF-REU Programme:

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

High School Students Supervised under the RATLR Summer Youth Programme:

- Kier Riley
- Kiara Johnson
- Kereena Gordon

Student Presentations

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

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

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

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

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

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

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

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

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

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

STATE OF LOUISIANA

PARISH OF EAST BATON ROUGE

EMPLOYMENT AGREEMENT

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

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

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

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

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

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

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

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

8. Termination.

8.1 **Termination Without Cause.**

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

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

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

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

8.2 Resignation.

8.2.1 The Chancellor shall provide the System President with notice of a resignation of at least ninety (90) days unless such notice is waived by the System President or occasioned by illness or disability. If the Chancellor voluntarily elects to leave his position as Chancellor during the term of employment herein he shall be entitled to assume his appointment as a full professor with tenure. He shall be compensated at the faculty pay described in section 8.1.2 to be calculated as of the date of his letter of resignation. His faculty position will begin at the start of the fall or spring semester immediately following the expiration of the ninety (90) day notice period or following the effective date of his resignation should it be sooner.

8.3 Termination for Cause.

8.3.1 If the Chancellor is terminated for cause, he shall be terminated from all positions within the System including the right to assume a position as a tenured faculty member. If terminated for cause, the Chancellor shall be entitled to no further payments whatsoever after his termination date. The reasons for termination shall be provided to the Chancellor in writing and he shall be afforded an opportunity of not less than ten (10) days to respond to such notice and a due process hearing before the Board.

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

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

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

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

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

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

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

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

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

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

For Chancellor:

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

For Board:

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

With copy to:

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

AND

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

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

CHANCELLOR, SOUTHERN
UNIVERSITY AT NEW ORLEANS

Dr. Joseph Bouie, Jr.

PRESIDENT, SOUTHERN UNIVERSITY
AND A&M COLLEGE SYSTEM

Dennis J. Shields

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

Tony Clayton



SOUTHERN UNIVERSITY AND A&M COLLEGE SYSTEM

J.S. CLARK ADMINISTRATION BUILDING

4TH FLOOR

BATON ROUGE, LOUISIANA 70813

OFFICE OF THE PRESIDENT
(225) 771-4680

FAX NUMBER
(225) 771-5522

July 11, 2025

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

Re: Faculty Appointment

Dear Chairman Clayton and Honorable Members of the Board:

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

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

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

Kindest Regards,

A handwritten signature in blue ink, appearing to read "Dennis J. Shields".

Dennis J. Shields
President



**SOUTHERN
UNIVERSITY**
AND AGRICULTURAL & MECHANICAL COLLEGE

DEPARTMENT OF ATHLETICS

SOUTHERN JAGUARS | PO BOX 9942 | BATON ROUGE, LA 70813
GOJAGSPORTS.COM | [F /SOUTHERNUJAGUARS](#) | [T @SOUTHERNUSPORTS](#)

July 8, 2025

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

Dear Chancellor Pierre,

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

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

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

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

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

Sincerely,

Roman P. Banks

Director of Athletics

Approved: *Desiree Honore Thomas*

Desiree Honore Thomas, VP of Finance

Approved: *John Pierre*

John Pierre, SUBB Chancellor

Approved: *Dennis J. Shields*

Dennis J. Shields, SUS President

DEFENDERS OF THE ORANGE AND BLUE

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

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

II. Term

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

III. Compensation and Employment Benefits

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

V. Performance Incentives

a.

v. Fundraising Incentives

A. Basketball Game Guarantee Incentive Funding

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

vi. Advancing to each subsequent round of the NCAA Tournament

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

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

Carlos Funchess
Head Coach

Date

Roman Banks
Director of Athletics

Date

John K. Pierre
Chancellor

Date

Tony M. Clayton
Chairman, Board of Supervisors

Date



**SOUTHERN
UNIVERSITY**
AND AGRICULTURAL & MECHANICAL COLLEGE

DEPARTMENT OF ATHLETICS

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

July 8, 2025

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

Dear Chancellor Pierre,

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

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

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

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

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

Sincerely,

Roman P. Banks

Director of Athletics

Approved: *Desiree Thomas*

Desiree Honore Thomas, VP of Finance

Approved: *John Pierre*

John Pierre, SUBR Chancellor

Approved: *Dennis J. Shields*

Dennis J. Shields, SUS President

DEFENDERS OF THE RED AND BLUE

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

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

II. Term

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

III. Compensation and Employment Benefits

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

V. Performance Incentive

a.

iv. Advancing to each subsequent round of the NCAA Tournament

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

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

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

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

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

x.

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

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

Kevin Johnson Date
Head Coach

Roman Banks Date
Director of Athletics

John K. Pierre Date
Chancellor

Tony M. Clayton Date
Chairman, Board of Supervisors



SOUTHERN UNIVERSITY LAW CENTER

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

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

June 5, 2025

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

RE: Request for Two Months of Annual Leave

Dear President Shields:

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

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

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

Sincerely,

Alvin R. Washington, Esq.
Chancellor

Mission Statement

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

SOUTHERN UNIVERSITY BOARD OF SUPERVISORS

(Following Personnel Affairs Committee)

July 18, 2025

AGENDA

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

SPECIAL RECOGNITION COMMITTEE

May 08, 2025

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

MINUTES

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

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

AGENDA ITEM 3: SPECIAL PRESENTATIONS

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

AGENDA ITEM 4: ADJOURNMENT

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

ACADEMIC AFFAIRS COMMITTEE

(Following Special Recognition Committee)

May 08, 2025

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

MINUTES

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

Roll Call by President Shields

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

Absent: Mr. Henry Whitehorn

AGENDA ITEM 3: ADOPTION OF THE AGENDA

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

AGENDA ITEM 4: PUBLIC COMMENTS

None

AGENDA ITEM 5: ACTION ITEM(s)

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

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

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

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

AGENDA ITEM 6: INFORMATIONAL ITEM(s)

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

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

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

AGENDA ITEM 7: OTHER BUSINESS

None

AGENDA ITEM 8: ADJOURNMENT

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

FACILITIES AND PROPERTY
(Following Academic Affairs Committee)

May 8, 2025

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

MINUTES

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

Roll Call by President Shields

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

Absent: Mr. Chris Masingill and Dr. Rani Whitfield

AGENDA ITEM 3: ADOPTION OF THE AGENDA

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

AGENDA ITEM 4: PUBLIC COMMENTS

None

AGENDA ITEM 5: INFORMATIONAL ITEM(s)

A. Facilities Update (SUS)

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

AGENDA ITEM 7: OTHER BUSINESS

None

AGENDA ITEM 8: ADJOURNMENT

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

FINANCE COMMITTEE
(Following Facilities and Property Committee)

May 08, 2025

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

MINUTES

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

Roll Call by President Shields

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

Absent: Chris Masingill

AGENDA ITEM 3: ADOPTION OF THE AGENDA

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

Motion passed.

AGENDA ITEM 4: PUBLIC COMMENTS

None

AGENDA ITEM 5: INFORMATIONAL ITEM

A. Interim Financial Statement

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

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

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

AGENDA ITEM 6: OTHER BUSINESS:

None

AGENDA ITEM 8: ADJOURNMENT

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

LEGAL AFFAIRS COMMITTEE

(Following Finance Committee)

May 08, 2025

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

MINUTES

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

Roll Call by President Shields

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

Absent: Mr. Henry Whitehorn

AGENDA ITEM 3: ADOPTION OF THE AGENDA

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

Motion passed.

AGENDA ITEM 4: PUBLIC COMMENTS

None

AGENDA ITEM 5: ACTION ITEM(s)

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

Motion approved.

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

AGENDA ITEM 6: OTHER BUSINESS

None

AGENDA ITEM 6: ADJOURNMENT

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

SOUTHERN UNIVERSITY BOARD OF SUPERVISORS

(Following Legal Affairs Committee)

May 08, 2025

Leon R. Tarver II Cultural & Heritage Center

Baton Rouge, LA

MINUTES

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

PRESENT

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

ABSENT

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

AGENDA ITEM 3: ADOPTION OF THE AGENDA

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

Motion passed with roll call vote

AGENDA ITEM 4: PUBLIC COMMENTS

None

AGENDA ITEM 5: RESOLUTIONS

Dr. Allen Vital read resolutions for the following:

Resolutions

- Bernadette Fontenot-Rubin Family

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

Motion approved.

AGENDA ITEM 6: ACTION ITEM(s):

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

Motion passed.

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

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

AGENDA ITEM 7: INFORMATIONAL ITEM(s)

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

AGENDA ITEM 8: OTHER BUSINESS

Next 60 Days – US World News Report ranking for university

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

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

AGENDA ITEM 9: ADJOURNMENT

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