

Personnel Affairs Committee

PERSONNEL AFFAIRS COMMITTEE

(Following the Student Affairs Committee)

Friday, May 25, 2018

2nd Floor J.S. Clark Administration Building

Board of Supervisors Meeting Room

Baton Rouge, Louisiana

AGENDA

1. Call to Order
2. Roll Call
3. Adoption of the Agenda
4. Public Comments
5. Action Item(s)
 - A. Request Approval of Personnel Action on Positions greater than \$60,000

Name	Position/Campus	Salary
1. Deleso Alford	Visiting Professor (SULC) <i>(new appointment)</i>	\$121,000
2. Jalila Jefferson Bullock	Visiting Professor (SULC) <i>(new appointment)</i>	\$100,000
3. Manicia J. Finch	Associate Vice-Chancellor, Enrollment Services (SUBR) <i>(new appointment)</i>	\$100,000
4. Morkeith Philips	Director, Honore' Center (SUNO) <i>(new appointment)</i>	\$75,000
5. Christopher Rogers	Educational Technologist (SUAREC) <i>(reassignment)</i>	\$64,000
6. Bijoy Kumar Sahoo	Senior Associate Vice-Chancellor for Academic Affairs (SUBR) <i>(new appointment)</i>	\$160,000
7. Kenya Smith	Visiting Professor (SULC) <i>(new appointment)</i>	\$100,000
8. Edward M. Willis	Assistant Vice-Chancellor for Student Success (SUBR) <i>(new appointment)</i>	\$125,000

6. Other Business
7. Adjournment

MEMBERS

Atty. Patrick Magee—Chair, Rev. Joe R. Gant, Jr.—Vice Chair,
Atty. Tony Clayton, Dr. Curman L. Gaines, Rev. Donald R. Henry, Dr. Leon R. Tarver II
Mrs. Ann A. Smith- Ex Officio



SOUTHERN UNIVERSITY LAW CENTER

261 A. A. LENOIR HALL

POST OFFICE BOX 9294

BATON ROUGE, LOUISIANA 70813-9294

OFFICE OF THE CHANCELLOR

(225) 771-2552

FAX (225) 771-2474

May 14, 2018

Dr. Ray Belton
System President and Chancellor
Southern University System
J. S. Clark Administration Bldg., 4th Floor
Baton Rouge, LA 70813

RE: Appointment of Visiting Professors for the 2018-2019 Academic Year

Dear Dr. Belton:

The Faculty Appointments, Retention, Promotion and Tenure (FARPT) Committee met on May 9, 2018 to review the credentials of 30 candidates seeking one-year visiting faculty positions at the Southern University Law Center. Based upon their review they submitted nine candidates for me to review and consider for three one-year visiting faculty positions.

Based upon my review, I am recommending that Deleso Alford, Kenya J.H. Smith, and Jalila Jefferson Bullock be appointed for one year terms as visiting professors for the 2018-2019 academic year. Deleso Alford is currently a tenured Associate Professor of Law at the Florida A&M College of Law in Orlando, Florida and an adjunct professor at the University Of Central Florida College Of Medicine, Health Sciences campus. She earned a Masters of Laws (LLM) degree from the Georgetown University Law Center, a Juris Doctor (J.D.) degree from the Southern University Law Center and a Bachelor of Science degree from Southern University and A&M College.

Kenya J.H. Smith is currently an Associate Professor at the Saint Thomas University School of Law in Miami Gardens, Florida. He earned a Juris Doctor (J.D.) degree from the University of Wisconsin Law School and a Bachelor of Arts degree from Southern University of New Orleans.

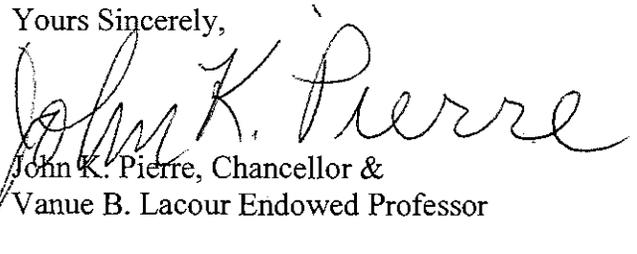
Jalila Jefferson Bullock is currently an Associate Professor at Duquesne University School of Law in Pittsburgh, Pennsylvania. She earned a Juris Doctor (J.D.) degree from Harvard Law School, a Masters of Arts degree from the University of Chicago and an A.B. degree from Harvard College.

Dr. Ray Belton
May 14, 2018
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All three candidates are Louisiana licensed attorneys with significant professional experience, and a record of scholarly research and publications. The credentials of each candidate is attached to this letter. The proposed 9 month salary for Alford is \$121,000 and the proposed 9 month salary for Smith and Jefferson Bullock is \$100,000 each.

I respectfully request that the aforementioned recommendations be presented to the Southern University Board of Supervisors at the May 25, 2018 board meeting for approval. If you have any questions, please contact me.

Yours Sincerely,



John K. Pierre, Chancellor &
Vanue B. Lacour Endowed Professor

JOB CLASS 3	8	0	4	0
JOB CODE	F			
CAL ID	M			

SOUTHERN UNIVERSITY SYSTEM

Personnel Action Form

POSITION NUMBER							
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CAMPUS: SUS ___ SUBR ___ SULAC X SUAREC ___ SUNO ___ SUSLA ___

EMPLOYMENT CATEGORY: 9-MONTH ___ 12-MONTH X OTHER ___ (Specify) Fall 2012

X Academic ___ Non-Academic ___ Civil Service
 ___ Temporary ___ Part-time (___ % of Full Time) ___ Restricted
 ___ Tenured ___ Undergraduate Student ___ Job Appointment
 ___ Tenured Track ___ Graduate Assistant ___ Probationary
 ___ Other (Specify) ___ Retiree Return To Work ___ Permanent Status

Previous Employee N/A Reason Left N/A
 Date Left N/A Salary Paid N/A

Profile of Person Recommended

Length of Employment 08/01/2018 To 05/31/2019
 Effective Date 08/01/2018

Name Deleso A. Alford SS# XXX-XX-██ Sex F Race* B
(Last 4 digits only)

Position Title: Visiting Professor Department: Law Center - Instruction

Check One ___ Existing Position *Visa Type (See Reverse Side):

--	--	--

X New Position Expiration Date: _____

(Position vacancy authorization form must be processed and approved to fill existing and new positions. Position must be advertised before processing PAF, if applicable.)

Years Experience 12 Southern University Experience 0

Degree(s):	Type/Discipline (BA-Education):	Institution/Location (SU-Baton Rouge):	Year:
<u>B.S.</u>	<u>Southern University A&M College, BR., LA</u>	<u>1987</u>	
<u>J.D.</u>	<u>Southern University Law Center</u>	<u>1990</u>	
<u>Master of Laws(L.L.M.)</u>	<u>Georgetown University Law Center</u>	<u>2002</u>	

Current Employer Florida A&M University College of Law

Personnel Action

Check One X New Appointment ___ Continuation ___ Sabbatical ___ Leave of Absence
 ___ Transfer ___ Replacement ___ Other (Specify) _____

Recommended Salary \$ 121,000 Salary Budgeted \$ 121,000

Source of Funds General Appropriation

Identify Budget: State _____ Location 311001-32020-61003-3100
 Form Code: BOR10 Page 1 Item # 1

Change of: _____ From _____ To _____

Position _____
 Status _____
 Salary Adjustment _____

Financial Aid signature (if, applicable):

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

Source of Funds	Amount
n/a	n/a

Comments: (Use back of form)

*See Reverse Side

Graduate School signature (if, applicable):

Roelock White 5/14/18 Date
 Supervisor
Roelock White 5/14/18 Date
 Vice Chancellor
[Signature] 5/14/18 Date
 Director/Personnel
[Signature] 5/15/18 Date
 President

[Signature] Date 5-14-18
 Dean/Unit Head
[Signature] Date 5-14-18
 Vice President/Finance
[Signature] Date
 Business Affairs/Comptroller
 Chairman/S.U. Board of Supervisors Date

This information is requested solely for the purpose of determining compliance with Federal Civil Rights Laws and does not affect employment consideration.

ETHNIC ORIGIN (Please check one):

_____ Hispanic or Latino _____ Non-Hispanic or Non-Latino

RACE (Please check all that apply):

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

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

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

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

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

COMMENTS:

Visiting Professor Fall 2018 and Spring 2019

REC'D UP FIN&BUS AFFAI
18 MAY 14 PM 4:31

EMPLOYEE REGULAR WORK SCHEDULE:

Daily

EMPLOYEE DIRECT SUPERVISOR:

Chancellor, John Pierre

NUMBER OF EMPLOYEES SUPERVISED, (if any)

0

HR USE ONLY: STATUS (circle one):

EXEMPT

NON-EXEMPT

GUIDELINES: All employees, students, graduate assistants being employed through the use of this form are to report to and be cleared by the Human Resources before any employment is offered and before starting to work. All students are to bring with them clearance from the Financial Aid office, Statement of Account (fee receipt), and a class schedule. All prospective employees/students must bring a pictured ID, social security card, birth certificate, certificate of naturalization, resident alien card, H1-B and J-1 visas, passport, and F-1/I-94. The latter six (6) documents do not apply to U.S. Citizens.

Documentation must be provided for review and approval by Human Resources before employment is offered.

CLASS OF EMPLOYMENT (VISA STATUS):

TYPE

- United States Citizen/Certificate of Naturalization
- Resident Alien
- H-1 Visa (Distinguished Merit & Ability)
- J-1 Visa (Exchange Visitor Program)
- F-1 Visa (Student Emp. FT Student at S.U.)
- OPT (F-1 Visa-INS Prior Approval-"Practical Work Experience")

SOUTHERN UNIVERSITY LAW CENTER

ENCUMBERED / FUNDS AVAILABLE

CODE # _____ EXPIRES _____

5/14/18

George

~~RA~~

~~H1~~

J1

F1

F0

Do Not Write Below This Area

For Human Resource and Budgetary Control Use Only!

PAF APPROVAL PROCESS CHECKLIST (Must have the information outlined below):

- _____ Approved Position Vacancy Authorization Form (applicable for new and replacement positions)
- _____ Position Vacancy Announcement (position advertised before processing PAF, if applicable)
- _____ Application for Employment Form Admin/Fac/Uncl Positions (Civil Service Application for classified employees)
- _____ Authority to Release (signed by employee) (submitted to Campus Police with Criminal/Background Check form)
- _____ Supervisory Criminal/Background Check Form (completed by employee/ verified and signed by supervisor)
- _____ Exemptions Survey Form (signed by employee and budget head)
- _____ Proposed Employee Appointment
- _____ Proposed Employee Clearance
- _____ Restricted/ Job Appointment/CS Rule 6.5g Letter of Justification (for classified, if applicable)

CONTINGENT UPON AVAILABILITY OF FUNDS

SOUTHERN UNIVERSITY - BATON ROUGE, LA 70813

SUS SUBR SULAC SUAREC SUNO SUSLA

POSITION VACANCY AUTHORIZATION

REQUEST THAT THE POSITION TITLE Visiting Professor AS DESCRIBED BELOW
 BE AUTHORIZED AS A VACANCY FOR Southern University Law Center
 (Department or Unit)

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

VACANCY DESCRIPTION AND JUSTIFICATION

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

The position is a non-tenure track faculty position for the 2018-2019 academic year.

The visiting professor will teach courses assigned to them and engage in scholar by research, serve on committees as assigned. Also, the visiting professor will host office hours to meet students in courses that they teach, and perform duties as otherwise assigned.

Salary/Range: 100,000 to 121,000 Previous Incumbent (if replacement): N/A

Approved Disapproved Roderick White 5/14/18
 Department Head Date

Approved Disapproved Gerry R. Hall 5/14/18
 Dean/Director/Supervisor of Budget Unit Date

FINANCE/BUDGET OFFICE ONLY	
Funds Available	
<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
<u>Demetria Gray</u>	<u>5/14/18</u>
Signature	Date
Budget Number	<u>311001-32020-67003-31000</u>

HUMAN RESOURCES OFFICE ONLY	
Existing/Approved Position	
<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
Employee Class:	Job Class:
<u>[Signature]</u>	<u>5/14/18</u>
Verified By:	Date:

Approved Disapproved Roderick White 5/14/18
 Vice Chancellor Date

Approved Disapproved John K. Pierre 5/14/18
 Chancellor/Vice President Date

Approved Disapproved _____
 President Date

An Equal Opportunity Employer

DELESO A. ALFORD, J.D., LL.M.

Profile: www.linkedin.com/in/deleso-alford-6367b2b4/

Contact information: [REDACTED]

ACADEMIC EXPERIENCE

(Tenure-Track)

Florida A&M University College of Law
Associate Professor of Law, August 2008- Present

Orlando, FL

Tenured (2012)

Courses Taught

- Torts I, Torts II, Bioethics and the Law, Critical Race Theory, Race and the Law, and The Cuban Legal System

Selected Awards

- Award during FAMU Women's History celebration-Senior Editor for the book, *Enslaved Women in America: An Encyclopedia* and a contributing author for an encyclopedia entry entitled, "Medical Experimentation and Surgery" (March 21, 2014)
- 11th Annual Percy R. Luney Spirit of Service Award- Exemplary "Spirit of Service" to FAMU and beyond (March 30, 2013)
- RUSA Award for Outstanding Reference Source (The Reference and User Services Association) Book-Senior Editor and Encyclopedia Entry- *Medical Experimentation and Surgery, Enslaved Women in America: An Encyclopedia*, (ABC-CLIO) (2013)
- Appreciation Award from FAMU Women and Law Caucus, Annual Conference "Groundbreaking: Women and the Evolution of the Law" (2011)
- Award from FAMU Black Law Students Association Moot Court Team- Coach for Frederick Douglass Moot Court Team Competition, Baton Rouge, LA (2009-2010)
- Spirit of Service Award for New Faculty, Florida A&M University College of Law (2009)

Selected Honors

- American Bar Foundation Fellow (April 2017)
- Featured Highlighted Visiting Diversity Profile for University of New Mexico (UNM) Health Sciences Center 2016 Report for A.I.M.E Advancing Institutional Mentoring, p. 9 (2016)
- Selected as Southern University Law Center (SULC) 2014 - 2015 Faculty Series Speaker (March 26, 2015)
- Featured Article for Faculty Distinction as Featured Faculty Member, "One Voice, and a Powerful Story Can Change the World" Florida A&M University College of Law 2014 Annual Report, p. 10 (2014)
- Featured Article for "College of Medicine's Curriculum Highlights Diversity, Healthcare Disparities" University of Central Florida (UCF) College of Medicine Diversity & Inclusion 2013-2014 Annual Report, p. 8 (2013 - 2014)
- Honored for Outstanding achievements during FAMU Board of Trustees Academic Affairs Committee meeting on research entitled, "The Forgotten Women of the U.S. Public Health Service Syphilis Study at Tuskegee" (September 10, 2014)
- AALS Hurricane Katrina Honor Roll, New Orleans (January 2010)

Selected Service

Florida A&M University (Main Campus)

- University Advisory Board- INDABA Research Sustainability Work Group (2015 - 2016)
- Florida A&M University Institutional Review Board (2013 - 2015)
- Invited Speaker, Discussion of new book, Enslaved Women in America: An Encyclopedia, to Dr. William Guzman, Office of Black Diasporan Culture (OBDC) "Diaspora Dialogues" monthly program (October 8, 2012)
- Invited Speaker, Presentation of paper "Henrietta Lacks and Unjust Enrichment in the Human Body" to Provost Cynthia Hughes Harris, Attorney Linda Barge-Miles, Faculty and Researchers (May 26, 2011)

Florida A&M University College of Law

- Member, Admissions Committee (2017 - 2018); (2012 - 2013); (2011 - 2012)
- Member, Retention, Promotion and Tenure Committee (2012 - present)
- Member, Student Conduct Disciplinary Committee (2017 - 2018); (2014 - 2015);
Chair (2013 - 2014)
- Panelist, Orientation for FAMU College of Law (2013- present)
- Volunteer, Professionalism, Fitness and Character for Orientation FAMU
College of Law (2017); (2014); (2013)
- Member, Sub-Committee on Professionalism, Fitness and Character for
Orientation FAMU College of Law (2014); (2013); (2011); (2009)
- Co-Advisor, Marshall-Bell Law Society (2015 - present)
- Ad hoc Committee Member, Faculty Handbook Revisions (2014 - 2017)
- Member, Faculty Recruitment Committee (2015 - 2016); (2008 - 2011)
- Member, Curriculum Committee (2016 - 2017)
- Member, Library Committee (2013 - 2015); (2009 - 2010)
- Member, Strategic Planning/Self Study Committee (2013 - 2014);(2008 - 2009)
- Ad Hoc Member, Grade Appeals Committee (2009)
- Faculty Secretary (2013 - 2014)
- Member, Computer and Technology Committee (2012 - 2013)
- Coach, National Black Law Students Association Moot Court Competition
(January 2010)

Legal Community

- Executive Planning Committee Member, Association of American Law Schools (AALS) Section on Socio-Economics, San Diego, California, (January 3- 6, 2018)
- Moderator, “Power and Authority” in Promoting Justice for All, The Role of HBCUs in Developing Cultural Understanding and Access to Justice, Southeast/Southwest People of Color Legal Scholarship Conference, Florida A&M University College of Law (February 27, 2016)
- Registration/Sponsorship/Funding Co-Chairs for Southeast Southwest People of Color Legal Scholarship Conference, Florida A&M University College of Law (February 25 - 27, 2016)
- Executive Planning Committee Member for the Southeast Southwest People of Color Legal Scholarship Conference, Florida A&M University College of Law (February 25 - 27, 2016)
- Organizing Committee Member- Association of American Law Schools (AALS) Section on Socio-Economics, New York, New York (January 8 - 11, 2016)
- Planning Committee Member- Law Professors Division, National Bar Association (NBA) International Affiliates Continuing Legal Education (CLE) Meeting, Salvador da Bahia, Brazil (May 17 - May 21, 2014) · Rio de Janeiro (May 21 - May 24, 2014)
- Co-Chair Membership Committee and Member of BA to JD Pipeline Committee for Society of American of Law Teachers (2013-2014)
- Co-Chair Board Nominations Committee for Society of American of Law Teachers (2013)
- Executive Planning Committee Member and Co-Program Chair for the Southeast /Southwest People of Color Legal Scholarship Conference, University of Arkansas William H. Bowen School of Law, Fayetteville, Ark. (April 4 - 7, 2013)
- Co-Chair Membership Committee for Society of American of Law Teachers (2011 - 2012)

- Co-Vice Chair, Planning Committee for the Southeast Southwest People of Color Legal Scholarship Conference, (Samford University Cumberland School of Law, Birmingham, AL (2011 - 2012)
- Planning Committee for the Southeast/Southwest/Midwestern People of Color Legal Scholarship Conference, Fort Lauderdale, FL (April 1, 2011)
- Co-Chair Program Committee for the Third National People of Color Legal Scholarship Conference, Seton Hall, Newark, NJ (September 9 - 12, 2010)
- National Steering Committee Member for the Third National People of Color Legal Scholarship Conference, Seton Hall, Newark, NJ (September 9 - 12, 2010)
- Planning Committee Member for the Southeast Southwest People of Color Legal Scholarship Conference, University of South Carolina, Columbia, South Carolina (2010)
- Volunteer Training Coordinator for Law Students, National Black Law Students Association -Presidential Inaugural Committee, Washington, DC (2009)
- Vice Chair, National Bar Association- Law Professors' Division (2008)
- Member, Association of American Law Schools- Torts Section (2008)

Community Service

- Georgetown Law Reunion Weekend Volunteer 2017 (October 20 - 22, 2017)
- Orlando (FL) Chapter of the Links Incorporated 65th Anniversary Community Service Project, Disney Epcot World Showplace Pavilion, Orlando, Florida (April 8, 2017)
- Orlando Magic Women's History Celebration, Amway Stadium, Orlando, Florida (March 18, 2017)
- Women Lead Orlando Networking Dinner, The Balcony, Orlando, Florida (March 29, 2017)
- Center for Multicultural Wellness and Prevention (CMWP) Annual Caribbean Health Summit, Orlando, Florida (since 2015)
- Attendee, Orlando Magic Youth Foundation (OMYF) 2016 Charity Gala Fundraiser (March 5, 2016)

- Nap Ford Community School, Annual Fundraiser to celebrate opening of new Charter School, Team Expansion and Sponsorships (March 3, 2016)
- Co-Presenter with Dr. Lisa Barkley, Assistant Dean for Diversity and Inclusion, University of Central Florida College of Medicine, ZORA!™ HATitude 2.0 Series, Exploring the Connections between the Writings of Zora Neale Hurston and (STEM) Science, Technology, Engineering and Math, learning module for middle school students in STEM career pipeline program (April 9, 2015)
- Nap Ford Annual Fundraiser, Camp World Stadium, Orlando, Florida (since 2014)
- Guest Speaker, Apopka Academy Day (April 10, 2013)
- Guest Speaker, Apopka High School's Medical Careers Magnet (January 28, 2013)
- Guest Speaker, University of Central Florida, Department of Child, Family and Community Sciences College of Education, Cultural and Family Systems EEC 4402 (March 20, 2013)

Barry University School of Law

Orlando, FL

Assistant Professor of Law, August 2006- May 2008

Courses Taught

- Legal Research and Writing I and Legal Research and Writing II

Selected Awards

- Dean's Award for "Best Achievement as a Scholar/Presenter" Barry University School of Law (2007)

Selected Service

- Member, Sub-Committee for Mission Effectiveness Mission Trip (2008)
- Faculty Liaison/Organizer, Barry School of Law's First Social Justice Mission Trip, New Orleans, LA, Post-Hurricane Katrina Legal Assistance (May 21- 27, 2007)
- Honor Code Investigator, Law School (2007 - 2008)
- Member, Library and Technology Committee, Law School (2007 - 2008)

-
- Member, Admissions Committee, Law School (2007 - 2008)
 - Member, Ad-Hoc Committee on the Vision and Future of Barry Law School (2007 - 2008)
 - Member, Student Services Committee, Law School (2006 - 2007)
 - Chair, Sub-Committee on Diversity, Law School (2006 - 2007)
 - Member, Ad-Hoc Committee on Bar Passage, Law School (2006 - 2007)

Legal Community

- Vice Chair, Planning Committee for the Southeast Southwest People of Color Legal Scholarship Conference, Florida A& M University College of Law, Orlando, FL (2007)
- Planning Committee Member for the Southeast Southwest People of Color Legal Scholarship Conference, University of New Mexico School of Law, Santa Fe, NM (2006)
- Planning Committee Member for the Southeast Southwest People of Color Legal Scholarship Conference, Tulane University Law School, New Orleans, LA (2005)
- Steering Committee Member, Louisiana Senator Mary Landrieu's Steering Committee for the Passage of Senate Resolution 39, Senate Apology for Lynching, Washington, DC (2005)
- National Steering Committee Member, Second National People of Color Legal Scholarship Conference, George Washington University Law School, Washington, DC (2004)

(Adjunct / Part-time Teaching)

The University of Central Florida (UCF) College of Medicine, Health Sciences Campus at Lake Nona

Assistant Director of Diversity and Inclusion (Summer 2017)

Adjunct Faculty, Associate Professor of Medicine (Medical Education) (2014-Present)

Co-Director of the Longitudinal Curricular Themes (LCT) in Culture, Health, and Society (2015-Present)

Longitudinal Curricular Themes (LCT) are relevant, interdisciplinary curricular topics designed to impart skills and attributes of an excellent physician. Culture, Health & Society LCT is interwoven into the four year medical school curriculum. The focus of this theme is to encourage students to reflect on their own cultural values, assumptions, and beliefs and identify how those values can influence the provision of clinical care and the patient-doctor relationship.

Sessions Co-Facilitated:

Making of Physician series: consisted of first-year medical students (small group sessions) designed to begin to form their identities as future physicians and assist in the development of values of the profession. Topics included: Cultural Awareness, Implicit Bias, Professionalism, How Doctors Think, The Patient's Perspective, Cultural Competency, Special Populations: Military Veterans, Narrative Medicine, Health Literacy, LGBT Patients and Health Care

Courses Co-Taught:

First year medical students-

Ethics in Biomedical Research Opportunities for Medical Students in Collaborative Research: the FIRE Module (Focused Inquiry & Research Experience)

Medical Ethics and Health Equity: The Henrietta Lacks Story

Cultural Health Issues: Addressing the Social Determinants of Health

Approach to Cultural Competency in Patient Interview

Cultural Competency: Communicating Across Differences

Second year medical students-

End of life and Medical Ethics- Participating Faculty Panel focusing on Ethics

Third year medical students-

Diversity in the Clinical Setting

Gender and Culture, Health & Society LCT session: Organizational cultural competency

Health System Role in Addressing Population Health

Fourth year medical students-

M4 OB/GYN Residency Prep Bootcamp lecture

OB/GYN Clerkship Didactic Lectures for block rotations: "The Good Doctor"

*Collaborated with UCF COM medical faculty to design and co-facilitate lectures for OB/GYN medical residents (M4) 4th year medical students. The didactic lectures will help fourth year medical students to reach milestones of professionalism as identified by the Accreditation Council for Graduate Medical Education (ACGME). The module integrates my legal scholarship on the development of gynecology as a specialty in the United States. (2018)

The George Washington University Law School (2005-2006)

Professorial Lecturer in Law, Legal Research and Writing Program

American University Washington College of Law (Fall 2005)

Adjunct Professor, International Legal Studies Program (ILSP), American Legal Institutions (ALI) Legal Writing Program

American University (Fall 2005)

Lecturer, Women's and Gender Studies, Arab Studies, American Studies

UDC David A. Clarke School of Law (2004-2005)

Adjunct Professor, Lawyering Process I and II

Parks College (2003-2005)

Adjunct Instructor

Courses taught

- Applied Business Law, Psychology, Criminal Procedure, Criminal Evidence, Strategies For Success, Criminal Justice Report Writing, Introduction to Paralegal Assisting, Legal Research, Policing in America, Constitutional Law and Contract Law.

(Short Visits/ Scholar in Residence)

University of New Mexico Health Sciences Center (*forthcoming* March 21-23, 2018)

Status Update of Inaugural UNM Diversity Visiting Scholar

Stetson University College of Law (Summer 2017)

Visiting Scholar in Residence

Tuskegee University (Summer 2013)

Residential Research Scholar, National Center for Bioethics in Research and Health Care

University of New Mexico Health Sciences Center (Summer 2012)

Inaugural Diversity Visiting Scholar

(Undergraduate Teaching)

University of Maryland Eastern Shore (Fall 1999)

University Assistant Professor

Courses taught

- Applied Business Law

Prairie View A&M University (1998-1999)

University Assistant Professor

Courses taught

- Contract law, Torts, and business combinations and the Uniform Commercial Code, Legal Environment of Business course (graduate level -MBA program). Provided Equal Employment Opportunity (EEO) Sexual Harassment training to University employees.

Grambling State University (1995-1997)

University Assistant Professor

Courses taught

- Torts, Contracts, and the Uniform Commercial Code

EDUCATION

Georgetown University Law Center

Washington, DC

Masters of Laws (LL.M.); May 2002

Individualized Program with special emphasis on the Intersectionality of Gender, Race and Law

Thesis- South African Women of African Descent, Employment Equity and Intersectional Discrimination: The Legal Effect of “Recessive Identity Politics” from a Global Critical Race Feminist Perspective

Southern University Law Center

Baton Rouge, LA

Juris Doctorate (J.D.); May 1990

Honors: American Jurisprudence Award (Federal Jurisdiction)

Awards: Member of “Best Overall Team” in Moot Court Round Robin Competition

Southern University A&M College

Baton Rouge, LA

Bachelor of Science, May 1987

Honors: Magna Cum Laude

Awards: Psi Chi Honor Society; Alpha Kappa Mu Honor Society

(Certification)

Medical College of Wisconsin

Milwaukee, WI

Certification in Clinical Bioethics, Aug. 2017

PUBLICATIONS

Articles

Barkley, Lisa, Alford, Deleso. Medical Ethics and Health Equity: The Henrietta Lacks Story. MedEdPORTAL Publications; 2015. Available from: http://dx.doi.org/10.15766/mep_2374-8265.10276

HeLa Cells and Unjust Enrichment in the Human Body, *21 Annals Health L.* 223 (2012)

Examining the "Stick" of Accreditation for Medical Schools through Reproductive Justice Lens: A Transformative Remedy for Teaching the Tuskegee Syphilis Study, *26 J. Civ. Rts & Econ. Dev.* 153 (2011)

Critical Race Feminist Bioethics: Telling Stories in Law School and Medical School in Pursuit of "Cultural Competency" *72 Alb. L. Rev.* 961 (2009)

The Anatomy of a "Pantsuit": Performance, Proxy and Presence for Women of Color in Legal Education, *30 Hamline J. Pub. L. & Pol'y* 605 (2009)

Hurricane Katrina and Collective Identity: Seeing Through A "Her-storical Lens", *31 Nova L. Rev.* 325, (2007)

Every Shut Eye, Ain't Sleep: Exploring the Impact of Crack Cocaine Sentencing and the Illusion of Reproductive Rights for Black Women from a Critical Race Feminist Perspective, *13 Am. U. J. Gender Soc. Pol'y & L.* 1 (2004)

Exploring the Black Wombman's Sphere and the Anti-Lynching Crusade of the Early Twentieth Century, *3 Geo. J. Gender & L.* 895 (2002)

Roots, Resistance and Responsibility: The World Conference Against Racism, *Reflections Magazine*, Vol. 15, No. 3 (Fall 2001)

Books (Edited)

Senior Editor and Encyclopedia Entry- Medical Experimentation and Surgery, Enslaved Women in America: An Encyclopedia, Editor in Chief, Daina Ramey Berry (Greenwood Press/ABC-CLIO, 2012) 2013 RUSA Award for Outstanding Reference Source (The Reference and User Services Association) A Division of the American Library Association
<http://www.ala.org/rusa/awards/outstandingreferencesources>

Journal
Specif
Journal
Law Rev

L. Rev.

L. R.

Media

(Op-Ed)

Alford, Deleso, *A Call for Medical Students to Learn the Full Story about the "Father of Gynecology"* Clinical Trials and Human Subjects Research, Hastings Bioethics Forum, Health and Health Care, October 5, 2017, available at <http://www.thehastingscenter.org/call-medical-students-learn-full-story-father-gynecology/>

(Interviews)

Interviewed for UCF College of Medicine Office of Diversity & Inclusion, What Is Health Leaders: Health Leaders Summer Academy 2017

<https://www.youtube.com/watch?v=f2zwWAwDLJg>

<https://med.ucf.edu/news/health-leaders-academy-inspires-teens/>

Interviewed for Georgetown University Law Center 2016 Reunion Weekend- served as an invited panelist for Georgetown Women's Legal Alliance Panel

<https://www.youtube.com/watch?v=WtS2mLGjgV8&feature=youtu.be>

Interviewed for Stetson University College of Law – Summer 2016- Survival of the Fittest: Unite and Conquer by Black Law Students Association (BLSA) President

<https://www.youtube.com/watch?v=CVhniOHbxc>

Interviewed for Stetson University College of Law – Summer 2016- Addressing bias: visiting scholar Deleso Alford discusses cultural competence

<http://www.stetson.edu/law/news/index.php/2016/07/28/addressing-bias-visiting-scholar-deleso-alford-discusses-cultural-competence/>

Interviewed for the Florida A&M University College of Law – Annual Report 2014 –featured Faculty Member as Faculty Distinction

Interviewed for the UCF College of Medicine Council for Diversity Initiatives – Annual Report 2013-14, College of Medicine's Curriculum Highlights Diversity, Healthcare Disparities (Spring 2014)

Interviewed for The University of Toledo College of Law magazine, Commemorating 1808: Fighting for the Right to Dream, The University of Toledo College of Law, Toledo, OH (Oct. 24 - 25, 2008)

Interviewed for Journalist Jon Robbins on the Once Upon a Legal Time: Developing the Skills of Storytelling in Law, Applied Legal Storytelling Conference, London, UK, Law Society's Gazette, the leading Legal weekly in the UK and Europe (July 2007)

(Quoted or Cited -Select)

Yearby, Ruqaiyah, "Exploitation in Medical Research: The Enduring Legacy of the Tuskegee Syphilis Study." *67 Case W. Res. L. Rev.* 67 1171 (2017)

Aziz, Sahar, *Enslaved Women in the Making of the "Father of Gynecology,"* Race and the Law Prof Blog, October 9, 2017, available at <http://lawprofessors.typepad.com/racelawprof/>

Garlameau, Charlene, *On Sims's Legacy: Work for Bioethics, Clinical Trials and Human Subjects Research,* Hastings Bioethics Forum, Health and Health Care, August 17, 2017, available at <http://www.thehastingscenter.org/sims-legacy-work-bioethics/>

Brooks, K. C., S. Rougas, and P. George. "When race matters on the wards: talking about racial health disparities and racism in the clinical setting." (2016): 10523

Connor, David J., Beth A. Ferri, and Subini A. Annamma, eds. *DisCrit—Disability Studies and Critical Race Theory in Education.* Teachers College Press, 2016.

Daniels, Rowena A. "Rectifying a Wrong: American Eugenics-Beneficial to the State, but Detrimental to the People." *Tenn. J. Race Gender & Soc. Just.* 4 (2015): 157.

Wilson, Robin Fretwell. "When Governments Insulate Dissenters from Social Change: What Hobby Lobby and Abortion Conscience Clauses Teach About Specific Exemptions." *48 U.C. Davis L. Rev.* 703 (2014)

Slocum, J. Michael. "Bias, Power, Influence, and Competence: The Implications of Human Nature on the New NIH Conflicts of Interest Regulations." *43.1 Journal of Research Administration* 135 (2012)

To Be Submitted & Works in Progress

Book

Tuskegee's Forgotten Women: The Untold Side of the U.S. Public Health Services Syphilis Study, (Praeger, 2018)

Articles

Exploring Innovative International Study Abroad Programs with an Interdisciplinary Focus: An Eye Towards Interprofessional Education (IPE)

Human Subjects Research and Cultural Competency: A Bioethical Framework for the Collaborative Institutional Training Initiative (CITI Program)

Cultural Competency Skills and Cultural Humility in Legal Education through the Lens of Medical Education

(in collaboration)

Exploring Formative Assessments in Pursuit of Tort Bar Success and Beyond

*OBGYN Milestones of Professionalism for M4 students: Anarcha, Betsey and Lucy's Story
"Mothers of Modern Day Gynecology"*

TESTIMONY

Testimony in support of Congressman John Conyers' bill supporting the passage of H.R. 40, Commission to Study Reparations Proposals for African Americans Act, Washington, DC (April 6, 2005)

SELECT PRESENTATIONS

Panelist, Southeastern Association of Law Schools (SEALS), Health Law Workshop: Current Legal Issues in Healthcare Discrimination, Fort Lauderdale, FL (*forthcoming* August 10, 2018)

Panelist, Southeastern Association of Law Schools (SEALS), Health Law Workshop: Discussion Group- Discussion Group on Health Law and Bioethics, Fort Lauderdale, FL (*forthcoming* August 10, 2018)

Panelist, Southeastern Association of Law Schools (SEALS), Global Outreach Workshop: Discussion Group- Teaching Health Law Overseas, Fort Lauderdale, FL (*forthcoming* August 5, 2018)

Panelist, 2018 Biennial Conference of the Legal Writing Institute, "Back to School", *Understanding Cultural Competency as a Core Lawyering Skill*, Marquette University Law School, Milwaukee, WI (*forthcoming* July 11-14, 2018).

Keynote Plenary Speaker, National Center for Bioethics in Research and Health Care, (National Bioethics Center) Public Health Ethics Intensive Course, *Ethics Across Generations, Ethics and the Law": The USPHS Syphilis Study at Tuskegee through the Lens of Women*, Tuskegee, AL (*forthcoming* April 11, 2018)

Master of Ceremonies (MC), Southern University Law Center Hall of Fame Ceremony, Baton Rouge, LA (*forthcoming* April 7, 2018)

Panelist, 1st Annual New Mexico Black Wellness Conference, "One New Mexico", *Cultural Competence/Eliminating Racial Disparities in the Healthcare Industry*, Albuquerque, NM (*forthcoming* March 24, 2018).

Speaker, Association of American Law Schools (AALS) Section on Socio-Economics, *Socio-Economics and the Critical Schools*, San Diego, California, (January 3- 6, 2018)

Speaker, Association of American Law Schools (AALS) Section on Socio-Economics, *Teaching and Scholarship in a Polarized Society: A Roundtable on Pedagogy for New Law Teachers*, (January 3- 6, 2018)

Co-Moderator, Association of American Law Schools (AALS) Section on Socio-Economics, *The Changing Legal Profession and the Challenge for the Academy: A Deans' Roundtable*, San Diego, California, (January 3- 6, 2018)

Presenter, (Work- in- Progress), 2017 LatCrit Biennial Conference, LatCrit XXI: What's Next? Outsider Jurisprudence and Progressive Formations at a Crossroad, *Cultural Competency Skills in Legal Education: Exploring ABA Standard 302 from the lens of Medical Education's Accreditation Standard 7.6 Cultural Competence and Health Care Disparities*, Orlando, FL (September 29 – 30, 2017)

Guest Speaker, University of South Florida, College of Public Health, Department of Health Policy & Management, *Cultural Competency Meets Critical Race Theory: Examining the "Ethical Divide" for the SUPPORT Study*, Tampa, FL (November 10, 2016).

Invited Panelist, Georgetown University Law Center, Georgetown Women's Legal Alliance, *Leading Social Change: Women in Politics, Policy and the Private Sector*, Washington, DC (October 21, 2016)

Invited Panelist, Florida A&M University College of Law, Women and the Legal Profession, *When and Where I Enter: Finding Your Own Shine* (October 17, 2016)

Invited Panelist, Case Western Reserve University School of Law Symposium- approved for Continuing Legal Education (CLE) credit, In Honor of Fred Gray: Making Civil Rights Law from Rosa Parks to the Twenty-First Century, *Seeing Gender Equality Through an Interdisciplinary Lens: The Application of Critical Race Feminist Legal Theory in Practical, Medical School Curricula*, Cleveland, OH (October 14, 2016)

Plenary Speaker, Florida Trial Court Staff Attorney Association, Diversity and Discrimination in the Courts: Minority Challenges at trial and on appeal, *Our Courtrooms are "Color-blind" or Not?: Making the Case for Training Culturally Competent Attorneys*, Ft. Lauderdale, FL (September 22 - 23, 2016)

Moderator/Speaker, African American Women and Law Conference (AAWLC) 2016 *Healing Black Women's and Girls' Minds and Bodies: The Fightback against Racism in Medical Science*, Washington, DC (September 13 - 14, 2016)

Invited Panelist, Stetson University College of Law, International Legal Education Abroad Conference (IEAC), A Response to Declining Enrollment: Innovative International Partnerships and Interdisciplinary Approaches, *Exploring Innovative International Study Abroad Programs with an Interdisciplinary Focus: An Eye Towards Interprofessional Education (IPE)*, Gulfport, FL (April 4 - 5, 2016)

Invited Panelist, Enzian Theatre for Women's History Month, Zora Neale Hurston's 125th Birthday Celebration, screening of *You Belong to Me: Sex, Race and Murder in the South*, Zora Neale Hurston covered the Ruby McCollum murder trial for *The Pittsburgh-Courier*, Maitland, FL (March 19, 2016)

Moderator, Florida A&M University College of Law, Southeast/Southwest People of Color Legal Scholarship Conference, "Power and Authority" in Promoting Justice for All, *The Role of HBCUs in Developing Cultural Understanding and Access to Justice* (February 27, 2016)

Panelist, Association of American Law Schools, AALS Section on Socio-Economics 2016 Annual Meeting, Perspectives on Economic, Gender, and Racial Justice, *Socio-Economics: Broadening the Economic Debate*, New York City, NY (January 8 - 10, 2016)

Plenary Panelist, Association of American Law Schools, AALS Section on Socio-Economics, Socio-Economics: Broadening the Economic Debate, *Society of Socio-Economics (SOS) Annual Meeting Program*, New York City, NY (January 11, 2016)

Presenter, Vanderbilt Law School, 9th Annual Lutie Lytle Black Women Law Faculty Writing Workshop, Advance Your Agenda, Build Your Brand and Chart Your Career, Tribute to Law Professor Pamela Bridgewater, American University Washington College of Law *Ode to a Good Sister*, Nashville, TN (July 9 - 12, 2015)

Panelist, Association of American Law Schools, AALS 2015 Mid-year Meeting, Workshop on Next Generation Issues of Sex, Gender and the Law Conference, Ideas for the Future Panel *Pursuing Gender Equality Through an Interdisciplinary Lens: The Application of Critical Race Feminist Legal Theory in Practical, Medical School Curricula*, Orlando, FL (June 25 - 26, 2015)

Presenter, Association of American Medical Colleges (AAMC) 2015 Joint Professional Development Conference (PDC) for Admissions and Student Diversity Affairs, *Teaching Medical Students to Advance Health Equity*, Miami, FL (June 18 - 21, 2015)

Presenter, Eatonville Branch of the Orange County Library, The ZORA! STEM Stars: Saving for Our Girls Fundraiser Event, *Medical Ethics and Health Equity: The Henrietta Lacks Story*, Orlando, FL (April 9, 2015)

Invited Speaker, Florida A&M University College of Law, Marshall-Bell Law Society 1st Annual MVP Awards, *Optical Diversity v. Real Inclusion*, Orlando, FL (April 9, 2015)

Keynote Speaker, Southern University Law Center, 2014-2015 Faculty Speaker Series, *Pursuing Gender Equality Through an Interdisciplinary Lens*, Baton Rouge, LA (March 26, 2015)

Keynote Speaker, ZONTA International Meeting, Capital City Country Club, *Women Standing at the Intersection both Domestically and Internationally: A Critical Race Feminist Perspective on Our Bodies, Our Dis-ease, Our Human-ness*, Tallahassee, FL (March 17, 2015)

Panelist, Adventist University of Health Sciences, A Discussion on the Value and Need of a Better Understanding of Diversity for Clinicians, Orlando, FL (March 16, 2015)

Panelist, Tulane Law School Forum on the Future of Law & Inequality, Gender, Embodiment & Inequality, *Pursuing Gender Equality Through an Interdisciplinary Lens: The Application of Critical Race Feminist Legal Theory in Practical, Medical School Curricula*, New Orleans, LA (November 7, 2014)

Panelist, Southeastern Association of Law Schools (SEALS), Workshop on Health Law: Discussion Group- Hot Issues in Law and Bioethics, *From Terry Schiavo to Jahi McMath: Gender, Race and Autonomy Workshop on Health Law*, Amelia Island, FL (August 1, 2014)

Panelist, Southeastern Association of Law Schools (SEALS), Workshop on Health Law: Discussion Group- Public Health Law Theory and Practice, *Examining the Recent UAB lawsuit and the Application of Critical Race Theory to Enhance Collaborative Institutional Training Initiative (CITI) Training for Institutional Review Board (IRB) Members*, Amelia Island, FL (August 1, 2014)

Panelist, National Bar Association (NBA) 89th Annual Convention- providing Continuing Legal Education (CLE) training *In Pursuit of Social Justice: Critical Perspectives on Personhood and the Law*, Atlanta, GA (July 28, 2014)

Panelist, 98th Annual Assoc. for the Study of African American Life and History (ASALH) National Conf., "Law and the Crossroads of Freedom and Equality: Exploring the Moral and Legal Issues in the Fight for Justice" *Enslaved Bodies and U.S. Gynecology: Critical Legal History Perspective on the Founding of Woman's Hospital in the State of New York*, Jacksonville, FL (October 5, 2013)

Panelist, Southeastern Association of Law Schools (SEALS), Health Care Reform Revisited: What Progress Has Been Made Since Last Year?" *What's in a Name?...Historically Speaking as it Relates to "Enhancing Human Subjects Research Protections" and the Common Rule, 45 CFR part 46*, Palm Beach, FL (August 9, 2013)

Panelist, The University of Texas at Dallas, 3rd Annual, Values in Medicine, Science, and Technology" Conference at the Center for Values in Medicine, Science, and Technology, *Intersectionality, Critical Race Feminist Theory, and Bioethics*, Dallas, TX (May 22 - 24, 2013)

Panelist and Authors' Roundtable, University of Arkansas, William H. Bowen School of Law, Southeast /Southwest People of Color Legal Scholarship Conference, Empty Promises? The Constitution at 225, Fayetteville, Ark (April 5, 2013)

Keynote Speaker, Facilitator for Inaugural Regional Roundtable Discussion, IMPACT National Conference 2013, IMPACT without Borders , *IMPACTing with Critical Humility*, Albuquerque, NM (February 21 - 24, 2013)

Panelist, Association of American Law Schools, AALS 2013 Annual Meeting, Global Engagement and the Legal Academy Conference, Institutional Responsibility for Sex and Gender Exploitation Panel, *Institutional Responsibility and The Forgotten Women of the U.S. Public Health Services Syphilis Study at Tuskegee*, New Orleans, LA (January 4 - 7, 2013)

Panelist, Society of American Law Teachers (SALT), Teaching Social Justice, Expanding Access to Justice: The Role of Legal Education & The Legal Profession, *Refracting Social Justice and Access to Justice Through the Lens of American Healthcare*, Baltimore, MD (October 5 - 6, 2012)

Panelist, Joint Annual Meeting of the Law and Society Association and the Research Committee on Sociology of Law (International Sociological Association, co-sponsored by the Canadian Law and Society Association (CLSA), the Japanese Association of Sociology of Law (JASL), and the Socio-Legal Studies Association (SLSA), *Sociolegal Conversations across a Sea of Islands, Re-Defining Meritocracy: Legal Education and the "Culturally Competent Lawyer" as a Viable Accreditation Standard*, Honolulu, HI (June 5 - 8, 2012)

Invited Distinguished Faculty-Respondent, National Center for Bioethics in Research and Health Care, Tuskegee University's First Public Health Ethics Intensive Course, Ethics and Research plenary session, Tuskegee, AL (April 24 - 27, 2012)

Invited Speaker, New York Law School, The Law, Society and History Colloquium *The Forgotten Women of the U.S. Public Health Services Syphilis Study at Tuskegee*, New York (April 17, 2012)

Moderator and Panelist, Cumberland School of Law, Samford University, 2012
Southeast/Southwest/Midwestern People of Color Legal Scholarship Conference, Race and Bioethics Panel, Birmingham, AL (March 29 - April 1, 2012)

Panelist, Chicago-Kent College of Law, The Chicago-Kent Institute for Law and the Humanities and the Chicago-Kent Law Review, Acknowledging the History of Women in the Tuskegee Study of "Untreated Syphilis in the Male Negro, Chicago, IL (October 14, 2011)

Moderator, National Bar Association (NBA), Pipeline Project to Law Schools, Baltimore, Maryland (July 31 - August 4, 2011)

Panelist, Association of American Law Schools (AALS) Mid-year Meeting, Workshop on "Women Rethinking Equality" Reproductive Rights to Reproductive Justice Panel...And What About the Women?: A Reproductive Justice Framework on the Tuskegee Study of Untreated Syphilis in the Negro Male, Washington, DC (June 21, 2011)

Panelist, Loyola University Chicago School of Law and The American Society of Law, Medicine & Ethics (ASLME), The 34th Annual Health Law Professors Conference *HeLa Cells and Unjust Enrichment in the Human Body*, Chicago, IL (June 10, 2011)

Panelist, 2011 Joint Meeting of Southeast/Southwest/Midwestern People of Color Legal Scholarship Conference, Re-Defining Meritocracy: "Cultural Competency" as a Viable Accreditation Standard for Legal Education, Fort Lauderdale, FL (April 1, 2011)

Moderator and Panelist, Seton Hall, Third National People of Color Legal Scholarship Conference, Gender Talk Over Generations: Culture, Power & Representations PanelAnd What About The Women?: A Reproductive Justice Framework on the Tuskegee Study of Untreated Syphilis in the Negro Male, Newark, NJ (September 9 - 12, 2010)

Moderator, Southeastern Association of Law Schools (SEALS) 2010 Annual Meeting, Regulating the Reproductive Body, Palm Beach, FL (July 29 - August 5, 2010)

Presenter, (Work- in- Progress), University of Kentucky College of Law, , Lutie Lytle Writing Workshop, Honoring Henrietta Lacks and "Making Right with the Family": Exploring A Reproductive Justice Framework to Address the Taking and Profiting of HeLa Cells, Lexington, KY (June 24 - 28, 2010)

Panelist, Association of American Law Schools (AALS) Mid-year Meeting, Race and the Law: The Course, Workshop on "Post Racial" Civil Rights Law, Politics and Legal Education: New and Old Color Lines in the Age of Obama, New York, NY (June 10, 2010)

Moderator, University of South Carolina, Southeast/Southwest People of Color Legal Scholarship Conference, Equality and Justice in the Obama Era, Supreme Court Update, Columbia, SC (March 26, 2010)

Panelist, UCLA School of Law, 4th Annual Critical Race Symposium "UNDER-EXAMINED INTERSECTIONALITIES" Towards an Intersectional Analysis of Health ...And What About the Women? An Intersectional Approach to Re-Telling the Tuskegee Study of Untreated Syphilis in the Negro Male, Los Angeles, CA (March 12, 2010)

Panelist, Texas Wesleyan School of Law, The Role of Lawyers of Color: Past, Present, & Future, Historically Black Law Schools and Meritocracy: The Rhyme and Reason For a New "Yardstick", Fort Worth, TX (October 9, 2009)

Moderator, Southeastern Association of Law Schools (SEALS) Feminist Legal Theory and Bioethics, Palm Beach, FL, (August 6, 2009)

Panelist and Chair, 2009 Annual Meeting of the Law and Society Association, "Gender, Race, and Class Perspectives: The "Practice" of Medicine" session, From Critical Race Feminist Theory to Practice: Cultural Competency in Medical Schools, Denver, CO, (May 28 - 31, 2009)

Presenter, (Work- in- Progress), University of Iowa College of Law, CRT 20: HONORING OUR PAST, CHARTING OUR FUTURE, From Critical Race Feminist Theory to Practice: Cultural Competency in Medical Schools, Iowa City, IA, (April 2 - 4, 2009)

Panelist, Phoenix School of Law, Southeast/Southwest People of Color Legal Scholarship Conference, Historically Black Law Schools: Rhyme and Reason, Phoenix, AZ (March 26 - 29, 2009)

Panelist, Association of American Law Schools 2009 Annual Meeting, AALS Section on Women in Legal Education, The Anatomy of a "Pantsuit": Performance, Proxy and Presence for Women of Color in Legal Education, San Diego, CA (January 6 - 10, 2009)

Panelist, Albany Law School, Albany Law Review and Albany Law Journal of Science and Technology, Defining Race Symposium, Critical Race Feminist Bioethics: Telling Stories in Law School and Medical School in Pursuit of "Cultural Competency", Albany, NY (Nov. 14, 2008)

Panelist, The University of Toledo College of Law, Commemorating 1808: Fighting for the Right to Dream, *Acknowledging the 'Narrative Behind the Narrative' of Enslaved Black Women and the Development of Gynecology in the United States*, Toledo, OH (Oct. 24 - 25, 2008)

Panelist, Boston University School of Law, Northeastern People of Color Conference (NEPOC), The Diversity Crisis in Legal Education and the Profession, *Applied Critical Race Feminism: Telling Stories in Law School and Medical School in Pursuit of "Cultural Competency"*, Boston, MA (Sept. 12 - 14, 2008)

Panelist, National Bar Association (NBA), How to Become a Law Professor, Houston, TX, (July 29 - 31, 2008)

Invited Speaker, Association of American Law Schools' Workshop for New Law Teachers, Junior Faculty Feedback (Second year perspective), Washington, DC (June 26 - 28, 2008)

Panelist, University of California, Berkeley, School of Law, "The Teaching For Social Change" Conference co-sponsored by the Society of American Law Teachers (SALT) & University of California, Berkeley, School of Law Boalt's Thelton E. Henderson Center for Social Justice (Boalt Hall) *Applied Critical Race Feminism: Centering A Her-storical Presence*, Berkeley, CA (March 14 - 15, 2008)

Panelist, American University Washington College of Law, American University Founders' Celebration 2008, *When the Laws of Enslavement Met the Development of the Medical Specialty of Gynecology: Centering a Marginalized Narrative to Achieve Cultural Competency*, Washington, DC (February 18, 2008)

Panelist, University of California, Berkeley, School of Law, The Berkeley Journal of African-American Law and Policy 2007 Symposium: Setting the Agenda: Examining the Critical Legal Issues Facing African-Americans and Minority Communities in the 2008 Election, *A Critical Race Perspective on the 2008 Presidential Election; Locating a Balm for the So-called "Katrina Fatigue,"* Berkeley, CA (November 9, 2007)

Presenter, (Work-in-Progress), The Twelfth Annual LatCrit Conference, "Critical Localities: Epistemic Communities, Rooted Cosmopolitans, New Hegemonies and Knowledge Processes", *A Critical Race Perspective on the 2008 Presidential Election: Locating a Balm for the So-called "Katrina Fatigue"* Miami, FL (October 4 - 6, 2007)

Invited Speaker, Association of American Law Schools' Workshop for New Law Teachers, Junior Faculty Feedback (First year perspective), Washington, DC (June 28 - 30, 2007)

Moderator, Association of American Law Schools (AALS) Annual Meeting, Socio-Economics and Economic Justice Section, *Katrina and the Destruction and Rebuilding of New Orleans*, Washington, DC (January 3, 2007)

Panelist, Emory University School of Law, Storytelling and the Law: A Retrospective on Narrative, Ethics and Legal Change, Feminism and Legal Theory Project *In Search of the 'Narrative behind Narrative': Critical Race Feminism and the pursuit of "Cultural Competency" in Medical Schools*, Atlanta, GA (October 27 - 28, 2006)

Panelist, Society of American Law Teachers' Bi-Annual Conference, *What Happens When the Creek Rises and the Levee Breaks...and We Don't See 'Her-story': Hurricane Katrina and Collective Identity*, Boston, MA (September 8, 2006)

Co-Moderator, Southeast/Southwest Scholars of Color Conference, Untying the Gordian Knot, Rethinking The Intersection of Gender, Race, Heterosexism, Class, Culture, and Law, Santa Fe, NM (April 6 - 9, 2006)

Panelist, Southeast/Southwest Scholars of Color Conference, Looking to the Past to Design a Different Future: Communities of Color in Legal History, Santa Fe, NM (April 6 - 9, 2006)

Co-Moderator, American University Washington College of Law, Mid-Atlantic People of Color Legal Scholarship Conference, Roundtable on the Legal Implications of Hurricane Katrina, Race & Rights in the 21st Century: Next Generation Issues, Washington, DC (January 27, 2006)

Panelist, Association of American Law Schools Annual Meeting, Socio-Economic Perspectives on Black Reparations, Washington, DC (January 4, 2006)

Moderator, The Southeast/Southwest Scholars of Color Conference, Tulane Conference on Socio-Economics, Gender, Reproductive and Sexual Rights, New Orleans, LA (May 8, 2005)

Presenter, (Work- in- Progress), The Southeast/Southwest Scholars of Color Conference, *The Medical Specialty of Gynecology in the United States: Standing at the Intersection of Gender, Race and the Illusion of Reproductive Rights*, New Orleans, LA (May 7, 2005)

Moderator, The Southeast/Southwest Scholars of Color Conference, LSAT: Uses and Abuses of High Stakes Testing, New Orleans, LA (May 7, 2005)

Presenter, (Work- in- Progress), Second National People of Color Legal Scholarship Conference, History of Choice: Reproductive Rights at the Intersection of Race, Gender and Class, Washington, DC (October 9, 2004)

Moderator, Second National People of Color Legal Scholarship Conference, Maximum and Minimum Sentencing, Washington, DC (October 9, 2004)

Moderator, Second National People of Color Legal Scholarship Conference, Artistic Soul, Washington, DC (October 8, 2004)

Guest Speaker, National Gloria Steinem Leadership Institute, History of Choice, Washington, DC (July 9, 2004)

Keynote Speaker, Texas Woman's University, African American Women's Student Leadership Conference, Extension Not Reinvention: The Antiquity in Womanhood, Denton, TX (March 27, 2004)

Panelist, American University Washington College of Law, American University Founders' Celebration 2004, Feminism and Legal Theory Project: Celebrating 20 years of Pedagogy, Praxis, and Prisms, *Every Shut Eye Ain't Sleep: Exploring the Impact of Crack Cocaine Sentencing and the Illusion of Reproductive Rights for Black Women from a Critical Race Feminist Perspective*, Washington, DC (March 19, 2004)

Co-Presenter, Spelman College, SisterSong Women of Color Reproductive Health and Sexual Rights National Conference, *Exploring the Black Woman's Public Healthcare Through Her-storical Lens From Enslavement to Civil Rights and It's Present Day Impact*, Atlanta, GA (November 16, 2003).

SELECT WORK EXPERIENCE

David C. Simmons, Esq.

Washington, DC

Consultant

(May 2002)

Conducted legal research, drafted legal memoranda and provided other legal services as required.

Humphries & Brooks, L.L.C

Washington, DC

Consultant

(2000 – 2002)

Provided legal and historical overview(s) in preparation of client's effort to establish a Blue Ribbon Panel of experts. Drafted summary of findings.

University of Maryland Eastern Shore

Princess Anne, MD

Assistant Director of Human Resources

(1999 – 2000)

Legal Consultant (Domestic Violence Training)

(2001 – 2002)

Provided employee training and development in the areas of sexual harassment, employment law, customer relations, and diversity awareness. Implemented a mandatory Domestic Violence and the Workplace training module for the state of Maryland employees. Researched and provided

legal advice to University officials. Provided legal support and assistance to Office of Attorney General in preparation for personnel litigation matters.

Ronald F. Lattier & Associate

Shreveport, LA

Associate Attorney

(Summer 1999)

Conducted legal research for insurance defense cases, tort matters and gambling casino industry cases. Wrote memoranda analyzing arguments made in opposing counsel's pre-trial motion and determined the possible legal outcomes. Gathered data, analyzed facts and wrote memoranda of medical summaries in preparation for litigation.

Willie, Willie & Associates

Houston, TX

Associate Attorney

(1997-1998)

Provided representation of client's legal interest during docket call. Conducted investigations and provided case documentation. Wrote memoranda for discovery matters.

U.S. Dept. of Justice, Federal Bureau of Prisons

Law Clerk/Paralegal

Kansas City, MO

(1990 - 1991)

Dublin, CA

(1991 -1992)

Terminal Island, CA

(1992 - 1995)

Exhibited the ability to collect, develop and analyze data and information pertinent to case resolution of complex correctional issues. Monitored new legislation, regulations, and policy issuances. Developed a procedure to timely process administrative matters such as tort claims,

freedom of information requests, equal employment opportunity complaints and administrative remedies. Conducted legal training for correctional staff.

SELECT INTERNATIONAL EXPERIENCE

National Bar Association (NBA) 92nd Annual Convention Meeting 2017

Toronto, Canada
(July 30 - Aug. 4, 2017)

Panelist, Teaching Cultural Competency: "Curriculum Reform Matters" as an Intentional Response to Societal Demands, providing Continuing Legal Education (CLE) seminar credit for NBA Diversity seminar entitled "The State of American Legal Education and Diversity In Crisis"

Stetson University College of Law/Florida A&M University College of Law Spring Break in Cuba Study Abroad program

Havana, Cuba
(March 5- 9, 2017)

Taught a course entitled, "The Cuban Legal System and Society" with a travel component to Havana, Cuba. The course provided law students with the opportunity to study the historical underpinnings of the Cuban legal system and society, including gaining an understanding of the current legal system in Cuba.

National Bar Association (NBA) International Affiliates Meeting 2016

Havana, Cuba
(May 22 - 27, 2016)

Panelist, Comparative Critical Feminism and Bioethics, National Bar Association (NBA) International Affiliates Continuing Legal Education (CLE) Meeting

The Program in Narrative Medicine, Columbia University, Centre for the Humanities and Health

London, England
(June 19 - 21, 2013)

Panelist, A Matter of Cultural Humility: Incompetent to Refuse Treatment or Incompetent to Practice Narrative Medicine, "A Narrative Future for Healthcare" Conference at King's College London.

National Bar Association (NBA) International Affiliates Meeting 2014

Salvador da Bahia, Brazil, (May 17 - May 21, 2014)

Rio de Janeiro, Brazil, (May 22 - May 27, 2014)

Panelist, *The Forgotten Women of Tuskegee: Using Critical Race Feminist Lens to Explore the United States Public Health Service Syphilis Study at Tuskegee and Its International Impact*, National Bar Association (NBA) International Affiliates Continuing Legal Education (CLE) Meeting

Joint Meetings of the Law and Society Association and the Canadian Law and Society Association (ACDS)

Montreal, Canada

(May 29 – June 1, 2008)

Panelist, *Critical Race Feminism: Reproductive Health, and the Impact of Her-storical Narratives on “Cultural Competency”, “New Approaches to Critical Legal Pedagogy”* session.

Applied Legal Storytelling Conference sponsored by City University and the Legal Writing Institute

London, England

(July 18 – 20, 2007)

Panelist, *In Search of the ‘Narrative behind Narrative’: Critical Race Feminism and the pursuit of “Cultural Competency” in Medical Schools, Once Upon a Legal Time: Developing the Skills of Storytelling in Law.*

World Conference Against Racism

Durban, South Africa, Non-Governmental Organization (NGO) Delegate

(Summer 2001)

Member of the NGO Facilitation Team

Lobbied governmental and inter-governmental organizations on behalf of the National Coalition to Abolish the Death Penalty and the International Association Against Torture.

Association of Black Psychologists

Accra, Ghana

Chair of Rules Committee

(Summer 2000)

Provided legal review of the organization’s structure. Reported legal areas of noncompliance to the Board of Directors.

Fulbright-Hays Scholar Program

Senegal/ Cote d'Ivoire

Seminar Participant

(Summer 1997)

Researched West African Legal Systems; Traditional to Modern during a five-week travel study.

MEMBERSHIP

American Bar Association

National Bar Association- Law Professors Division

Louisiana Bar Association

American Association of American Law Schools (AALS) -Section on Women in Legal Education

BOARD APPOINTMENTS

Florida A&M University Advisory Board- INDABA Research Sustainability Work Group FY 2015 - 2016

American Bar Association (ABA) Special Committee on Bioethics and the Law - FY 2015 - 2016

Center for Multicultural Wellness and Prevention (CMWP) -since 2008

Society of American of Law Teachers (SALT) – 2011 - 2014

Nap Ford Community School (Parramore) - since 2011

Florida A&M University Institutional Review Board (IRB) - since April 1, 2013

BAR ADMISSION

Louisiana

JOB CLASS 3	8	0	4	0
JOB CODE	F			
CAL ID	M			

SOUTHERN UNIVERSITY SYSTEM

Personnel Action Form

POSITION NUMBER							
-----------------	--	--	--	--	--	--	--

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

EMPLOYMENT CATEGORY: 9-MONTH _____ X 12-MONTH _____ OTHER _____ (Specify) Fall 2012

- | | | |
|--|---|------------------------|
| <input checked="" type="checkbox"/> Academic | _____ Non-Academic | _____ Civil Service |
| _____ Temporary | _____ Part-time (_____ % of Full Time) | _____ Restricted |
| _____ Tenured | _____ Undergraduate Student | _____ Job Appointment |
| _____ Tenured Track | _____ Graduate Assistant | _____ Probationary |
| _____ Other (Specify) _____ | _____ Retiree Return To Work | _____ Permanent Status |

Previous Employee N/A Reason Left N/A
 Date Left N/A Salary Paid N/A

Profile of Person Recommended

Length of Employment 08/01/2018 To 05/31/2019
 Effective Date 08/01/2018

Name Jalila Jefferson-Bullock SS# XXX-XX-████ Sex F Race* B
 (Last 4 digits only)

Position Title: Visiting Professor Department: Law Center - Instruction

Check One _____ Existing Position *Visa Type (See Reverse Side):

New Position Expiration Date: _____

(Position vacancy authorization form must be processed and approved to fill existing and new positions. Position must be advertised before processing PAF, if applicable.)

Years Experience 16 Southern University Experience 0

Degree(s):	Type/Discipline (BA-Education):	Institution/Location (SU-Baton Rouge):	Year:
	<u>J.D.</u>	<u>Harvard Law School</u>	<u>2001</u>
	<u>M.A.</u>	<u>The University of Chicago</u>	<u>1998</u>
	<u>A.B.</u>	<u>Harvard College</u>	<u>1997</u>

Current Employer Duquesne University School of Law

Personnel Action

Check One New Appointment _____ Continuation _____ Sabbatical _____ Leave of Absence
 _____ Transfer _____ Replacement _____ Other (Specify) _____

Recommended Salary \$ 100,000 Salary Budgeted \$ 100,000

Source of Funds General Appropriation

Identify Budget: State Location 311001-32020-61003-31000
 Form Code: BOR10 Page 1 Item # 1

Change of: _____ From _____ To _____

Position _____
 Status _____
 Salary Adjustment _____

Financial Aid signature (if, applicable):

List total funds currently paid this employee by Southern University:

Source of Funds	Amount
n/a	n/a

*See Reverse Side
 Comments: (Use back of form)

*See Reverse Side Graduate School signature (if, applicable):

Roceland White 5/14/18 Date
 Supervisor
Roceland White 5/14/18 Date
 Vice Chancellor
[Signature] 5/14/18 Date
 Director/Personnel
Ray D. Belton 5/15/18 Date
 President

[Signature] 5/11/18 Date
 Dean/Unit Head
[Signature] 5/11/18 Date
 V/C for Fin. Affairs
[Signature] 5/11/18 Date
 Chancellor
[Signature] 5/11/18 Date
 Vice President/Finance
 Business Affairs/Comptroller
 Chairman/S.U. Board of Supervisors Date

This information is requested solely for the purpose of determining compliance with Federal Civil Rights Laws and does not affect employment consideration.

ETHNIC ORIGIN (Please check one):

Hispanic or Latino Non-Hispanic or Non-Latino

RACE (Please check all that apply):

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

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

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

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

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

COMMENTS:

Visiting Professor Fall 2018 and Spring 2019

REC'D UP FIN&BUS AFFAIRS
18 MAY 14 PM 4:32

EMPLOYEE REGULAR WORK SCHEDULE:

Daily

EMPLOYEE DIRECT SUPERVISOR:

Chancellor, John Pierre

NUMBER OF EMPLOYEES SUPERVISED, (if any)

0

HR USE ONLY:

STATUS (circle one):

EXEMPT

NON-EXEMPT

GUIDELINES: All employees, students, graduate assistants being employed through the use of this form are to report to and be cleared by the Human Resources before any employment is offered and before starting to work. All students are to bring with them clearance from the Financial Aid office, Statement of Account (fee receipt), and a class schedule. All prospective employees/students must bring a pictured ID, social security card, birth certificate, certificate of naturalization, resident alien card, H1-B and J-1 visas, passport, and F-1/I-94. The latter six (6) documents do not apply to U.S. Citizens.

Documentation must be provided for review and approval by Human Resources before employment is offered.

CLASS OF EMPLOYMENT (VISA STATUS):

TYPE

- United States Citizen/Certificate of Naturalization
- Resident Alien
- H-1 Visa (Distinguished Merit & Ability)
- J-1 Visa (Exchange Visitor Program)
- F-1 Visa (Student Emp. FT Student at S.U.)
- OPT (F-1 Visa-INS Prior Approval-"Practical Work Experience")

SOUTHERN UNIVERSITY LAW CENTER
ENCUMBERED / FUNDS AVAILABLE

DOC. I.D. #

US

DATE

RA

BY

H1

J1

F1

F0

5/14/18

DMG/wpj

Do Not Write Below This Area

For Human Resource and Budgetary Control Use Only!

PAF APPROVAL PROCESS CHECKLIST (Must have the information outlined below):

- Approved Position Vacancy Authorization Form (applicable for new and replacement positions)
- Position Vacancy Announcement (position advertised before processing PAF, if applicable)
- Application for Employment Form Admin/Fac/Uncl Positions(Civil Service Application for classified employees)
- Authority to Release (signed by employee) (submitted to Campus Police with Criminal/Background Check form)
- Supervisory Criminal/Background Check Form (completed by employee/ verified and signed by supervisor)
- Exemptions Survey Form (signed by employee and budget head)
- Proposed Employee Appointment
- Proposed Employee Clearance
- Restricted/ Job Appointment/CS Rule 6.5g Letter of Justification (for classified, if applicable)

CONTINGENT UPON AVAILABILITY OF FUNDS

SOUTHERN UNIVERSITY - BATON ROUGE, LA 70813

SUS SUBR SULAC SUAREC SUNO SUSLA

POSITION VACANCY AUTHORIZATION

REQUEST THAT THE POSITION TITLE Visiting Professor AS DESCRIBED BELOW
 BE AUTHORIZED AS A VACANCY FOR Southern University Law Center
 (Department or Unit)

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

VACANCY DESCRIPTION AND JUSTIFICATION

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

The position is a non-tenure track faculty position for the 2018-2019 academic year.

The visiting professor will teach courses assigned to them and engage in scholar by research, serve on committees as assigned. Also, the visiting professor will host office hours to meet students in courses that they teach, and perform duties as otherwise assigned.

Salary/Range: 100,000 to 121,000 Previous Incumbent (if replacement): N/A

Approved Disapproved *Rochelle White* 5/14/18
 Department Head Date

Approved Disapproved *Gerry L. Hall* 5/14/18
 Dean/Director/Supervisor of Budget Unit Date

FINANCE/BUDGET OFFICE ONLY	
Funds Available	
<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
<u><i>Demetria Gray</i></u>	<u>5/14/18</u>
Signature	Date
Budget Number <u>311001-32020-61003-31000</u>	

HUMAN RESOURCES OFFICE ONLY			
Existing/Approved Position			
<input type="checkbox"/> Yes		<input type="checkbox"/> No	
Employee Class:		Job Class:	
Verified By:		Date:	

Approved Disapproved *Rochelle White* 5/14/18
 Vice Chancellor Date

Approved Disapproved *John K. Pierre* 5/14/18
 Chancellor/Vice President Date

Approved Disapproved *Ray J. Belton* 5/15/18
 President Date

An Equal Opportunity Employer

JALILA JEFFERSON-BULLOCK



EDUCATION

HARVARD LAW SCHOOL, Cambridge, MA

J.D., June 2001

Activities: Adams House, Harvard College, Law Tutor
Street Law, mentor and volunteer
Black Law Students Association

THE UNIVERSITY OF CHICAGO, Chicago, IL

M.A. in the Humanities, May 1998

Award: Awarded full tuition scholarship

Activities: MAPH Creative Writing Circle

Thesis: *The Forgotten Girl* (historical fiction that studied the relationship between memory and recorded history)

HARVARD COLLEGE, Cambridge, MA

A.B. in English and American Literature and Language, June 1997

Honors: *Cum Laude*

Activities: Black Students Association

Umoja, editor

Thesis: *Post-Colonial Afro-Creole Literature of New Orleans*

PUBLICATIONS

ARTICLES:

- *How Much Punishment is Enough?: Embracing Uncertainty in Modern Sentencing Reform*, 24 J. L. & POL'Y 345 [Brooklyn Law] (2016).
- *Taking a Closer Look: A Case for Sentencing Reform*, 28 FEDERAL SENTENCING REPORTER 221 (February 2016).
- *Are You (Still) My Great and Worthy Opponent?: Compassionate Release of Terminally Ill Offenders*, 83 UMKC L. REV. 521 (2015) (lead article).
- *The Time is Ripe to Include Considerations of the Effects on Families and Communities of Excessively Long Sentences*, 83 UMKC L. REV. 73 (2014).
- *The Flexibility of Section 5 and the Politics of Disaster in Post-Katrina New Orleans*, 16 J. OF GENDER, RACE & JUST. 825 [Univ. of Iowa] (2013).

WORK-IN-PROGRESS:

- *Aging Out* (offers that theories of punishment do not support the continued incarceration of certain classes of elderly offenders and argues for their early release).

TEACHING EXPERIENCE

DUQUESNE UNIVERSITY SCHOOL OF LAW

Assistant Professor of Law, Fall 2017 – Present.

Courses: Constitutional Law

ARIZONA SUMMIT LAW SCHOOL (formerly Phoenix School of Law)

Associate Professor of Law, Spring 2014 – Spring 2017.

Assistant Professor of Law, Fall 2011 – Spring 2014.

Courses: Criminal Law, Criminal Procedure, Victims in Criminal Procedure, Civil Rights Discrimination, Alternative Dispute Resolution, Interviewing and Counseling, Law Office and Client Management

Honors and Awards: Faculty Marshall (Spring 2014, Fall 2014, Spring 2015)

Black Law Students Association Award for Excellence in Teaching (2015)

Faculty Scholarship Award (2013, 2014)

CROSS-BORDER INSTITUTE (Mexico City, Mexico)

Visiting Associate Professor, Summer 2015.

Course: Comparative Law

HARVARD COLLEGE

Teaching Assistant, American Autobiography, Fall 1999.

ADDITIONAL PROFESSIONAL EXPERIENCE

JEFFERSON & JEFFERSON, PLLC, New Orleans, LA

Partner, Varied Civil Law Practice, 2005-2011.

ORLEANS PUBLIC DEFENDERS, New Orleans, LA

Staff Attorney, Criminal Defense, 2009-2011.

LOUISIANA HOUSE OF REPRESENTATIVES, Baton Rouge, LA

State Representative, District 91, 2004-2008.

MURRAY LAW FIRM, New Orleans, LA

Associate Attorney, Class Actions, 2002-2005.

QUINN, EMANUEL, URQUHART, OLIVER & HEDGES, Los Angeles, CA
Associate, Litigation, 2001-2002.

REPRESENTATIVE SCHOLARLY PRESENTATIONS

- *Gerrymandering and Conceit: The Supreme Court's Conflict with Itself*, ClassCrits X Legal Scholarship Conference, Tulane University Law School, New Orleans, LA, November 2017.
- *We the People Supreme Court Review*, Arizona State Bar, Phoenix, AZ, September 2016. (Invited Speaker)
- *Aging Out*, Lutie A. Lytle Black Women Law Faculty Writing Workshop, The University of Iowa College of Law, Iowa City, IA, July 2015.
- *Judges and Therapeutic Jurisprudence*, International Conference on Law and Society, New Orleans, LA June 2016.
- *We the People Supreme Court Review*, Arizona State Bar, Phoenix, AZ, September 2015. (Invited Speaker)
- *Reconsidering Federal Parole*, Lutie A. Lytle Black Women Law Faculty Writing Workshop, Vanderbilt University Law School, Nashville, TN, July 2015.
- *Therapeutic Sentencing: Balancing Retribution and Restoration*, Legal Scholars Conference, Arizona State University, Sandra Day O'Connor College of Law, Phoenix, AZ, March 2015.
- *Therapeutic Sentencing: Balancing Retribution and Restoration*, Annual Scholarship Conference, Central States Law Schools Association, Louisiana State University, Paul M. Hebert Law Center, Baton Rouge, LA, October 2014.
- *Are You (Still) My Great and Worthy Opponent?: Compassionate Release of Terminally Ill Offenders*, Southeast/Southwest People of Color Legal Scholarship Conference, Texas Southern University Thurgood Marshall School of Law, Houston, TX, February 2014.
- *Supreme Court 2013: An In-Depth Review of the Practical Implications of the Blockbuster Civil Rights Decisions*, American Bar Association Young Lawyers Division Fall Conference, Phoenix, AZ, October 2013. (Invited Speaker)
- *Stretching Sentencing Standards: The Time is Ripe to Include Considerations of the Effects on Families and Communities of Excessively Long Sentences*, Lutie A. Lytle Black Women Law Faculty Writing Workshop, UNLV William S. Boyd School of Law, Las Vegas, NV, June 2013.
- *Stretching Sentencing Standards: The Time is Ripe to Include Considerations of the Effects on Families and Communities of Excessively Long Sentences*, Southeast/Southwest People of Color Legal Scholarship Conference, University of Arkansas at Little Rock, William H. Bowen School of Law, April 2013.
- *Bridge to Empowerment: Exploring Legal Literacy Paradigms*, International Conference on Law and Society, Honolulu, HI, June 2012.
- *Equal Access to the Ballot Box?*, Southeast/Southwest People of Color Legal Scholarship Conference, Samford University, Cumberland School of Law, Birmingham, AL, March 2012.
- *Diversity in Legal Education*, Black Law Students Symposium, Phoenix School of Law, February 2012.
- *Equal Access to the Ballot Box?*, Annual Scholarship Conference, Central States Law Schools Association, University of Toledo College of Law, Toledo, OH, October 2011.

MEDIA COMMENTARY

- KJZZ Radio (NPR Affiliate, Phoenix, AZ), *All the Ways You Can Resist Arrest*, July 11, 2014.

PROFESSIONAL AWARDS

- Living History for Excellence in the Art of Jurisprudence, Phoenix, AZ, February 2015.

SERVICE

UNIVERSITY

- Day for Learning and Speaking Out Against Racial Injustice Committee (2017-Present)

LAW SCHOOL

- Diversity Committee (2017-Present)
- Student Scholarship Committee (2017-Present)
- Day for Learning and Speaking Out Against Racial Injustice Committee (2017-Present)
- Director, Alternative Admissions Model Program for Legal Education (2014-2017)
- Botswana Initiative Team
 - Leader (2013-2017)
 - Member (2012-2013)
- Black Women Law Student's Association Advisor (2012-2017)
- Academic Policy and Standards Committee (2011 -2012, 2013-2014, 2016-2017)
- Retention, Promotion, and Tenure Committee (2015-2016)
- Scholarly Writing Award Committee (2015-2016)
- Panelist, *Michael Brown, Eric Garner, and Police Force*, Student Bar Association Symposium, Arizona Summit Law School, February 2015.
- Faculty Development Committee (2014-2015)
- Faculty Appointments Committee (2012-2013)
- Panelist, *Time Management During Law School*, Black Law Students Symposium, Phoenix School of Law, September 2012.

PROFESSIONAL

- Southeast/Southwest People of Color Legal Scholarship Conference
 - Executive Planning Committee (2012 – 2017)
 - Works-in-Progress Co-Chair (2012-2014)
- State Bar of Louisiana

COMMUNITY

- Board of Directors, Arizona Advocacy Network (2015-2017)
- Delta Sigma Theta Sorority Inc., Pittsburgh Alumnae Chapter
- The Links, Inc., Pittsburgh Chapter

JOB CLASS			
JOB CODE			
CAL ID			

SOUTHERN UNIVERSITY SYSTEM

Personnel Action Form

POSITION NUMBER 2m9202

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

EMPLOYMENT CATEGORY: 9-MONTH _____ 12-MONTH _____ OTHER _____ (Specify) _____

- | | | |
|--|--|---|
| <input type="checkbox"/> Academic | <input checked="" type="checkbox"/> Non-Academic | <input type="checkbox"/> Civil Service |
| <input type="checkbox"/> Temporary | <input type="checkbox"/> Part-time (_____ % of Full Time) | <input type="checkbox"/> Restricted |
| <input type="checkbox"/> Tenured | <input type="checkbox"/> Undergraduate Student | <input type="checkbox"/> Job Appointment |
| <input type="checkbox"/> Tenured Track | <input type="checkbox"/> Graduate Assistant | <input type="checkbox"/> Probationary |
| <input type="checkbox"/> Other (Specify) _____ | <input type="checkbox"/> Retiree Return To Work | <input type="checkbox"/> Permanent Status |

Previous Employee Raymond Clark Reason Left Terminated
 Date Left March 2, 2018 Salary Paid \$109,000

Profile of Person Recommended

Length of Employment 2007 July 01, 2017 To Current June 30, 2018
 Effective Date June 15, 2018

Name Dr. Manicia J. Finch, EdD S# [Redacted] Sex B
 (Last 4 digits only)

Position Title: Associate Vice-Chancellor, Enrollment Services Department: Student Affairs & Enrollment Management

Check One Existing Position *Visa Type (See Reverse Side): _____
 New Position Expiration Date: _____

(Position vacancy authorization form must be processed and approved to fill existing and new positions. Position must be advertised before processing PAF, if applicable.)

Years Experience 11 Southern University Experience 0

Degree(s):	Type/Discipline (BA-Education):	Institution/Location (SU-Baton Rouge):	Year:
	<u>EdD, Education Leadership</u>	<u>Capella University</u>	<u>2017</u>
	<u>MS, Higher Education</u>	<u>Capella University</u>	<u>2012</u>
	<u>BA Organizational Communication</u>	<u>Alabama A & M University</u>	<u>1984</u>

Current Employer Southern University and A&M College

Personnel Action

Check One New Appointment Continuation Sabbatical Leave of Absence
 Transfer Replacement Other (Specify) _____

Recommended Salary \$100,000. (\$100,000 fms) Salary Budgeted \$100,000

Source of Funds _____

Identify Budget: _____ Location _____
 Form Code: _____ Page _____ Item # _____

Change of: From _____ To _____

Position _____
 Status _____
 Salary Adjustment _____

Financial Aid signature (if, applicable):

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

Source of Funds	Amount
<u>211001-22601-61002-26000</u>	<u>\$50,000</u>
<u>220355-21051-01002-2400</u>	<u>\$50,000</u>

Comments: (Use back of form)

*See Reverse Side Graduate School signature (if, applicable):

Supervisor [Signature] Date May 9, 2018
 Vice Chancellor [Signature] Date 5/9/18
 Director/Personnel [Signature] Date 5/9/18
 President [Signature] Date 5/9/18
 Dean/Unit Head [Signature] Date May 9, 2018
 Vice President/ Finance Business Affairs [Signature] Date 5/9/18
 Chairman/S.U. Board of Supervisors [Signature] Date 9/30/18

COMPLIANCE OFFICE
 2018 MAY 0 11:10:01
 STUDENT DEVELOPMENT AND POLICY OPERATIONS

This information is requested solely for the purpose of determining compliance with Federal Civil Rights Laws and does not affect employment consideration.

ETHNIC ORIGIN (Please check one):

Hispanic or Latino Non-Hispanic or Non-Latino

RACE (Please check all that apply):

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

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

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

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

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

COMMENTS: A Search Committee composed of eight (8) faculty and staff conducted a search to replace Raymond Clarke whose employment ended on June 15, 2018.

EMPLOYEE REGULAR WORK SCHEDULE: M - F / 8:00 a.m. - 5:00 p.m. and as needed

EMPLOYEE DIRECT SUPERVISOR: Dr. Kimberly Ferguson-Scott

SUPERVISOR/DEPARTMENT CONTACT NUMBER: 225-771-3922

NUMBER OF EMPLOYEES SUPERVISED, (if any) _____

HR USE ONLY: STATUS (circle one): EXEMPT

GUIDELINES: All employees, students, graduate assistants being employed through the use of this form are to report to and be cleared by the Human Resources before any employment is offered and before starting to work. All students are to bring with them clearance from the Financial Aid office, Statement of Account (fee receipt), and a class schedule. All prospective employees/students must bring a pictured ID, social security card, birth certificate, certificate of naturalization, resident alien card, H1-B and J-1 visas, passport, and F-1/I-94. The latter six (6) documents do not apply to U.S. Citizens.

Documentation must be provided for review and approval by Human Resources before employment is offered.

CLASS OF EMPLOYMENT (VISA STATUS): US Citizen

TYPE	CODE	EXPIRES
United States Citizen/Certificate of Naturalization	US	
Resident Alien	RA	
H-1 Visa (Distinguished Merit & Ability)	H1	
J-1 Visa (Exchange Visitor Program)	J1	
F-1 Visa (Student Emp. FT Student at S.U.)	F1	
OPT (F-1 Visa-INS Prior Approval-"Practical Work Experience")	F0	

REC'D UP FIN&BUS AFFAIRS
MAY 14 PM 2:40

Do Not Write Below This Area
For Human Resource and Budgetary Control Use Only!

PAF APPROVAL PROCESS CHECKLIST (Must have the information outlined below):

- Approved Position Vacancy Authorization Form (applicable for new and replacement positions)
- Position Vacancy Announcement (position advertised before processing PAF, if applicable)
- Application for Employment Form Admin/Fac/Uncl Positions (Civil Service Application for classified employees)
- Authority to Release (signed by employee) (submitted to Human Resources with Criminal/Background Check form)
- Supervisory Criminal/Background Check Form (completed by employee/ verified and signed by supervisor)
- Exemptions Survey Form (signed by employee and budget head)
- Proposed Employee Appointment
- Proposed Employee Clearance
- Restricted Job Appointment/CS Rule 6.5g Letter of Justification (for classified, if applicable)

SOUTHERN UNIVERSITY SYSTEM
OFFICE OF THE ASSOCIATE COMPTROLLER
If certified job appointment (and) allowable under the terms and conditions of the appropriation, budget or award agreement)

**SOUTHERN UNIVERSITY SYSTEM
BUDGET OFFICE**

\$50,000
MAY 09 2018

MAY 10 2018

460,000.00

Allowability/Compliance Verified By: [Signature]

Reimbursement Funds Available By: [Signature]

Due: J. B. No. _____

[Signature]
FUNDS AVAILABLE



Associate Vice-Chancellor of Enrollment Management

Southern University and Agricultural & Mechanical College is a world class research institution and America's oldest and only historically Black University system. For 138 years Southern has educated, nurtured and empowered citizens of the world focused on global change, leadership and service. Southern University and A&M seeks an Assistant Vice-President for Enrollment Management who is able to establish a framework for meeting institutional recruitment goals.

The AVP reports to the Vice- Chancellor for Student Affairs and Enrollment Management and serves as a senior member of the Enrollment Management administrative team and a key representative to constituencies throughout the state and nation. A primary objective of the AVP is the development and implementation of a progressive and consistent plan for enrollment growth. The major responsibilities of the AVP include:

1. Provides direction, leadership, and professional development to the offices of Admissions and Financial Aid.
2. Collaborates with other departments/divisions to carry out the philosophy of a student-centered institution within an integrated enrollment services environment
3. Develops, implements and assesses a strategic enrollment management plan and goals in partnership with academic deans, division leaders, alumni federation, administration
4. Utilizes enrollment and other relevant data for decision-making and planning
5. Develops metrics and assessment methods to evaluate operations that drive continuous process improvement to optimize services to students and increase enrollment
6. Develops and monitors annual budget
7. Collaborates with the Marketing & Communications to develop image, brand, and appropriate recruiting campaigns and admissions/recruitment materials
8. Establishes and maintains positive working relationships with external community agencies, organizations, service area school districts to promote outreach and facilitate student enrollment
9. Assesses, develops and recommends policies to appropriate deans, committees, or other entities related to enrollment management functions
10. Carries out projects as assigned by the vice chancellor; and works to further enrollment management initiatives.

The candidate should have knowledge of and ability to administer the following:

1. Ability to develop strategic recruitment and enrollment plans and procedures
2. Prior experience in supervising professional staff
3. Knowledge of student database systems such as BANNER
4. Knowledge of CRM systems such as Technolutions (Slate), Sales Force and Hobsons Connect

SOUTHERN UNIVERSITY - BATON ROUGE, LA 70813

SUS SUBR SULAC SUAREC SUNO SUSLA

POSITION VACANCY AUTHORIZATION

REQUEST THAT THE POSITION TITLE Visiting Professor AS DESCRIBED BELOW
 BE AUTHORIZED AS A VACANCY FOR Southern University Law Center
 (Department or Unit)

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

VACANCY DESCRIPTION AND JUSTIFICATION

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

The position is a non-tenure track faculty position for the 2018-2019 academic year.

The visiting professor will teach courses assigned to them and engage in scholar by research, serve on committees as assigned. Also, the visiting professor will host office hours to meet students in courses that they teach, and perform duties as otherwise assigned.

Salary/Range: 100,000 to 121,000 Previous Incumbent (if replacement): N/A

Approved Disapproved Rodrick White 5/14/18
 Department Head Date

Approved Disapproved Gerry L. Hall 5/14/18
 Dean/Director/Supervisor of Budget Unit Date

FINANCE/BUDGET OFFICE ONLY	
Funds Available	
<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
<u>Demetria Gray</u>	<u>5/14/18</u>
Signature	Date
Budget Number	<u>311001-32020-61003-31000</u>

HUMAN RESOURCES OFFICE ONLY	
Existing/Approved Position	
<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
Employee Class:	Job Class:
Verified By:	Date:

Approved Disapproved Rodrick White 5/14/18
 Vice Chancellor Date

Approved Disapproved John K. Pierre 5/14/18
 Chancellor Vice President Date

Approved Disapproved Roy D. Botta 5/15/18
 President Date

An Equal Opportunity Employer



SOUTHERN UNIVERSITY AT NEW ORLEANS

6400 Press Drive
New Orleans, LA 70126-0002
(504) 286-5311
FAX (504) 284-5500
www.suno.edu

OFFICE OF THE CHANCELLOR

April 30, 2018

Dr. Ray Belton
President-Chancellor
Southern University System
J. S. Clark Admin. Building, 4th Floor
Baton Rouge, LA 70813

Dear Dr. Belton:

The search process for the Director of Honoré Center has been carried out according to the System hiring policy and procedures. The position was duly announced and there were twenty-nine (29) applicants. The five member Search Committee was carefully constituted to include a representative of the SUS Foundation, one Honoré student, one Honoré Center Counselor, a Director of a TRiO program and the Director of SUNO's Alternate Certification Program, College of Education & Human Development, who served as the Search Committee Chair. Additionally, I requested that the four finalists be interviewed by my Executive Cabinet. The person selected as the Director of the Honoré Program will have to be integrally involved with the members of the Executive Cabinet via Academic Affairs, Student Affairs, Institutional Effectiveness, and/or Administration and Finance and will be pertinent to contributing to the success of the Honoré Center.

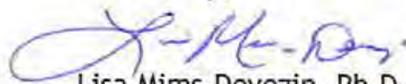
Please find attached the detailed report of each level of reviewers.

Based on the detailed information provided, I accept the recommendation of Mr. Morkeith Phillips, M.B.A., M.S. (Management Information Systems), as the best candidate for the position. I am pleased to recommend him to you for your kind consideration and approval.

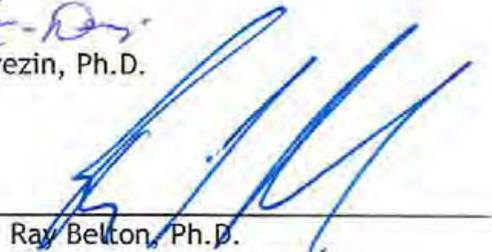
Please feel free to contact me should you require additional information.

Thank you very much.

Yours truly,


Lisa Mims-Devezin, Ph.D.
Chancellor

APPROVAL:


Ray Belton, Ph.D.
President-Chancellor, SUS



Southern University at New Orleans
6400 PRESS DRIVE, ADMIN. BLDG., 137/158
NEW ORLEANS, LOUISIANA 70126
(504) 286-5381 or 286-5325

ACADEMIC AFFAIRS

MEMORANDUM

TO: Lisa Mims-Devezin, Ph.D.
Chancellor

FROM: David S. Adegboye, Ph.D. 
Vice Chancellor for Academic and Evening & Weekend Affairs/
Accreditation Liaison

DATE: April 26, 2018

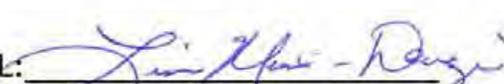
RE: Director of Honoré Center

Attached are the recommendations of the Search Committee for the position of Director, Honoré Center as well as the reports and recommendations of the Members of Chancellor's Cabinet. Three of the four candidates recommended by the Search Committee accepted further interview by the Chancellor's Cabinet as requested by you; the fourth did not return the calls and emails and was eventually not interviewed.

I have very carefully studied the application packages and the reports and recommendations. Mr. Morkeith Phillips, M.B.A. and M.S. (Management Information Systems) was independently rated top candidate by each Cabinet Member and is unanimously recommended. I concur with the recommendation.

Accordingly, I seek your kind approval as follows:

Mr. Morkeith Phillips **Director of Honoré Center on a 12-month salary of \$75,000.00**

APPROVAL: 
Lisa Mims-Devezin, Ph.D.
Chancellor

Attachment

JOB CLASS			
JOB CODE			
CAL ID			

SOUTHERN UNIVERSITY SYSTEM

Personnel Action Form

POSITION NUMBER							
-----------------	--	--	--	--	--	--	--

CAMPUS: SUS SUBR SULAC SUAREC SUNO SUSLA

EMPLOYMENT CATEGORY: 9-MONTH 12-MONTH OTHER (Specify) _____

- | | | |
|--|--|---|
| <input checked="" type="checkbox"/> Academic | <input type="checkbox"/> Non-Academic | <input type="checkbox"/> Civil Service |
| <input type="checkbox"/> Temporary | <input type="checkbox"/> Part-Time (% of Full Time) | <input type="checkbox"/> Restricted |
| <input type="checkbox"/> Tenured | <input type="checkbox"/> Undergraduate Student | <input type="checkbox"/> Job Appointment |
| <input type="checkbox"/> Tenured Track | <input type="checkbox"/> Graduate Assistant | <input type="checkbox"/> Probationary |
| <input type="checkbox"/> Other (Specify) _____ | <input type="checkbox"/> Retiree Return To Work | <input type="checkbox"/> Permanent Status |

Previous Employee Warren Bell Reason Left Terminated
 Date Left 05/31/2017 Salary Paid \$80,000.00

Profile of Person Recommended

Length of Employment July 1, 2017 To June 30, 2018

Effective Date June 1, 2018

Name Morkeith Phillips Sex Male Race Black

Position Title: Director, Honore' Center Department: College of Education

Check One Existing Position New Position
 *Visa Type (See Reverse Side): _____ Expiration Date: _____

(Position vacancy authorization form must be processed and approved to fill existing and new positions. Position must be advertised before processing PAF, if applicable.)

Years Experience 10 Southern University Experience 3

Degree(s):	Type/Discipline (BA-Education):	Institution/Location (SU-Baton Rouge):	Year:
	B.S. Business Administration	Southern University at New Orleans	2010
	M.S., Management Info. Systems	Southern University at New Orleans	2013
	M.A., Business Administration, Mgmt.	Southern University and A&M College	2014

Current Employer Southern University at New Orleans/Upward Bound

Personnel Action

Check One New Appointment Continuation Sabbatical Leave of Absence
 Transfer Replacement Other (Specify) _____

Recommended Salary \$75,000.00 Salary Budgeted \$80,000.00

Source of Funds Southern University System Foundation

Identify Budget: _____ Location _____
 Form Code: _____ Page _____ Item # _____

Change of: From _____ To _____

Position _____
 Status _____
 Salary Adjustment _____

Financial Aid signature (if, applicable):

List total funds currently paid this employee by Southern University:

*See Reverse Side
 Comments: (Use back of form)

Source of Funds	Amount
111006-11170-161002-16000	29,000

*See Reverse Side

Graduate School signature (if, applicable):

<u>Will J. H.</u> Supervisor	<u>5-2-18</u> Date	<u>Will J. H.</u> Dean/Unit Head	<u>5-2-18</u> Date
<u>[Signature]</u> Vice Chancellor	<u>05-02-18</u> Date	<u>[Signature]</u> Chancellor	<u>5/3/18</u> Date
<u>[Signature]</u> Director/Personnel	<u>05-03-18</u> Date	<u>[Signature]</u> Vice President/Finance Business Affairs/Comptroller	_____ Date
<u>[Signature]</u> President	<u>5/8/18</u> Date	_____ Chairman/S.U. Board Of Supervisor	_____ Date

This information is requested solely for the purpose of determining compliance with Federal Civil Rights Laws and does not affect employment considerations.

ETHNIC ORIGIN (Please check one):

_____ Hispanic or Latino _____ Non-Hispanic or Non-Latino

RACE (Please check all that apply):

_____ White. Not of Hispanic origin. A person having origins in any of the original people of Europe, North Africa, or the Middle East.

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

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

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

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

COMMENTS:

EMPLOYEE REGULAR WORK SCHEDULE: 8:00 a.m. - 5:00 p.m. Mon-Fri

EMPLOYEE DIRECT SUPERVISOR: Dr. Willie Jones, III

NUMBER OF EMPLOYEES SUPERVISED, (if any) 0

HR USE ONLY: STATUS (circle one): EXEMPT NON-EXEMPT

GUIDELINES: All employees, students graduate assistants being employed through the use of this form are to report to and be cleared by the Human Resources before any employment is offered and before starting to work. All students are to bring with them clearance from the Financial Aid office, Statement of Account (fee receipt), and a class schedule. All prospective employees/students must bring a pictured ID, social security card, birth certificate, certificate of naturalization, resident alien card, H1-B and J-1 visas, passport, and F-1/I-94. The latter six (6) documents do not apply to U.S. Citizens.

Documentation must be provided for review and approval by Human Resources before employment is offered.

CLASS OF EMPLOYMENT (VISA STATUS):

- TYPE
- United States Citizen/Certificate of Naturalization
- Resident Alien
- H-1 Visa (Distinguished Merit & Ability)
- J-1 Visa (Exchange Visitor Program)
- F-1 Visa (Student Emp. FT Student at S.U.)
- OPT (F-1 Visa-INS Prior Approval-"Practical Work Experience")

REC'D UP FIN&BUS AFFAIRS
18 MAY 14 PM 2:40

FUNDS AVAILABLE

OFFICE OF THE VICE PRESIDENT
FOR FINANCE & BUSINESS AFFAIRS
SOUTHERN UNIVERSITY SYSTEM

CODES	EXPIRES
H1	5/14/18
SIGNED F1	DATE
F0	

**Do Not Write Below This Area
For Human Resource And Budgetary Control Use Only!**

PAF APPROVAL PROCESS CHECKLIST (Must have the information outlined below):

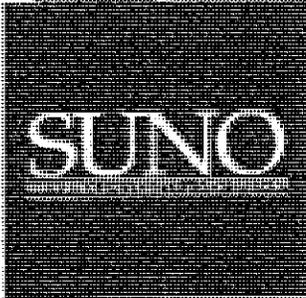
- _____ Approved Position Vacancy Authorization Form (applicable for new and replacement positions)
- _____ Position Vacancy Announcement (position advertised before processing PAF, if applicable)
- _____ Pre-Employment Application Form (Civil Service Application for classified employees)
- _____ Supervisory Criminal/Background Check Forms and Authority to Release (signed by employee)
- _____ Exemptions Survey Form
- _____ Proposed Employee Appointment
- _____ Proposed Employee Clearance
- _____ Restricted/ Job Appointment/CS Rule 6.5g Letter of Justification (for classified, if applicable)

Director, Honore' Center for Undergraduate Achievement

Fulltime Director, Honore' Center for Undergraduate Achievemen at Southern University at New Orleans in New Orleans, LA

🕒 Posted yesterday

Apply



Description

Responsible for the development and implementation of initiatives, which includes partnerships with public and private high schools to increase the number of college degree holders among black men and increase the number of black male classroom teachers. The Director will: manage the day to day operations of the program; develop and implement recruiting strategies; publicize the program through social media and other outlets; and develop fundraising activities.

Qualifications

Master's Degree in Education, Social Work, Business, or closely related field. Must have experience in recruitment, marketing, program administration and possess strong leadership skills.

A statement of interest, three letters of recommendation, a curriculum vita, and a copy of undergraduate and graduate transcripts should forwarded, preferably by email, to sanovatney@suno.edu.

Salary Range: \$75,000.00 to \$80,000.00.

Application Deadline: March 8, 2018.

Video Questions

URGENT

SOUTHERN UNIVERSITY - BATON ROUGE, LA 70813

SUS SUBR SULAC SUAREC SUNO SUSLA

POSITION VACANCY AUTHORIZATION

REQUEST THAT THE POSITION TITLE Director AS DESCRIBED BELOW
BE AUTHORIZED AS A VACANCY FOR Honore' Center of Undergraduate Achievement
(Department or Unit)

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

VACANCY DESCRIPTION AND JUSTIFICATION

The Director of the Honore' Center of Undergraduate Achievement is responsible for the development and implementation of initiatives which includes partnerships with public and private high schools. The effort is designed to increase the number of college degree holders among black men and increase the number of black male classroom teachers. The Director will manage the day-to-day operations of the program, maintain, and monitor cohort members' compliance with program policies and requirements. The Director will also develop and implement strategic recruitment in partnership to achieve annual recruitment and enrollment targets; publicize the program through social media and other outlets; develop fundraising activities for the program. This position will report to the Dean of the College of Education and Human Development.

Salary/Range: 75,000- 80,000 Previous Incumbent (if replacement): Warren Bell

Approved Disapproved Willie [Signature] 1-28-18
Department Head Date

Approved Disapproved _____
Finance/Budget Unit Date

FINANCE/BUDGET OFFICE ONLY	
Funds Available:	
<input type="checkbox"/> Yes	<input type="checkbox"/> No
111006 11170 61002 14100	
Signature	Date
Budget Number	

HUMAN RESOURCES OFFICE ONLY		
Existing/Approved Position		
<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No	
Employee Class:	Job Class:	Classified
<u>[Signature]</u>		<u>1-28-18</u>
Verified By:		Date:

Approved Disapproved [Signature] 1/28/18
Vice Chancellor Date

Approved Disapproved [Signature] 1/30/18
Chancellor/Vice President Date

Approved Disapproved [Signature] _____
President Date

[Signature]
1-28-18

An Equal Opportunity Employer

Morkeith Phillips



PROFESSIONAL PROFILE

Engaged education leader experienced in student engagement, enrichment, and success with a focus on college degree attainment. Recognized for excellent interpersonal, communication, and organizational skills.

SKILLS AND COMPETENCIES

- Curriculum development and planning
- Program development and budgeting
- Youth instruction, mentoring, and development
- Academic support, advising, and counseling
- Student recruitment
- Customer service and problem solving
- Business acumen
- Communication and collaboration
- Microsoft Office

EDUCATION

Ph.D., Public Policy	In progress
M.B.A., Management Southern University and A&M College	2014 Baton Rouge, LA
M.S., Management Information Systems	2013 <i>Final Project: "Improving Public Transit and Bus Shelters with Multiple Technology Systems"</i>
B.S., Business Administration Southern University at New Orleans	2010 New Orleans, LA

INSTRUCTIONAL EXPERIENCE

TRIO Academic Advisor/Intervention Specialist
Southern University at New Orleans
January 2015 - Present

- Participated in TRIO state and regional Emerging Leaders Institute.
- Provides an array of student support services including advising/counseling, class scheduling, career counseling, new student orientation, and other success strategies.
- Assists in student recruitment for TRIO program and provides campus information.
- Assists in the coordination and instruction of summer bridge programming.
- Advises students regarding postsecondary course selection.
- Tutors students in reading, writing, study skills, mathematics and science in addition to other subjects.
- Assists students in identifying financial aid resources including grants and scholarships.

Morkeith Phillips CV

Paraprofessional

East Baton Rouge Public Schools

January 2014 - January 2015

- Helped devise strategies to customize instruction for students based on their needs, interests, and abilities. Followed up with students by working with them individually.
- Helped students master equipment or instructional materials assigned by the teacher.
- Guided independent study, enrichment work, and developmental work set assigned by instructor.
- Assisted with the supervision of students during emergency drills, assemblies, play periods, and field trips.

Youth Counselor/Wellness Coordinator

Dryades YMCA, New Orleans, LA

October 1996 - January 2015

- Managed 50-100 campers daily. Created team building programs and learning objectives.
- Developed and coordinated fitness and wellness programs or services.
- Supervised fitness or wellness workers, such as fitness instructors, recreation workers, nutritionists, and health educators

Graduate Assistant

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

August 2013 - December 2014

- Taught undergraduate level courses.
- Evaluated and graded examinations, assignments and papers; and recorded grades.
- Discussed students' grades with supervisors and completed required grade-related paperwork.
- Developed teaching materials, such as syllabi, visual aids, answer keys, supplementary notes, and course web sites.
- Provided assistance to faculty members or staff with laboratory or field research.

Director

Dr. Charles C Halloway Mentoring Program, New Orleans, LA

October 2006 - May 2013

- Featured in the May 2008 issue of the "*Educational Weekly*" newsletter for work with the program.
- Handled all administrative tasks including budgeting, developing curriculum, and planning educational outings.
- Led mentees in activities that promoted the ideals of brotherhood, manly deeds, and love for all mankind.

Middle/High School Teacher

Sophie B. Wright Charter School, New Orleans, LA

September 2007 - June 2011

- Prepared objectives and outlines for courses.
- Lectured, led discussions primarily in English, mathematics, and social studies.
- Prepared reports on students and activities and reported to administration.

OTHER EMPLOYMENT

Operations/Assistant Manager

Hyatt Regency New Orleans

August 2011 - November 2012

- Completed Operations Management Trainee Program.
- Participated in grand re-opening of \$280 million dollar property.
- Managed both food and beverage and rooms divisions of hotel.

To whom this may concern:

I am honored to write to you on behalf of Morkeith Phillips as a possible candidate for the Director of SUNO's Honore' Program. Motivating young men to pursue the goal of higher education is a job he's already succeeded at.

Morkeith was a mentor for an after school program at Sophie B. Wright Charter school that my oldest son James was a part of. There were about ten young men in the program. He spent time with each of them individually, helped them with homework, helped them improve their social skills, and made sure they were each other's support system. He was available when some of them had disciplinary problems at school, and in some cases at home. More importantly he was a reliable role model the boys looked up to. He used his own life experiences to encourage them to not only do well in school but to excel. For him the ultimate goal was for each of them was to graduate college. As a parent I appreciated Morkeith's role in my son's life because he was old enough to be a suitable example for my son and guide him in the right direction, but young enough to relate to him in a way that perhaps his father and I couldn't. In the end college was not just a desire for James but a foregone conclusion.

Most of those young men did very well at Sophie B. Wright, graduating with honors. My own son graduated on the honor roll and was a National Honor Society recipient. Most of them started college. Some of them are still pursuing their degrees. Morkeith is still a part of their lives, supporting them and motivating them. I remember telling him at their high school graduation "Congratulations Morkeith, you did an amazing job." I have the utmost confidence that he would do an equally amazing job for your students.

Terri Watson
Jwatso29@bellsouth.net
(504) 858-5777



Sophie B. Wright Charter School

1426 Napoleon Avenue * New Orleans, Louisiana 70115 * Office (504) 304-3915 Fax (504) 896-4095

Sharon L. Clark, Charter School Director

March 8, 2018

RE: LETTER OR RECOMMENDATION

Greetings:

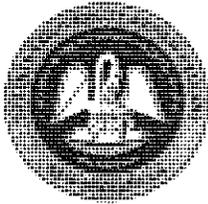
It is my pleasure to recommend Morkeith Phillips for the position of Director of the Honore' Program. Mr. Phillips and I have worked together in some capacity for approximately 10 years at Sophie B. Wright, where I am the school's principal. I would describe Mr. Phillips as dedicated to and passionate about changing the lives of young people.

Mr. Phillips is devoted to educating and enhancing the lives of young men. At Sophie B. Wright he served as classroom teacher where he worked tirelessly to support his students. With a firm but friendly demeanor, Morkeith managed to keep control in the classroom and present both real life and rigorous concepts to all levels of students. Mr. Phillips also was among the group of young men that helped to introduce Alpha Phi Alpha Mentorship program at Sophie B. Wright. This program taught the young men involved, the principles of manhood, brotherhood community service, and the importance of education. For seven years Mr. Phillips helped these young men navigate not just through school but through life. He became a stake holder in their lives and his dedication to them was evident. Several of these young men have graduated from our school and have gone on to careers and college, I can say with fair amount of certainty that Morkeith played a part in this.

Morkeith was well liked among his students and mentees. He has a unique an understanding of what it takes to motivate middle and high school students. His positive attitude translates into a classroom atmosphere of learning and respect. I am confident that he will establish productive relationships with your staff and students. Please let me know if you have need for additional information about this outstanding man.

Sincerely,

Sharon L. Clark
Charter Director



SOUTHERN UNIVERSITY AT NEW ORLEANS

College of Business & Public Administration
6400 Press Drive ♦ New Orleans, LA 70126



March 8, 2018

Honore' Center Director Search Committee
Southern University at New Orleans
New Orleans, LA 70126

Dear Committee Memebrs:

It gives me great pleasure to write this letter of recommendation for Mr. Morkeith Philips who is applying for the position of Director, Honore' Program. Morkeith was a student in two of my classes during his undergraduate days in the College of Business, Southern University at New Orleans. He was one of the most outstanding students in those classes. He completed the courses without difficulty and since then we have remained in touch. In fact, I consider myself one of the mentors of this applicant, and I have been pleased to watch him advance to higher levels of the academy and in his profession.

Morkeith is creative, ambitious, and has a passion for success. I remember days when Morkeith came to me to ask questions about how he could put himself in a position to be successful in academia. I encouraged him to focus on completing each stage of his academic pursuits in order to prepare himself for the time when the opportunity to lead would come. I believe that Morkeith is the right leader for the Honore' Program.

Having watched Morkeith go through rigors of undergraduate and graduate course work here at SUNO, I saw him transformed into a focused, achievement-oriented young man. His work experience with the younger generation as well as his exemplary educational achievements make him the ideal director for the Honore' Program. Morkeith successfully navigated a life similar to those faced by the typical Honore' Program participant, and I consider these experiences vital for an empathetic and effective director of the Program. He likes to help the youth, as is obvious from his present position.

I have no doubt that Morkeith has the intelligence, education, passion, and energy needed to take the Honore' Program to the next level. I am therefore strongly recommending Morkeith Phillips for the position of Director of the Honore' Program. Please contact me if additional information is needed.

Sincerely

A handwritten signature in black ink, appearing to read 'Igwe E. Udeh'.

Igwe E. Udeh, PhD

Alvin James Lawson Endowed Professor of Business
Dean, College of Business & Public Administration
Southern University at New Orleans
6801 Press Drive, Suite 212
New Orleans, LA 70126
iudeh@suno.edu
(504) 286-5330 (office)
(504) 286-5304 (fax)



SOUTHERN UNIVERSITY AT NEW ORLEANS
6801 PRESS DRIVE
NEW ORLEANS, LOUISIANA 70126
Phone 504-286-5351 FAX: 504- 284-5546

College of Education & Human Development
*"Reflective Practitioners for Global Environments" **



March 23, 2018

Search Committee

Director, Honore' Center for Undergraduate Student Achievement

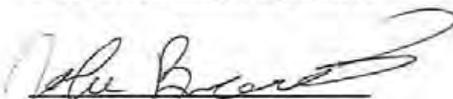
Dear Dr. Adegboye:

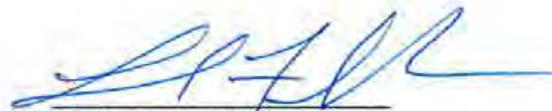
The Honore' Director Search Committee met with and interviewed seven finalists for the position of Director, Honore' Center for Undergraduate Student Achievement.

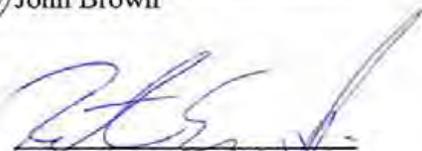
Based on applications and interviews, the following candidates are being forwarded to you. The names are placed in alphabetical order:

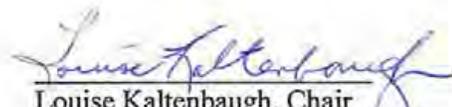
Joshua Howard
Darren Lewis
Karen Martin
Morkeith Phillips

Search Committee signatures


John Brown


Linda Frederick


Robert Easley, Jr.


Louise Kaltenbaugh, Chair



"Linking Citizens of Louisiana with Opportunities for Success"

Ashford O. Williams Hall - P. O. Box 10010 - Baton Rouge, LA 70813 (225) 771-2152 (225) 771-4369 Fax

Office of the Chancellor-Dean
www.suagcenter.com

Dr. Ray Belton, President - Chancellor
Southern University System
4th Floor J. S. Clark Admin Bldg.
Baton Rouge, LA 70813

Re: Request for Approval to Waive the Search for Educational Technologist

Dear Dr. Belton,

This communication is to request your approval to waive the vacancy announcement for the position of Educational Technologist.

I would like to appoint Mr. Christopher J. Rogers to the position of Educational Technologist. Mr. Rogers previously served as the Director of Communications and Technology. We are currently in the process of hiring a new Director, as we have recently redefined the scope of the office.

The Educational Technologist will provide technical support for both hardware and software related issues to SUALGC end-users as well as train other SUALGC employees on various software programs related to the day-to-day business operations. He will also be responsible for developing and implementing classroom and computer based training sessions. A detailed job description is attached.

Approval of this letter will allow my staff to process the paperwork needed to complete Mr. Rogers's ePAF.

If you have any questions, please contact me at (225) 771-2152.

Sincerely,

Dr. Bobby R. Phills
Chancellor-Dean

Approved: _____

Dr. Ray Belton, President/Chancellor

JOB CLASS				
JOB CODE	M			
CAL ID	U			

SOUTHERN UNIVERSITY SYSTEM

Personnel Action Form

POSITION NUMBER							
-----------------	--	--	--	--	--	--	--

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

EMPLOYMENT CATEGORY: 9-MONTH ___ 12-MONTH X OTHER ___ (Specify) ___

Academic Non-Academic Civil Service
 Temporary Part-time (___ % of Full Time) Restricted
 Tenured Undergraduate Student Job Appointment
 Tenured Track Graduate Assistant Probationary
 Other (Specify) ___ Retiree Return To Work Permanent Status

Previous Employee Christopher J. Rogers Reason Left Reassignment
 Date Left May 31, 2018 Salary Paid \$74,360

Profile of Person Recommended

Length of Employment June 1, 2018 To July 1, 2019
 Effective Date June 1, 2018

Name Christopher J. Rogers SS# [REDACTED] Sex Male Race* AA
 (Last 4 digits only)

Position Title: Educational Technologist Department: Communications and IT Services

Check One Existing Position *Visa Type (See Reverse Side): U S

New Position Expiration Date: ___
 (Position vacancy authorization form must be processed and approved to fill existing and new positions. Position must be advertised before processing PAF, if applicable.)

Years Experience 27 Southern University Experience 25

Degree(s):	Type/Discipline (BA-Education):	Institution/Location (SU-Baton Rouge):	Year:
	<u>MS - Library Science</u>	<u>Louisiana State University - Baton Rouge</u>	<u>1997</u>
	<u>MS - Mass Communications</u>	<u>Southern University - Baton Rouge</u>	<u>1991</u>
	<u>BS - Print Journalism</u>	<u>Southern University - Baton Rouge</u>	<u>1990</u>

Current Employer Southern University Agricultural Land-Grant Campus

Personnel Action

Check One New Appointment Continuation Sabbatical Leave of Absence
 Transfer Replacement Other (Specify) Reassignment

Recommended Salary \$64,000 Salary Budgeted ___

Source of Funds State

Identify Budget: 611001-64050-66000 Location ___
 Form Code: ___ Page ___ Item # ___

Change of: ___

From Director of Technology To Educational Technologist
 Status Full-time Full-time
 Salary Adjustment \$74,360 \$64,000

Financial Aid signature (if, applicable):

List total funds currently paid this employee by Southern University:

Source of Funds	Amount
611001-64050-66000	\$74,360

*See Reverse Side

Comments: (Use back of form)

*See Reverse Side

Graduate School signature (if, applicable):

[Signature] 5/9/18
 Supervisor Date
[Signature] Date
 Vice Chancellor
[Signature] 5/9/18
 Director/Personnel Date
[Signature] 5/9/18
 President Date

[Signature] 5/9/18
 Dean/Unit Head Date
[Signature] 5/10/18
 Chancellor Date
[Signature] Date
 Vice President/Finance Date
 Business Affairs/Comptroller

Chairman/S.U. Board of Supervisors
 RECEIVED
 MAY 09 2018
 BY: [Signature]

This information is requested solely for the purpose of determining compliance with Federal Civil Rights Laws and does not affect employment consideration.

ETHNIC ORIGIN (Please check one):

Hispanic or Latino _____ X _____ Non-Hispanic or Non-Latino

RACE (Please check all that apply):

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

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

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

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

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

COMMENTS: Effective June 1, 2018, Mr. Christopher J. Rogers is being reassigned as an Educational Technologist. He will earn an annual salary of \$64,000. He previously served as Director of Technology.

EMPLOYEE REGULAR WORK SCHEDULE: 8:00 a.m. – 5:00 p.m.
EMPLOYEE DIRECT SUPERVISOR: Director of Communications and IT Services
SUPERVISOR/DEPARTMENT CONTACT NUMBER: (225) 771-2242
NUMBER OF EMPLOYEES SUPERVISED, (if any):

HR USE ONLY: STATUS (circle one): EXEMPT NON-EXEMPT

GUIDELINES: All employees, students, graduate assistants being employed through the use of this form are to report to and be cleared by the Human Resources before any employment is offered and before starting to work. All students are to bring with them clearance from the Financial Aid office, Statement of Account (fee receipt), and a class schedule. All prospective employees/students must bring a pictured ID, social security card, birth certificate, certificate of naturalization, resident alien card, H1-B and J-1 visas, passport, and F-1/I-94. The latter six (6) documents do not apply to U.S. Citizens.

Documentation must be provided for review and approval by Human Resources before employment is offered.

CLASS OF EMPLOYMENT (VISA STATUS):

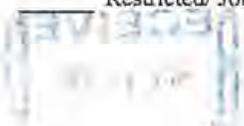
<u>TYPE</u>	<u>CODE</u>	<u>EXPIRES</u>
United States Citizen/Certificate of Naturalization	US	
Resident Alien	RA	
H-1 Visa (Distinguished Merit & Ability)	H1	
J-1 Visa (Exchange Visitor Program)	J1	
F-1 Visa (Student Emp. FT Student at S.U.)	F1	
OPT (F-1 Visa-INS Prior Approval-“Practical Work Experience”)	F0	

FUNDS AVAILABLE
OFFICE OF THE AGRICULTURAL
RESEARCH AND EXTENSION
SOUTHERN UNIVERSITY SYSTEM
[Signature]
FINANCE & ADMINISTRATION SECTION

Do Not Write Below This Area
For Human Resource and Budgetary Control Use Only!

PAF APPROVAL PROCESS CHECKLIST (Must have the information outlined below):

- _____ Approved Position Vacancy Authorization Form (applicable for new and replacement positions)
- _____ Position Vacancy Announcement (position advertised before processing PAF, if applicable)
- _____ Application for Employment Form Admin/Fac/Uncl Positions (Civil Service Application for classified employees)
- _____ Authority to Release (signed by employee) (submitted to Human Resources with Criminal/Background Check form)
- _____ Supervisory Criminal/Background Check Form (completed by employee/ verified and signed by supervisor)
- _____ Exemptions Survey Form (signed by employee and budget head)
- _____ Proposed Employee Appointment
- _____ Proposed Employee Clearance
- _____ Restricted/ Job Appointment/CS Rule 6.5g Letter of Justification (for classified, if applicable)





"Linking Citizens of Louisiana with Opportunities for Success"

Ashford O. Williams Hall · P. O. Box 10010 · Baton Rouge, LA 70813 · (225) 771-2152 · (225) 771-4369 Fax

Office of the Chancellor-Dean
www.suagcenter.com

March 20, 2018

Dr. Ray L. Belton, President
Southern University System
J.S. Clark Administration, 4th Floor
Baton Rouge, LA 70813

Greetings Dr. Belton,

Per our conversation and your request, enclosed is a detailed job description for the Director of Communications and IT Services. I have also enclosed the job description and reassignment letter for Mr. Christopher Rogers who I would like to appoint as Educational Technologist. Your review and approval of the waiver letter for the Educational Technologist is greatly appreciated. Once approved we can officially reassign Mr. Rogers and begin to advertise for the Director position.

As you are aware, Chancellor Pierre indicated his desire and willingness to hire Mr. Rogers. I have no objection to this and will provide whatever documentation and support necessary to facilitate this transition.

Please let me know if you have any questions.

Sincerely,

Bobby R. Phills
Chancellor – Dean

XC: Flandus McClinton, VP for Finance and Business Affairs
Kendrah Selders, SUALGC HR Liaison

Educational Technologist

The Educational Technologist will provide technical support for both hardware and software related issues to SUALGC end-users as well as train other SUAGLC employees on various software programs related to the day-to-day business operations. The individual will also develop and implement classroom and computer based training sessions to educate SUAGLC employees on how to operate different software programs, applications and hardware equipment to improve productivity throughout all departments. The Educational Technologist will also train end-users on troubleshooting system applications in order to minimize operational "down-time". The Educational Technologist will report to the Director of Communications and IT Services.

Duties and Responsibilities

- Conduct training needs assessments, including individual training needs for all departments with regards to procedure, work flow, reporting and other job specific tasks.
- Conduct training classes on how to operate software programs utilized by SUAGLC end-users such as Microsoft Office, Adobe products, Go2Meeting, Skype for Business, Distance Learning, video conferencing, etc.
- Conduct training classes on how to run and operate computer equipment and other hardware specific to the job duties of SUALGC employees.
- Evaluate the effectiveness of training classes and recommend more efficient methods of training where necessary.
- Provide technical support throughout SUALGC facilities, including the mobile technology unit.
- Maintain technical awareness and proficiency through educational and professional development such as attending workshops and certification courses.

Other Duties

- Provide support to the communications team with photographing educational programs and events as well as writing short news clips.
- Assist Facilities Manager with the maintenance of SUALGC facilities and related projects to include the rental facility inspection.
- Set-up and monitor technological equipment for SUALGC presentations and events
- Other duties as assigned.

Skills and Qualifications

- Excellent written and communication skills
- Proficiency in software programs used for business continuity (i.e. Microsoft Office, Adobe, QuickBooks etc.)
- Experience in designing and implementing training and educational material
- Experience in providing technical support and operational management
- Ability to work under pressure and handle multiple problems simultaneously

SOUTHERN UNIVERSITY - BATON ROUGE, LA 70813

SUS SUBR SULAC SUAREC SUNO SUSLA

POSITION VACANCY AUTHORIZATION

REQUEST THAT THE POSITION TITLE Educational Technologist AS DESCRIBED BELOW
 BE AUTHORIZED AS A VACANCY FOR Communications and IT Services
 (Department or Unit)

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

VACANCY DESCRIPTION AND JUSTIFICATION

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

Incumbent will provide technical support for both hardware and software related issues to SUALGC end-users as well as train other SUALGC employees on various software programs related to the day-to-day business operations. He/she will also develop and implement classroom and computer based training sessions to educate SUALGC employees on how to operate different software programs, applications and hardware equipment to improve productivity throughout all departments. The incumbent will also train end-users on troubleshooting system applications in order to minimize operational "down-time". The Educational Technologist will report to the Director of Communications and IT Services.

Salary/Range: \$64,000 Previous Incumbent (if replacement): N/A

Approved Disapproved [Signature] 1/29/2018
 Department Head Date

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

FINANCE/BUDGET OFFICE ONLY	
Funds Available	
<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
<u>[Signature]</u>	<u>1-31-18</u>
Signature	Date
Budget Number	611001-64030-66000

HUMAN RESOURCES OFFICE ONLY	
Existing/Approved Position	
<input type="checkbox"/> Yes	<input type="checkbox"/> No
Employee Class:	Job Class:
Verified By:	Date:

Approved Disapproved _____
 Vice Chancellor Date

Approved Disapproved [Signature] 1/31/18
 Chancellor/Vice President Date

Approved Disapproved [Signature] 5/9/17
 President Date

An Equal Opportunity Employer



SOUTHERN UNIVERSITY AND A&M COLLEGE SYSTEM

Office of the Executive Vice President/Executive Vice Chancellor

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

May 14, 2018

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

Re: Appointment of Senior Associate Vice Chancellor for Academic Affairs

Dear Dr. Belton:

The Office of the Executive Vice President/Executive Vice Chancellor recommends Dr. Bijoy Sahoo for the position of Senior Associate Vice Chancellor for Academic Affairs at Southern University and A&M College, effective July 1, 2018.

A Search Committee comprised of campus deans, academic leaders, and the faculty senate was charged with identifying and vetting applicants for the position of Senior Associate Vice Chancellor for Academic Affairs. The committee conducted an expeditious, yet intensive, search process. The committee received and reviewed applications from highly qualified applicants from across the country and conducted interviews of finalists whose interviews, credentials, professional experiences and accomplishments distinguished them from other applicants.

Dr. Sahoo earned a Bachelor of Arts in English from Ravenshaw College in India, a Master of English from Utkal University in India, a MBA in Business and a Ph.D. in Finance from the University of South Carolina. He has demonstrated a wealth of education, training and experience in higher education having served as dean of the School of Business and Interim Vice Chancellor for Finance at North Carolina Central University. Most recently Dr. Sahoo served as a Professor of Finance at North Carolina Central University. His expertise spans across several key positions in higher education. A complete curriculum vitae is attached.

Having received the committee's recommendation and reviewed his accompanying curriculum vitae, I am in agreement that Dr. Sahoo is the ideal candidate to serve as Senior Associate Vice Chancellor for Academic Affairs. I request favorable consideration of this request.

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

Sincerely,

A handwritten signature in blue ink that reads "James H. Ammons, Jr.".

James H. Ammons, Jr.
Executive Vice President/Executive Vice Chancellor

JHA/swm

JOB CLASS			
JOB CODE			
CAL ID			

SOUTHERN UNIVERSITY SYSTEM

Personnel Action Form

POSITION NUMBER 249716

CAMPUS: SUS SUBR SULAC SUAREC SUNO SUSLA

EMPLOYMENT CATEGORY: 9-MONTH 12-MONTH OTHER (Specify) _____

Academic Non-Academic Civil Service
 Temporary Part-time (_____ % of Full Time) Restricted
 Tenured Undergraduate Student Job Appointment
 Tenured Track Graduate Assistant Probationary
 Other (Specify) _____ Retiree Return To Work Permanent Status

Previous Employee Dr. Luria Young Reason Left Retirement
 Date Left 3/31/2018 Salary Paid 150,000

Profile of Person Recommended

Length of Employment 07/01/2018 To June 30, 2019
 Effective Date 07/01/2018

Name Bijoy Kumar Sahoo # _____ Sex M Race B

(Last 4 digits only)

Position Title: Senior Associate Vice-Chancellor for Academic Affairs Department: Academic Affairs

Check One Existing Position New Position *Visa Type (See Reverse Side): _____
 Expiration Date: _____

(Position vacancy authorization form must be processed and approved to fill existing and new positions. Position must be advertised before processing PAF, if applicable.)

Years Experience 39 Southern University Experience 0

Degree(s):	Type/Discipline (BA-Education):	Institution/Location (SU-Baton Rouge):	Year:
	<u>MBA.Ph.D.-Finance & Int'l Business</u>	<u>Univ. of South Carolina</u>	<u>1995</u>
	<u>M.A.-English Literature</u>	<u>Ravenshaw Univ.</u>	<u>1978</u>
	<u>B.A.-English Literature</u>	<u>Ravenshaw Univ.</u>	<u>1976</u>

Current Employer North Carolina Central University

Personnel Action

Check One New Appointment Continuation Sabbatical Leave of Absence
 Transfer Replacement Other (Specify) _____

Salary 169,000 Salary Budgeted 160,000

Source of Funds SUBR

Identify Budget: 211001.22002.26000 Location _____
 Form Code: _____ Page _____ Item # _____

Change of: From _____ To _____

Position _____
 Status _____
 Salary Adjustment _____

Financial Aid signature (if, applicable):

List total funds currently paid this employee by Southern University:

*See Reverse Side

Comments: (Use back of form)

Source of Funds	Amount
	\$0

*See Reverse Side

Graduate School signature (if, applicable):

James H. Ammons 5/10/18 Supervisor Date
James H. Ammons 5/10/18 Vice Chancellor Date
James H. Ammons 5/10/18 Director/Personnel Date
James H. Ammons 5/10/18 President Date
James H. Ammons 5/10/18 Dean/Unit Head Date
James H. Ammons 5/10/18 Chancellor Date
Stonham McCarty 5/10/18 Vice President/ Finance Business Affairs Date
 _____ Chairman/S.U. Board of Supervisors Date

This information is requested solely for the purpose of determining compliance with Federal Civil Rights Laws and does not affect employment consideration.

ETHNIC ORIGIN (Please check one):

Hispanic or Latino Non-Hispanic or Non-Latino

RACE (Please check all that apply):

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

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

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

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

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

COMMENTS: Replacing Dr. Luria Young who retired 3/31/2018. Position No. 2M9716

EMPLOYEE REGULAR WORK SCHEDULE: M - F / 8:00 a.m. - 5:00 p.m. and as needed

EMPLOYEE DIRECT SUPERVISOR: Dr. James H. Ammons, Jr.

SUPERVISOR/DEPARTMENT CONTACT NUMBER 225-771-4095

NUMBER OF EMPLOYEES SUPERVISED, (if any) _____

HR USE ONLY: STATUS (circle one): EXEMPT

GUIDELINES: All employees, students, graduate assistants being employed through the use of this form are to report to and be cleared by the Human Resources before any employment is offered and before starting to work. All students are to bring with them clearance from the Financial Aid office, Statement of Account (fee receipt), and a class schedule. All prospective employees/students must bring a pictured ID, social security card, birth certificate, certificate of naturalization, resident alien card, H1-B and J-1 visas, passport, and F-1/I-94. The latter six (6) documents do not apply to U.S. Citizens.

Documentation must be provided for review and approval by Human Resources before employment is offered.

CLASS OF EMPLOYMENT (VISA STATUS): US Citizen

<u>TYPE</u>	<u>CODE</u>	<u>EXPIRES</u>
United States Citizen/Certificate of Naturalization	US	
Resident Alien	RA	
H-1 Visa (Distinguished Merit & Ability)	H1	
J-1 Visa (Exchange Visitor Program)	J1	
F-1 Visa (Student Emp. FT Student at S.U.)	F1	
OPT (F-1 Visa-INS Prior Approval-"Practical Work Experience")	F0	

Do Not Write Below This Area
For Human Resource and Budgetary Control Use Only!

PAF APPROVAL PROCESS CHECKLIST (Must have the information outlined below):

- Approved Position Vacancy Authorization Form (applicable for new and replacement positions)
- Position Vacancy Announcement (position advertised before processing PAF, if applicable)
- Application for Employment Form Admin/Fac/Uncl Positions(Civil Service Application for classified employees)
- Authority to Release (signed by employee) (submitted to Human Resources with Criminal/Background Check form)
- Supervisory Criminal/Background Check Form (completed by employee/ verified and signed by supervisor)
- Exemptions Survey Form (signed by employee and budget head)
- Proposed Employee Appointment
- Proposed Employee Clearance
- Restricted/ Job Appointment/CS Rule 6.5g Letter of Justification (for classified, if applicable)

SOUTHERN UNIVERSITY SYSTEM
BUDGET OFFICE

MAY 10 2018
[Signature]
FUND AVAILABLE

SUS SUBR SULAC SUAREC SINO SUSLA

POSITION VACANCY AUTHORIZATION

REQUEST THAT THE POSITION TITLE Senior Associate Vice Chancellor for Academic Affairs AS DESCRIBED BELOW
 BE AUTHORIZED AS A VACANCY FOR Executive Vice President/Executive Vice Chancellor
 (Department or Unit)

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

VACANCY DESCRIPTION AND JUSTIFICATION

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

See attached.

Salary/Range: \$150,000 - ~~175,000~~ ^{160,000} Previous Incumbent (if replacement): Dr. Luria Young

Approved Disapproved James H. Ammons 4/4/18
 Department Head Date

Approved Disapproved James H. Ammons 4/4/18
 Dean/Director/Supervisor of Budget Unit Date

FINANCE/BUDGET OFFICE ONLY	
Funds Available	
<input checked="" type="checkbox"/> Yes <u>Am 9/16</u>	<input type="checkbox"/> No
<u>James</u> <u>4.12.18</u>	Signature Date
Budget Number <u>24001-22002-26000</u>	

HUMAN RESOURCES OFFICE ONLY			
Existing/Approved Position			
<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No		
Employee Class: <u>MU</u>	Job Class: <u>24747</u>		
<u>Michael Williams</u>		<u>04/11/18</u>	
Verified By:		Date:	

Approved Disapproved James H. Ammons 4/4/18
 Vice Chancellor Date

Approved Disapproved [Signature] 4/19/18
 Chancellor/Vice President Date

Approved Disapproved [Signature] 4/12/18
 President Date
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GF

Vacancy Announcement System (VAS) Position Vacancy Announcement Request

Date: 4/3/18 Department: Executive Vice President/Executive Vice Chancellor

SUS SUBR SULC SUAREC SUNO SUSLA

Application Deadline: Open until filled Date position to be filled: Open until filled

Position Title: Senior Associate Vice Chancellor for Academic Affairs Civil Service Pay Level: N/A

Salary (annual): Commensurate with experience or Salary Range: _____ to _____

Please check all categories that apply to this position:

Status:	Faculty Position	Unclassified Position	Classified Position
<input type="checkbox"/> Part-time % of time	<input type="checkbox"/> Temporary	<input checked="" type="checkbox"/> Administrative	<input type="checkbox"/> Probationary
<input checked="" type="checkbox"/> Full-Time	<input type="checkbox"/> Tenure	<input type="checkbox"/> Temporary	<input type="checkbox"/> Job Appointment
	<input type="checkbox"/> Tenure Track (Probationary)	<input checked="" type="checkbox"/> Permanent	<input type="checkbox"/> Provisional Appointment
	<input type="checkbox"/> Grant	<input type="checkbox"/> Grant	
	<input type="checkbox"/> Contract	<input type="checkbox"/> Contract	

FOR HR USE ONLY:
CS Job Code: _____

Contact Person: Dr. Ronyelle Ricard Telephone No: (225) 771-4095

Contact Email Address: academicaffairs@subr.edu

Contact e-mail address is for:

Human Resources utilization only posting to VAS website

Brief job description [Maximum 12 lines @ 250 characters (including spaces) per line]:

The Sr. Assoc. Vice Chancellor for Academic Affairs is a member of the SUBR Campus Executive Leadership Team & will report directly to the Exec. Vice President/Exec. Vice Chancellor. The SAVC for AA primary responsibilities will be to provide vision & leadership for the direction of the Academic Council and faculty affairs. The SAVC for AA will represent the Office of Academic Affairs to the SUBR Campus in the absence of the EVP/EVC. SAVC for AA will also oversee, advise and assure due process on faculty policies and processes, including research and screen; faculty annual review & reappointment; promotion & tenure; sabbatical requests; faculty complaints, mediation & resolution; & faculty grievances. (A more detailed description is attached)

Minimal qualifications [Maximum 12 lines @ 250 characters (including spaces) per line]:

The applicant must have a terminal degree and a tenured faculty appointment at the rank of full professor; extensive administrative experience in a complex organizational context and at least four years of successful administrative experience that involves faculty leadership; vision to recommend innovative strategies that enhance campus and faculty life; familiarity with faculty policies and procedures; excellent written and oral communication skills; demonstrate ability to build collaborative working groups to identify and pursue projects and implement policies, etc.

Remarks/How To Apply (letter of application, curriculum vita, resume', references, etc)/Mailing Address

[Maximum 12 lines @ 250 characters (including spaces) per line]:

To apply please submit a letter of interest accompanied by a curriculum vita or résumé, three (3) names of professional references and contact information to academicaffairs@subr.edu

Senior Associate Vice Chancellor for Academic Affairs

The Senior Associate Vice Chancellor for Academic Affairs (SAVCAA) at Southern University and A&M College is a key member of the campus' executive leadership team working closely with, and reporting to, the Executive Vice President/Executive Vice Chancellor (EVP/EVC). The primary responsibility is to provide vision and leadership for the direction of the Academic Council and faculty affairs. The SAVCAA will represent the Office of Academic Affairs to the SUBR campus in the absence of the EVP/EVC. The SAVCAA assumes primary responsibility for directing the following:

Oversees, advises and assures due process on a variety of faculty policies and processes, including search and screen; faculty annual review and reappointment; promotion and tenure; sabbatical requests; faculty honors and awards; faculty complaints, mediation and resolution; and faculty grievances

Unresolved student appeals of academic or personal misconduct

Advising deans related to faculty issues, academic policy, and quality standards

Participate in dean and faculty searches

Professional development of faculty and academic administrators

Faculty mentoring initiatives

Dean and chair development

Special events hosted by the Office of Academic Affairs

Leadership and supervision of the Academic Council

Support faculty in developing pre-proposals and full proposals for new academic degrees, concentrations, certificates, and minors

Liaison to committees and councils

Co-leading activities related to campus and program accreditations

Support for the recruitment and retention of underrepresented faculty

Lead strategic planning, budgeting, academic program review, and new degree program development

Support faculty in grantsmanship, research, publishing and other scholarly endeavors

2019 APR 11 AM 11:00
SOUTHERN UNIVERSITY
HOUSTON TEXAS 77002

Required Qualifications

The successful candidate for this key academic leadership role will have the following qualifications:

A terminal degree and a tenured faculty appointment at the rank of full professor

Extensive administrative experience in a complex organizational context and at least five years of successful administrative experience that involves faculty leadership

Vision to recommend innovative strategies that enhance campus and faculty life

Experience in developing and implementing faculty policies and procedures

Excellent written and oral communication skills

Ability to collaborate effectively with faculty, staff, administrators and external constituents

Demonstrated experience and success in accreditation and strategic planning

Demonstrated ability to not only respond to articulated faculty concerns, but also to anticipate potential challenges

Ability to lead faculty in scholarship and research endeavors

Experience in strategic planning, budgeting, academic program review, and program development

2024 APR 11 AM 11:29
STUDENT SERVICES
1110 UNIVERSITY DRIVE
ANN ARBOR MI 48106-1000

Bijoy K. Sahoo, Ph.D.



April 18, 2018

Honorable Members of the Search Committee for
Senior Associate Vice Chancellor for Academic Affairs
Office of the Executive Vice-President and Executive Vice-Chancellor
Southern University
Baton Rouge, Louisiana 70817

Respected Members of the Search Committee:

Please accept this letter as my application and letter of intent for the position of Senior Associate Vice Chancellor for Academic Affairs at Southern University and A&M College, Baton Rouge (SUBR). I have the right qualifications, the aptitude, the preparation, the energy and the enthusiasm for the job. I have given my application considerable thought and I believe I am the ideal candidate for this position. There is a good fit between what you want and what I offer given my focus, my experience, and my accomplishments in the areas of student success, in recruiting, retaining and developing academic faculty and in related areas that affect student and faculty life. Please allow me to explain.

First, in summary, more than a job or an appointment to a position, I am very humbly seeking an opportunity to serve and to help make a positive difference in the life of an institution, its students, its faculty, and its alumni. I am excited, and feel doubly blessed, that I may have another opportunity to work for/at an HBCU and help further the proud legacy of Southern University. I have reviewed the existing strategic plan of the university. I feel through a focused and disciplined execution of this plan, we can best serve and advance the mission of the institution "to provide its students with a high-quality education which will enable them to successfully compete within all dimensions, while making significant contributions to society." Our effort will best prepare our students to have productive careers, to live noble lives and be global citizens.

My approach to academic administration is necessarily inclusive. I believe that as a senior member of the academic administrative team I can effectively provide the needed support to the Executive Vice-President and Executive Vice-Chancellor (EVPEVC). In addition to managing the day-to-day responsibilities of academic and faculty affairs, I will help lead the academic affairs division (under the guidance and supervision of EVPEVC), champion the needs of the faculty and the Deans, help with fair and purposeful allocation of the academic budget, get

*Review
Recent
Develop
good
Placement*

Bijoy K. Sahoo, April 18, 2018
Page 2

buy-in from the academic council, build consensus, and hold ourselves mutually accountable to shared goals and priorities. I will ensure that our effort is purposeful and is based on the highest levels of integrity; that we are entrepreneurial rather than merely complying with status quo or minimum standards.

I would like our thinking and our processes to embrace objectivity and evidence-based decision making. Thus our processes, at the outset, will need to be transparent, consistent with university policy, and our communication timely, clear and easily understood. With this we can resolve most student issues at the unit level and address them uniformly and fairly during appeals. The same applies to faculty affairs both during recruitment and subsequent evaluations leading to promotion, tenure and post-tenure reviews.

In my profession I have "paid my dues" in the truest sense. My academic career has alternated between serving as an instructional faculty and serving as an academic administrator. As a class-room instructor, I joined SC State University as an Assistant Professor, gained tenure and was promoted to Associate Professor and later went on to serve North Carolina Central University (NCCU) as a tenured Full Professor of Finance. In between, at Queens University in Charlotte, NC I was honored to serve as the school's first W.R. Holland Chair Professor in International Business and Finance. Similarly, in academic administration I was appointed to the position of Department Chair early in my career and then rose through the ranks to serve as Assistant Vice-Chancellor for Academic Affairs, Dean of the School of Business and Vice-Chancellor of Finance and Administration. In each of these opportunities I have been reasonably successful by serving, accomplishing, and exceeding near-term and longer-term goals and priorities guided by the mission and vision both at the unit and at the larger institutional level.

I have been reasonably successful in the class-room. I have consistently received excellent feedback from my peers and from my students. At South Carolina State University I was honored to be the "Teacher of the Year" towards the end of my first year of service. Two years later I was selected for this honor at the school level. During my tenure at SC State, I saw an opportunity to enhance student learning and success through a small change in the academic curriculum. Through the support of a U.S. Department of Agriculture Capacity Building Grant I teamed with two other colleagues to introduce "BA101" that exposed our students to business strategy and business life through presentations from and interactions with CEOs and similarly placed executives. The course also served as a recruiting tool for the business school as any student in the university could enroll by adding the course a free elective. Later this course was cited as a "signature course" for the institution by the visiting AACSB peer-review team.

I have published several research papers in scholarly journals and have several working papers and case studies accepted for presentations each year in national and international meetings. I have also done consulting work for Clariant Corporation (a Swiss-based chemical company), Royal & Sun Alliance (U.K. based insurance firm), Westinghouse, U.S. Department of Agriculture, Enpro Industries and for several universities including Chicago State University, APJ Institute in India, North South University in Bangladesh and more recently at Walden University. My focus has been on sustaining and enhancing global competitiveness and on efficient resource allocation methods and issues. I am also frequently invited to speak about the AACSB accreditation process and the benefits associated with an integrity-based and faculty-driven voluntary accreditation process. I believe sustained superior performance is the best evidence, the right evidence, of longer-term success.

At Queens University, I helped internationalize the business curriculum and integrate the liberal arts curriculum to serve as the foundation for prudent and ethical decision making. I taught courses spread across the university curriculum including business subjects in the graduate school and selections from the liberal arts core in the undergraduate honors program. I led several study-abroad immersion programs for graduate students and alumni. I also extensively participated in corporate consulting and executive training through Queens' Executive Leadership Institute. I also led the AACSB accreditation effort until my departure in 2004 to join NCCU.

I joined NCCU as it was an opportunity to do more and do better in life. Further, I was returning to my HBCU roots. This is where I feel I belong, and where my best work finds expression. I easily identify with the students at minority-serving institutions as I feel I am one of them, where our dreams and aspirations are big, or even king-size, while our constraints are daunting, severe and painfully real. I joined the Provost's Office as Assistant Vice-Chancellor for Strategic Planning and Continuous Improvement. I helped the Vice-Chancellor and the Chancellor's Office in their annual retreats focused on strategic issues. Further, my office also assisted and coordinated all accreditation efforts at the institutional (SACS Accreditation) and at the program level. Soon after joining, I helped shore up the accreditation for the Library and Information Sciences unit. This accreditation was seemingly in jeopardy. The lessons learned also soon applied to our preparation for upcoming institutional accreditation with Southern Accreditation Council for Schools and Colleges (SACS). After the business school lost its second-tier accreditation (ACBSP) I was deputed to the School of Business to serve in an interim capacity. Within five months, by working very purposefully and as a team, we regained the lost ACBSP accreditation and we went on to gain initial accreditation with AACSB, International. The successful accreditation was the culmination of a twenty-four-year effort and three false starts. We not only got accredited but were cited with rare six commendations.

At the School of Business at NCCU we excelled in all areas of measurement, including student enrollment, faculty hiring, retention, and development, graduation and placement rates, alumni giving and engagement, corporate support, and the list continues. Very specifically we improved student placement from 37% in 2005 to 79% in 2008. We were firm in our belief that the process to do more and do better is continuous and not merely incremental. As an example, the business school included the Department of Hospitality and Tourism. This unit was not well integrated prior. We included this department in our successful accreditation with AACSB and went on to gain separate accreditation from ACPHA. We were the first in all of North Carolina to gain this distinction. Our placement rate in hospitality and tourism major reached and remained at 100%. During my five-year tenure as Dean at the business school we were able to attract and recruit more qualified African-American Ph.D. faculty- most of them freshly minted from AACSB accredited schools- than the efforts of three of my predecessors combined. It is gratifying to note that many of them now are role models of our students to emulate and to inspire them to succeed and do well in life. During my tenure as Dean we significantly increased participation and giving from corporate partners and we received our first gift of \$1 million from an alumnus.

From a cursory review of my CV you will see that I am very familiar with the accreditation processes both at the unit and at the institutional level. For me, success in accreditation is the result of a well-coordinated team effort. A positive outcome is obvious when the effort is inclusive, mission-driven, faculty-led, student-centered and all in a spirit of shared responsibility and shared governance. I have taken these lessons to help sister schools and in the process learn from them their best practices. I have served as a mentor to several business schools in the United States and abroad to help them gain accreditation both from AACSB and ACBSP. I was selected to keynote the AACSB presentation in India when the organization did not have a presence there. I did the same for ACBSP. I was also asked by AACSB to mentor PSG Institute. I went on to help PSG Institute become the first internationally accredited business school in India. Soon many schools followed. As recently as 2015, as a consultant, I helped mentor North South University to have its business school gain international accreditation (ACBSP), a first in Bangladesh. My consulting effort also has resulted in upcoming accreditation review visits from ABET (for engineering programs) and hopefully successful institutional accreditation with WSCUC (Western Accreditation Council). To help shore-up the quality enhancement effort I was asked to submit a grant proposal to World Bank through the University Grants Commission in Bangladesh. I got support from two other faculty members and we were successful as the grant proposal was fully funded to the tune of Tk. 17,920,000 (\$224,000). Our effort led to the establishment of the Institutional Quality Assurance Cell (IQAC) at NSU. The relevant web site can be found at <http://45.64.132.46/iqac/>.

I believe collaboration is an integral part of a plan to compete, to succeed, but to never stop there. What is good for a school or a college is good for the institution and for the community it serves. I will happily serve as a spokesperson and as an ambassador to champion the cause of our students, our staff and our faculty. While at SC State University and at NCCU I have very eagerly participated in many collaborative efforts to bring positive attention to our effort and to share best practices among our sister institutions. I have served on the HBCU Business School Roundtable (when the Dean of the School of Business at SUBR was our President) and as Secretary of the Harvard University initiated Management Development Initiative for minority-serving institutions. We compete in academics and in athletics. Yet, we also collaborate to enhance advocacy of causes important to us and to share best practices.

I like to support and work with visionary leaders. I think I will have this opportunity at Southern University. I believe I can contribute to execution of the strategic plan for the Academic Affairs Division. I will start by soliciting input from Deans and administrators and with their help I will be able to link each strategic goal to achievable and measurable unit-level objectives. Next, I plan to assist each of the schools or colleges at Southern University and A&M College to formulate, embrace, and take ownership of goal-based activities and also monitor, assess, and articulate effectiveness. I want to be part of the team that will help in the positive transformation of Southern University to deliver on its promise to the citizens of Louisiana and beyond.

During my academic and administrative career I have extensive experience in long-term planning, formulation, articulation, and linking of leadership vision with institutional strategy and subsequent execution. As faculty and as department chair, I both participated and provided leadership to institutional assessment, budget formulation and linking resources to strategic initiatives. The strategic plan at SUBR, when implemented, will sustain quality and innovation, while serving the mission of the institution to nurture a learning environment grounded in excellence in teaching, intellectual discovery, and service. I will assist senior administration and the university community both achieve and demonstrate efficiency and effectiveness in planning, in articulation of institutional needs, in raising external funds, and in optimal resource allocation.

During my tenure as Vice-Chancellor of Finance at NCCU we were able to erase a shortfall of \$3.2 million through better monitoring of vacant positions and through streamlining procurement. For the first time the institutions bond rating was upgraded by Moody's. After two months, we got clear review of our monthly closing every month. I helped negotiate the dining services contract with Sodexo which resulted in varied, tasteful and healthy options for students and faculty. More importantly by increasing mutual trust we were able to fully

automate and furnish the new dining area which did not have any equipment only months before school opening. Further, the new Chancellor

moved the University Police Department to my division from Student Affairs. After overcoming some initial anxiety I worked very collaboratively to accomplish many firsts. All fifty-plus officers were outfitted with bullet-proof jackets, we instituted a campus-wide emergency alert system that sent instant messages along with sirens and visual cues. I should also mention that the Police Department got accredited with the relevant association during my tenure.

During my tenure as Dean at the School of Business, the business advisory committee voluntarily increased its membership dues and its support to the Dean's Fund. We learned that people help, give small aims for charity. People invest in, thrive, and vie to be part of success. I am a certified trainer in the "Four Disciplines of Execution" from the Covey Institute. I will be happy to help with the conversation and the training related to SUBR's strategic planning initiatives.

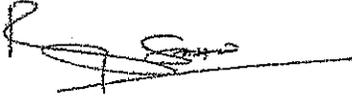
I am involved in several community service activities. I participate in Habitat for Humanity projects (even though I admit my skills are rudimentary). I have served on the Board of Durham Habitat for Humanity chapter. I am also member of Rotary Club of Durham and have served on the scholarship committee and the Rotary Foundation Committee. I came to the United States to study as a Rotary Scholar. I believe that my community service activity very meaningfully adds moral purpose to my life and also allows my institution to expand its collaborative partnership with businesses, industries, government, and non-profit organizations. I am hopeful that my outreach will benefit SUBR's Industry and Business Cluster.

Professional colleagues who have kindly agreed to give additional information about me, each of them has served with distinction, and I have either worked for, with or under them. Dr. Beverly Washington Jones (retired Provost at NCCU) was my supervisor both in Academic Affairs Division and when I served as Dean of the School of Business. Atty. Raymond Pierce was my Dean Colleague at the Law School. Atty. Ronald Penny, who now serves as the Secretary of Revenue, served as Chair of the Public Administration Department at NCCU and as a consultant for the Provost's Office. Ms. Deborah Brame, Director of Professional Development, played a key role in enhancing student success in internships and in placements upon graduation.

I hope you will kindly consider my interest and my credentials to serve Southern University and A&M College as its next Senior Associate Vice-Chancellor for Academic Affairs. I will eagerly wait for a call from Dr. Ronyelle Ricard to

personally meet with the search committee and any members of the senior leadership team. I will be happy to provide additional details and/or clarifications. I may be contacted via telephone at (919) 717-2204 (cell) or at (919) 530-7512 (work) and via e-mail at bijoysahoo@yahoo.com.

With kindest regards,

A handwritten signature in black ink, appearing to read 'Bijoy K. Sahoo', written over a horizontal line.

Bijoy K. Sahoo, Ph.D.
Professor of Finance (2004-2018)
-Assistant Vice-Chancellor for Academic Affairs (2204-2005)
-Dean, School of Business (2005-2010)
-Vice-Chancellor for Finance & Administration (2007-2008)
North Carolina Central University
Durham, NC 27707

BIJOY K. SAHOO, Ph.D.

AREAS OF INTEREST

Teaching: Corporate Finance, International Finance & Strategy, and Entrepreneurship.

Research: International Finance, Corporate Finance, and Entrepreneurship, with particular interest in asset restructuring and corporate control issues.

Administration: Student success to enable and assure productive careers and noble lives.

EDUCATION

University of South Carolina	Finance	Ph.D.	1995
University of South Carolina	Intl. Business	M.B.A.	1986
Utkal University, India	English	M.A.	1979
Ravenshaw College, India	English (Honors)	B.A.	1976

HONORS

Faculty Development in International Business Fellowship, USC CIBER, 2009

Graduate, University Management Development Program, UNC, Chapel-Hill, 2005.

Rotary International Service to Humanity Award – RI Dist. 7770, 2002-2003.

W. R. Holland Chair, Finance & International Business, Queens University, 1999.

Fellow, Rotary Grant for Teachers, Rotary International, 1998.

Teacher of the Year, School of Business, SC State University, 1995 & 1993.

Coleman Foundation Scholarship in Entrepreneurship, Illinois, 1997.

Service Recognition, Business Week, SC State University, 1996.

Research & Intellectual Contributions Recognition, Business Week, SC State University, 1996.

Nissan-HBCU Fellowship, (Entrepreneurship Studies), Nashville, 1995.

Business Week Award for Teaching Excellence, SC State University, 1995.

Charles Coker Memorial Dissertation Fellowship, University of South Carolina, 1991.

The Rotary Foundation Graduate Fellowship, Rotary International, 1983.

Beta Gamma Sigma Honor Society, Member.

EXPERIENCE

North Carolina Central University	Professor of Finance	2011- Pr.
North Carolina Central University	Dean, School of Business	2006-2010
North Carolina Central University	Vice-Chancellor, Finance. (Interim)	2007-2008
North Carolina Central University	Assistant Vice-Chancellor	2004-2005
McColl Grad. School, Queens Univ.	W.R. Holland Chair	1999-2004
South Carolina State University	Associate/Assistant Professor	1997-1999
Marriott Corporation	Business Analyst	1986-1988
Ravenshaw College	Lecturer/Assistant Professor	1979-1983

OTHER EXPERIENCE

Reviewer, Ph.D. Program in Management, Walden University, 2016, 2011
Consultant, North South University, 2015-16; Executive Dean 2016.
Reviewer, Chicago State University, 2014
AACSB Maintenance of Accreditation, PR Team Member, Grambling State University, 2010.
AACSB Accreditation Mentor, PSG Institute of Management, Coimbatore, India 2008-10.
AACSB Accreditation Committee, McColl School of Business, Queens University, 2001-2004.
AACSB Accreditation Committee, School of Business, S C State University, 1994-95.
AACSB Accreditation Steering Committee, School of Business, S C State University, 1996-98.
Chair, Department of Business Administration, S C State University, 1994-1996.
Internal Evaluator, Division of Financial & Management, S C State University, 1998.
Trainer, Senior Egyptian Managers' Training Program, USAID, 1993.
Trainer, Entrepreneurship Program, Westinghouse - Savannah River Site, 1995-97.
Faculty Advisor, Delta Mu Delta Honor Society, S C State University, 1994-98.
Faculty Advisor, International Student Association, S C State University, 1994-96.
Chair, Curriculum Committee, School of Business, S C State University, 1997-99.
Member, Dean's Cabinet, School of Business, SC State University, 1995-96.
Member, General Education Taskforce, SC State University, 1997-98.
Member, Committee for Faculty Research and Development, S C State University, 1995-96.
Visiting Faculty, Entrepreneurship Development Institute Program, 1996, 1997.
Faculty Leader, European Union Study Tour, Executive MBA Program, McColl School, 2001.
Faculty Leader, Spain and Italy Study Tour, Executive MBA Program, McColl School, 2002.
Faculty Leader, Grand Tour of European Cities, Queens University, 2003.

PUBLICATIONS

"Are Oil Company Executives Overpaid?". Co-authored with Raghavan J. Iyengar and Javad Kargar, *Petroleum Accounting and Financial Management*, Volume 28, Number 2, Fall/Winter 2009.

"The Fleecing of America: Are Big Companies Guilty?". Co-authored with Raghavan J. Iyengar and Robert P. Moffie, *Petroleum Accounting and Financial Management*, Volume 27, Number 3, Fall/Winter 2008.

"The Impact Of Shifts In Forecasted Earnings And Systematic Risk On Acquiring Firm Shareholder Wealth In Domestic And International Acquisitions". Co-authored with LeRoy Brooks and Dorothee J. Feils, *Journal of Financial and Strategic Decisions*, Vol. 13, Fall 2002.

"Announcement Location in International Acquisitions: Evidence from U.K. Acquisitions In the United States". Co-authored with Dorothee J. Feils, *Journal of Business & Economic Perspectives*, Volume XXIV, Number 1, Spring/Summer 1998.

"Niche marketing a Business School through Innovative Curriculum Development: An Applied Technique": Co-authored with Michael C. Ritchie, refereed Proceedings of the Allied Southern Business Association, 1997.

"Beta and Alpha Boundaries and the Small Firm Effect": Co-authored with Ravi Bhardwaj and Bill Francis, Proceedings of the Midsouth Academy of Economics and Finance, 1993.

"Skewness Preference and the Size Effect: An application of the Three-Moment Capital Asset Pricing Model": Co-authored with Ravi Bhardwaj and Bill Francis, Proceedings of the Midsouth Academy of Economics and Finance, 1993.

"Teaching Finance the Theory-Application-Theory versus Application-Theory-Application Way: An Empirical Study": Co-authored with S.C. Baral, Proceedings of the Midsouth Academy of Economics and Finance, 1993.

"Empowering Youth Through Entrepreneurship", Co-authored with Barbara L. Adams and Woodrow James, Proceedings of the International Allied Academies, 1996.

GRANTS & SPONSORED PROJECTS

Quality Enhancement Program at North South University, World Bank (Country Office: Bangladesh) and University Grants Commission, Tk.17,920,000 (\$224,000), October 2015.

Faculty Development in International Business Grant (Africa), Center for International Business & Research (CIBER), 2009.

McColl Graduate School Summer Research Grant, \$3,000, Queens University, 2003.

McColl Graduate School Summer Research Grant, \$2,000, Queens University, 2002.

Rotary Grant for Teachers, \$10,000, Rotary Foundation, Illinois, 1998.

"Introduction to Agribusiness: Innovations in Recruiting & Course Design": funded for \$190,899 by the United States Department of Agriculture, September 1996 (Co-PI: Lucy J. Reuben and Charles M. Ritchie).

"Developing Master Teachers: An Instructional Enhancement Tool": funded for \$9,608 Faculty Enhancement Grant by S C State University, summer 1996 (Co-PI: Lucy J. Reuben and Suresh R. Londhe)

"Business Case Study: Innovations in Instruction and Research": funded for \$10,573 Faculty Enhancement Grant by S C State University, Summer 1996.

PRESENTATIONS AT PROFESSIONAL MEETINGS

"Cutting Edge Quality with Global Accreditation", Anchor Speaker and Moderator, SEAA Global Accreditation Conference, New Delhi, India, November 2010.

"Value of Specialized Business School Accreditation", School of Communication and Management Studies, Kochi, India, April 2009.

"Strengthening Quality Through Accreditation", NMSIS University sponsored Seminar for Business School Leaders, Mumbai, India, March 2008.

"Impact of NAFTA on Foreign Direct Investment In Canada": Co-authored with Dorothee J. Feils and Manzur Rahman, presented at the European International Business Association Meeting, Athens, Greece, 2003.

"Risk Management & Financial Planning In The Farm Sector", SE Ag Risk Management Meeting, Charleston, SC, 1999.

"Risk Return Considerations in Internal Corporate Investments: Systematic Risk Shifts and Expected Earnings Revisions": Co-authored with LeRoy D. Brooks and Dorothee J. Feils, presented at the Annual Meeting of Eastern Finance Association, Hilton Head, SC, 1995.

"Impact of the Location of Information Release in the International Market for Corporate Control: Evidence from U.K. Acquisitions in the United States": Co-authored with Dorothee J. Feils presented at the Annual Southern Finance Meeting, Charleston, SC, 1994.

"Teaching Finance the Theory-Application-Theory versus Application-Theory-Application Way: An Empirical Study": Co-authored with S.C. Baral, presented at the Financial Management Association Meeting, Toronto, 1993.

"Comparison of the Systematic Risk-Reduction Benefits of Domestic and International Acquisitions by U.S. Firms": Co-authored with LeRoy D. Brooks and Dorothee J. Feils, presented at the European International Business Association Meeting, Lisbon, Portugal, 1994.

"Beta and Alpha Boundaries and the Small Firm Effect": Co-authored with Ravi Bhardwaj and Bill Francis, presented at the Midsouth Academy of Economics and Finance, Hot Springs, AK, 1993.

"Skewness Preference and the Size Effect: An application of the Three-Moment Capital Asset Pricing Model": Co-authored with Ravi Bhardwaj and Bill Francis, presented at the Midsouth Academy of Economics and Finance, Hot Springs, AK, 1993.

OTHER SCHOLARLY ACTIVITIES

Teaching Finance Workshop, Wharton School of Business, 1999.

Technology in the Classroom, Harvard University, 1998.

Global Business Forum, AACSB, Chicago, 1998.

Using Technology Workshop, University of California, Berkley, 1998.

Instructional Technology Workshop, Society of HBCU Business Fellows, Tuskegee, 1998.

Case Discussion Leadership, Harvard University, 1997.

Session Chair, Eastern Finance Meeting, Panama City, FL, 1997.

Track Chair, South East Case Research Association, 1996, 1999.

Program Committee, Corporate Finance Track, Eastern Finance Association, 1996-97.

Discussant, Eastern Finance Association Meeting, 1996, 1998.

Discussant, Financial Management Association Meeting, Waikiki, 1997.

Discussant, Midsouth Academy of Finance and Economics, Nashville, TN, 1993.

Discussant, International Business Research: Shifts in Paradigm, Columbia, SC, 1993.

Junior Faculty Consortium, Academy of Management, Atlanta, GA, 1993.

CONSULTING AND PROJECT PARTICIPATION

Consultant, NSU, Dhaka, Bangladesh, 2015-16
Enpro Industries, Consultant, 2003-2004.
Dept. of Revenue, Columbia, SC, Zero-Base-Budgeting Initiative, Consultant, 2002.
University of North Carolina Charlotte, Finance For Non-Finance Manager, 2002.
Daniel Management Center, University of South Carolina, Consultant, 2001-2002.
Royal & Sun Alliance Corporation, Charlotte, NC, Corporate Trainer, 2002.
Capital Corp, Greenville, SC, Consultant/Trainer, 2002.
Clariant Corporation, Charlotte, NC, Trainer, 2001, 2003 & 2004.
Executive MBA, International Experience (The European Union), 2001.
Executive MBA, International Experience (Doing Business in Spain & Italy), 2002.
The Business Advocate, San Francisco, California, Strategic Planning Consultant, 1999.
Cape Verde Project, National Community Service, Inc., Cape Verde, 1998.
Westinghouse Savannah River Site Entrepreneurial Training, Aiken, 1995-97, Lead Faculty.
Entrepreneurial Development Institute Project, Orangeburg, 1996, Visiting Faculty.
USAID, Senior Egyptian Training, SC State University, Orangeburg, 1993, Trainer.

SERVICE TO UNIVERSITY AND COMMUNITY

President, America Saraswata Sangha 501 c(3) Non-profit, North Carolina 2003-2017.
Rotary Club of Durham, Board Member, 2007-2009
Habitat for Humanity, Volunteer, 2002 – 2003, Board Member 2009-Present.
Rotary Foundation Scholarship Committee, Charlotte Rotary, RI District 7680, 2001-2004.
Rotary Foundation Scholarship Committee, RI District 7770, 2000-2001.
India Center, Keep Highway Clean Project, Volunteer, 2002.
Bangladesh GSE Team Visit, Rotary District 7770, Coordinator, 1999.
Rotary Club of Orangeburg (Moming), Board Member, President Elect.
SCSU SACS Self Study, Financial Services, Member, 1998-99.
SCSU General Education Curriculum Revision Taskforce, 1997, Member.
SCSU Summer Research & Faculty Development Committee, 1994-97, Member.
SCSU Distance Education & Special Programs Committee, Member.
United Way, Fund Raising Coordinator (1994-96), Department of Business Administration.
Ronald McDonald House, Volunteer.
Bilingual Advisory Committee, District 3, Richland County, Columbia, Advisor.
Alliance 2020, W. K. Kellogg Foundation, Leadership Team Member.
Delta MU Delta Honor Society, Faculty Advisor.
YES (Youth Entrepreneur Scholars, SCSU, Faculty Advisor.
International Students Association, Queens University, Faculty Advisor, 2001-2002.
International Students Association, Faculty Advisor, SC State University, 1997-1999.

JOB CLASS 3	8	0	4	0
JOB CODE	F			
CAL ID	M			

SOUTHERN UNIVERSITY SYSTEM

Personnel Action Form

POSITION NUMBER							
-----------------	--	--	--	--	--	--	--

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

EMPLOYMENT CATEGORY: 9-MONTH X 12-MONTH _____ OTHER _____ (Specify) Fall 2012

- | | | |
|-----------------------|---|------------------------|
| <u>X</u> Academic | _____ Non-Academic | _____ Civil Service |
| _____ Temporary | _____ Part-time (_____ % of Full Time) | _____ Restricted |
| _____ Tenured | _____ Undergraduate Student | _____ Job Appointment |
| _____ Tenured Track | _____ Graduate Assistant | _____ Probationary |
| _____ Other (Specify) | _____ Retiree Return To Work | _____ Permanent Status |

Previous Employee N/A Reason Left N/A
 Date Left N/A Salary Paid N/A

Profile of Person Recommended

Length of Employment 08/01/2018 To 05/31/2019
 Effective Date 08/01/2018

Name Kenya J.H. Smith SS# XXX-XX-████ Sex M Race* B
(Last 4 digits only)

Position Title: Visiting Professor Department: Law Center - Instruction

Check One _____ Existing Position *Visa Type (See Reverse Side):

--	--	--

X New Position Expiration Date: _____

(Position vacancy authorization form must be processed and approved to fill existing and new positions. Position must be advertised before processing PAF, if applicable.)

Years Experience 19 Southern University Experience 0

Degree(s):	Type/Discipline (BA-Education):	Institution/Location (SU-Baton Rouge):	Year:
	<u>B.S.</u>	<u>Southern University at New Orleans</u>	<u>1996</u>
	<u>J.D.</u>	<u>The University of Wisconsin Law School</u>	<u>1999</u>

Current Employer St. Thomas University School of Law, Miami Gardens, FL

Personnel Action

Check One X New Appointment _____ Continuation _____ Sabbatical _____ Leave of Absence
 _____ Transfer _____ Replacement _____ Other (Specify) _____

Recommended Salary \$ 100,000 Salary Budgeted \$ 100,000

Source of Funds General Appropriation

Identify Budget: State Location 311001-32020-61003-31000
 Form Code: BOR10 Page 1 Item # 1

Change of: _____ From _____ To _____

Position _____
 Status _____
 Salary Adjustment _____

Financial Aid signature (if, applicable):

List total funds currently paid this employee by Southern University:

*See Reverse Side

Comments: (Use back of form)

Source of Funds	Amount
n/a	n/a

*See Reverse Side

Graduate School signature (if, applicable):

Roderick White 5/14/18 Date
 Supervisor
Roderick White 5/14/18 Date
 Vice Chancellor
[Signature] 5/14/18 Date
 Director/Personnel
[Signature] 5/15/18 Date
 President

[Signature] 5/14/18 Date
 Dean/Unit Head
[Signature] 5/14/18 Date
 V/C for Fin. Affairs
[Signature] 5/11/18 Date
 Chancellor
[Signature]
 Vice President/Finance
 Business Affairs/Comptroller
 Chairman/S.U. Board of Supervisors Date

This information is requested solely for the purpose of determining compliance with Federal Civil Rights Laws and does not affect employment consideration.

ETHNIC ORIGIN (Please check one):

Hispanic or Latino Non-Hispanic or Non-Latino

RACE (Please check all that apply):

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

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

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

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

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

COMMENTS:

Visiting Professor Fall 2018 and Spring 2019

REC'D UP FIN&BUS OFFICE
18 MAY 14 PM 4:31

EMPLOYEE REGULAR WORK SCHEDULE: Daily
EMPLOYEE DIRECT SUPERVISOR: Chancellor, John Pierre
NUMBER OF EMPLOYEES SUPERVISED, (if any) 0
HR USE ONLY: STATUS (circle one): EXEMPT NON-EXEMPT

GUIDELINES: All employees, students, graduate assistants being employed through the use of this form are to report to and be cleared by the Human Resources before any employment is offered and before starting to work. All students are to bring with them clearance from the Financial Aid office, Statement of Account (fee receipt), and a class schedule. All prospective employees/students must bring a pictured ID, social security card, birth certificate, certificate of naturalization, resident alien card, H1-B and J-1 visas, passport, and F-1/I-94. The latter six (6) documents do not apply to U.S. Citizens.

Documentation must be provided for review and approval by Human Resources before employment is offered.

CLASS OF EMPLOYMENT (VISA STATUS):

TYPE

United States Citizen/Certificate of Naturalization
 Resident Alien
 H-1 Visa (Distinguished Merit & Ability)
 J-1 Visa (Exchange Visitor Program)
 F-1 Visa (Student Emp. FT Student at S.U.)
 OPT (F-1 Visa-INS Prior Approval-"Practical Work Experience")

SOUTHERN UNIVERSITY LAW CENTER
ENCUMBERED / FUNDS AVAILABLE
CODE EXPIRES
DOC. I.D. # _____
DATE RA 5/14/18
BY DMC
H1
J1
F1
F0

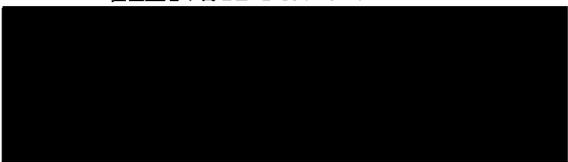
Do Not Write Below This Area
For Human Resource and Budgetary Control Use Only!

PAF APPROVAL PROCESS CHECKLIST (Must have the information outlined below):

- Approved Position Vacancy Authorization Form (applicable for new and replacement positions)
- Position Vacancy Announcement (position advertised before processing PAF, if applicable)
- Application for Employment Form Admin/Fac/Uncl Positions (Civil Service Application for classified employees)
- Authority to Release (signed by employee) (submitted to Campus Police with Criminal/Background Check form)
- Supervisory Criminal/Background Check Form (completed by employee/ verified and signed by supervisor)
- Exemptions Survey Form (signed by employee and budget head)
- Proposed Employee Appointment
- Proposed Employee Clearance
- Restricted/ Job Appointment/CS Rule 6.5g Letter of Justification (for classified, if applicable)

CONTINGENT UPON AVAILABILITY OF FUNDS

KENYA J.H. SMITH



EDUCATION

THE UNIVERSITY OF WISCONSIN LAW SCHOOL

J.D., May 1999

Legal Education Opportunities Program Student of the Year Award, 1999; Andrew Saltoun Award for Academic Excellence, 1998; *Alumni Relations Coordinator*, 1998-1999; *Member* – American Bar Associations House of Delegates, 1998-1999; *Member* - Council to the American Bar Association Section of Legal Education and Admissions to the Bar, 1998-1999; *Member* – American Bar Association Law Student Division Board of Governors, 1998-1999

SOUTHERN UNIVERSITY AT NEW ORLEANS

B.A. (Political Science), cum laude May 1996

Chair - Louisiana Council of Student Body Presidents, 1995-1996

President - Student Government Association, 1995-1996

ACADEMIC EXPERIENCE

ST. THOMAS UNIVERSITY SCHOOL OF LAW, Miami Gardens, FL

Associate Professor of Law, 2016-Present

Courses

- Business Associations
- Contracts
- Interviewing, Counseling and Negotiation
- Payment Systems

ARIZONA SUMMIT LAW SCHOOL

(FORMERLY PHOENIX SCHOOL OF LAW) Phoenix, AZ

Assistant Professor of Law, 2012-2015

Associate Professor of Law, 2015-2016

Courses

- Federal Income Tax
- Business Associations
- Negotiable Instruments
- Contracts (Common Law and UCC Sales)
- Alternative Dispute Resolution
- Cross-Border Institute - Mexico City, Mexico
 - International Human Rights
 - Comparative Law

Interim Assistant Dean of Admissions, Fall 2013

Provided vision and leadership for the JD Admissions program. Worked collaboratively with the faculty, students, alumni and administration to develop and implement data-driven, comprehensive marketing and recruitment strategies designed to build enrollment while strengthening the academic quality and diversity of the law school student body.

PUBLICATIONS

ARTICLES

Hobby Lobby's Conflated Corporate Tax Exemption and Its Impact on IRC Section 501(c)(3), 70 Rutgers L. Rev. (forthcoming 2018).

Incomplete Sentences: Hobby Lobby's Corporate Religious Rights, the Criminally Culpable Corporate Soul, and the Case for Greater Alignment of Organizational and Individual Sentencing, 77 La. L. Rev. 75 (2016).

Are We There Yet? The Uniform Limited Liability Company Act and the Unmet Nonprofit Need, 49 U. MICH. J.L. REFORM 405 (2016).

Papa's Brand New Bag: The Need for IRS Recognition of an Independent Nonprofit Limited Liability Company, 98 MARQ. L. REV. 1695 (2015).

BOOK CHAPTER

Introduction to Transaction Practice I (Mitchell Fleischmann, Stephen Gerst, Diana Lopez Jones, Kenya Smith, Shandrea Williams eds., Aspen Custom Publishing Series, 2013), selections reprinted from Brian A. Blum & Amy C. Bushaw, *Contracts: Cases, Discussion, and Problems* (3d ed., Wolters Kluwer Law and Business, 2012).

WORKS IN PROGRESS

- *Hobby Lobby's Personhood Impact on the Corporate Liability Shield*
- *Hobby Lobby and Pro Se Corporate Litigation*

SCHOLARLY PRESENTATIONS

Presenter – Hobby Lobby's Impact on IRC Section 501(c)(3)
ClassCrits X: Mobilizing for Resistance, Solidarity and Justice
Tulane University School of Law
New Orleans, Louisiana, November 11, 2017

Presenter – Hobby Lobby's Impact on IRC Section 501(c)(3)
LatCrit XXI Biennial Conference: 2016 Election – What Next?
Orlando, Florida, September 29, 2017

Discussant – 8th Annual John Mercer Langston Writing Workshop
Drexel University Thomas R. Kline School of Law
Philadelphia, Pennsylvania, July 7-8, 2017

Discussant – Southeast Southwest People of Color
Legal Scholarship Conference
Southern University Law Center
Baton Rouge, Louisiana, March 30-April 2, 2017

Discussant – 7th Annual John Mercer Langston Writing Workshop
University of Miami School of Law
Miami, Florida, July 8-9, 2016

Presenter – Incomplete Sentences: Aligning Federal Organizational and Individual Sentencing Guidelines Post Citizens United and Hobby Lobby
Louisiana State University Law Symposium on Sentencing
Baton Rouge, Louisiana, January 22, 2016

Panelist – State Emergencies and the Constitution: Lessons from the Tenth Anniversary of Hurricane Katrina
Southeastern Association of Law Schools 2015 Annual Conference
Boca Raton, Florida, August 1, 2015

Discussant - Hot Topics in Financial Institutions Law and Regulation
Southeastern Association of Law Schools 2015 Annual Conference
Boca Raton, Florida, August 1, 2015

Presenter - “Are We There Yet? The Need for a Uniform Nonprofit Limited Liability Company Act”
Arizona State University College of Law Legal Scholars Conference
Sandra Day O’Connor College of Law
Tempe, Arizona, March 14, 2015

Invited Discussant - Hot Topics in Financial Institutions Law and Regulation
Southeastern Association of Law Schools 2014 Annual Conference
Amelia Island, Florida, August 3, 2014

Panelist - “Supreme Court 2013: An In-Depth Review of the Practical Implications of the Blockbuster Civil Rights Decisions”
American Bar Association/Young Lawyers Division
Fall 2013 Conference
Phoenix, Arizona, October 10, 2013

Invited Discussant - Business Law Workshop: Corporate Responsibility (or Irresponsibility) in a Recessionary America
Southeastern Association of Law Schools 2013 Annual Conference
Palm Beach, Florida, August 9, 2013

Presenter - “A Case for Broader Application of the Nonprofit Limited Liability Company Concept”
The Fourth John Mercer Langston Black Male Faculty Writing Workshop, Denver University- Sturm College of Law
Denver, Colorado, July 13, 2013

*Presenter - "Papa's Brand New Bag:
The Nonprofit Limited Liability Company"*
2013 Southeast/Southwest people of Color
Legal Scholarship Conference, University of Arkansas at Little Rock
William H. Bowen School of Law
Little Rock, Arkansas, April 6, 2013

Guest Lecturer - "Post Hurricane Katrina Recovery and Rebuilding"
University of New Orleans – Humanities Department
Professional Practice Course
New Orleans, Louisiana, Spring 2009, Fall 2009

Guest Lecturer - "Post Hurricane Katrina Recovery and Politics"
Tulane University - Political Science Department
Big Easy Politics Course
New Orleans, Louisiana, Fall 2006, Spring 2007

Guest Lecturer - "Managing the Early Years of Practice"
University of Wisconsin Law School
Lawyering Skills Program
Madison, Wisconsin, Spring 2001, Spring 2002

**ACADEMIC
SERVICE**

UNIFORM LAW COMMISSION

- *Observer* – LLC Protected Series Drafting Committee, 2016-Present

**SOUTHEAST/SOUTHWEST PEOPLE OF COLOR
LEGAL SCHOLARSHIP CONFERENCE**

- *Member* - Executive Planning Committee, 2014-Present

**JOHN MERCER LANGSTON BLACK MALE LAW FACULTY
WRITING WORKSHOP**

- *Member* - National Planning Committee, 2014-Present

ST. THOMAS UNIVERSITY SCHOOL OF LAW

- *Member* – Law School Admissions Committee, 2017-Present
- *Guest Lecturer* – Introduction to Legal Skills Program,
Summer 2017, Summer 2016
- *Moderator* – BLSA "Pathways to Partnership"
Lunch and Learn, Spring 2017
- *Advisor* – Black Law Student Association, 2016-Present
- *Law School Coordinator* – U.S. Presidential Miami Gardens Visit,
Fall 2016

ARIZONA SUMMIT LAW SCHOOL

- *Liaison to the State Bar of Arizona Tax Law Section Executive Council, 2015-2016*
- *Member - Academic Standards Committee, 2015-2016, 2013*
- *Chair - Diversity Committee, 2014-2015*
- *Keynote Speaker - Arizona Summit Law School Diversity Day, 2014*
- *Alumni Affairs Liaison, 2013*
- *Dean's Representative to the Arizona State Bar Association Board of Governors, 2013*
- *Member - Introduction to Transactional Practice Curriculum Design Workgroup, 2013*
- *Member - Second and Third Year Program Curriculum Design Committee, 2013*
- *Member - Subcommittee on Fundamental and Integrated Courses, 2013*

**PROFESSIONAL
EXPERIENCE****BP/GULF COAST RESTORATION ORGANIZATION Houston, TX****BP/GULF COAST INCIDENT MANAGEMENT TEAM New Orleans, LA**

Supplier Diversity Manager, 2011-2012

Incident Command Liaison Officer, 2010-2011

Advised BP's Gulf Coast Recovery Organization Procurement Supply Chain Management (GCRO/PSCM) leadership team concerning supplier diversity laws, best practices and procurement policies. Worked with legal team in advising BP incident management and recovery colleagues regarding environmental and economic restoration efforts. Assisted BP/GCRO state external relations teams in developing and implementing strategic business, recovery and governmental relations plans.

CITY OF NEW ORLEANS/OFFICE OF THE MAYOR New Orleans, LA

Deputy Mayor for Community Development, 2009-2010

Directed largest city government agency comprised of a diverse administrative and professional staff in planning, implementation and fiscal monitoring of federal and state grant funded programs, leveraged to create affordable housing, neighborhood stabilization, economic development and other community focused programs and initiatives.

Deputy Mayor for Intergovernmental Relations, 2005-2008

Led coordinated lobbying efforts of City of New Orleans, Sewerage & Water Board (SW&B) and Regional Transit Authority (RTA), working with White House and Congress to secure emergency and long-term recovery funding for public, residential, and commercial infrastructure repairs and enhancements, *Go Zone Act* and other economic development incentive programs to stimulate investment in key City recovery areas.

Executive Counsel to the Mayor, 2003-2005

Advised Mayor regarding various business, intergovernmental, and community matters. Drafted executive orders and other administrative rules. Led negotiation of finance and construction documents regarding capital improvements to city infrastructure and facilities.

ADAMS AND REESE, LLP New Orleans, LA*Attorney, 1999-2003*

Facilitated corporate reorganization of Harrah's New Orleans Casino, redesigning corporate diversity program. Represented Bollinger Shipyards Inc. in acquisition of maritime vessel repair yards in Texas and Louisiana. Represented local, regional, and national clients in tax, real estate, energy, general commercial and corporate governance matters.

**COMMUNITY
SERVICE****NEW ORLEANS REDEVELOPMENT AUTHORITY**

- *Member* - Board of Commissioners, 2009-2012
- *Member* - Executive Committee, 2009-2012

AMERICAN RED CROSS/SOUTHEAST LOUISIANA CHAPTER

- *Member* - Executive Committee, 2001-2004
- *Chair* - Bylaws Committee, 2002-2003

YOUNG LEADERSHIP COUNCIL

- *Project Leader* - Academies of Entrepreneurship (Tulane University Levy-Rosenblum Institute for Entrepreneurship), 2000-2003
- *Member* - DiverCity, 2001-2002

BAR ADMISSIONS**LOUISIANA (1999)****WISCONSIN (1999)**

PROFESSIONAL REFERENCES

Alfredo Garcia
Dean and Professor of Law
St. Thomas University School of Law
16401 NW 37th Ave
Office of the Dean, Room 203
Miami Gardens, FL 33054
agarcia@stu.edu

Mitchell F. Crusto
Professor of Law
Loyola University New Orleans
7214 St Charles Avenue, Box 901
New Orleans, Louisiana 70118
(504) 861-5743
mfcrueto@loyno.edu

Honorable Brian A. Jackson
Chief Judge, U.S. District Court
Middle District of Louisiana
777 Florida Street, Suite 375
Baton Rouge, Louisiana 70801
(225) 389-3692
Brian_Jackson@lamd.uscourts.gov



SOUTHERN UNIVERSITY AND A&M COLLEGE SYSTEM

Office of the Executive Vice President/Executive Vice Chancellor

J. S. Clark Administration Building, Third Floor
Baton Rouge, LA 70813
Phone: (225) 771-4582

May 14, 2018

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

Re: Appointment of Assistant Vice Chancellor for Student Success

Dear Dr. Belton:

The Office of the Executive Vice President/Executive Vice Chancellor recommends Mr. Edward M. Willis for the position of Assistant Vice Chancellor for Student Success at Southern University and A&M College, effective July 1, 2018.

A Search Committee comprised of campus deans, academic leaders, and the faculty senate was charged with identifying and vetting applicants for the position of Assistant Vice Chancellor for Student Success. The committee conducted an expeditious, yet intensive, search process. The committee received and reviewed applications from many highly qualified applicants from across the country and conducted interviews of finalists whose credentials, professional experiences and accomplishments distinguished them from other applicants.

Mr. Willis earned a Bachelor of Arts in American History from Montclair State College (now University) and a Masters of Education in Social and Philosophical Foundations of Education from Rutgers- The State University of New Jersey Graduate School of Education. He has demonstrated a wealth of training and experience in higher education having served in several positions including Retention Consultant at the John N. Gardner Institute for Excellence in Undergraduate Education, Assistant Professor of Management at the University of North Carolina Asheville, Vice President for Student Affairs at Norfolk State University, Associate Vice President for Student Affairs at Florida A&M University, and Dean of Students at the University of Michigan and at the University of Toledo. A complete curriculum vitae is attached for your review.

Having received the committee's recommendation and reviewed his accompanying curriculum vitae, I am in agreement that Mr. Edward M. Willis is the ideal candidate to serve as Assistant Vice Chancellor for Student Success. I request favorable consideration of this request.

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

Sincerely,

A handwritten signature in blue ink that reads "James H. Ammons".

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



RECEIVED

MAY 03 2018

Southern University and A&M College
Final Report of the Search Committee
Assistant Vice Chancellor for Student Success (AVCSS)
May 2, 2018

Office of the Executive Vice President
Academic Affairs and Provost

Search Committee Members

Dr. Janet Rami, Dean College of Nursing & Allied Health – Chair

Dr. Donald Andrews, Dean College of Business

Dr. Emma Perry, Dean of Library

Dr. Kamran Abdollahi, Faculty Senate,
College of Agricultural, Family and Consumer Sciences

Dr. Deidra Atkins-Ball, Faculty Senate,
College of Sciences and Engineering

Dr. Anthony Igiene, Faculty Senate,
Nelson Mandela College of Government and Social Sciences

Dr. Calvin Walker, Faculty,
College of Agricultural, Family and Consumer Sciences

Handwritten signatures of Janet Rami, Donald Andrews, Emma Perry, Kamran Abdollahi, Deidra Atkins-Ball, Anthony Igiene, and Calvin Walker.

This search for AVCSS was governed by the Focused Search Policy and Procedures as approved by the Southern University Board of Supervisors. The position vacancy was posted on the Southern University's vacancy website (vsquask) in addition to the Inside Higher Ed website. The goal was to complete the search on or before April 30, 2018.

The committee met on three occasions:

- April 16, 2018 – Purpose was to communicate the charge to the committee and to outline a process and timeline for review of applicants.
• April 25, 2018 – Applications for the position were reviewed using the Rating Scale for AVCSS and the committee selected top three candidates for webcam interview. See attachment 1-AVCSS Interview Guide and Rating Scale and Attachment 2- List of Applicants.
• May 1, 2018 – Top three candidates were interviewed and the committee selected candidates for recommendation to Dr. Ammons, Executive Vice President/Executive Vice Chancellor.

The candidates recommended for AVCSS are listed in alphabetical order:

- Kimberly R. Andrews Goodrich ISD, Goodrich High School English Instructor
Camacia Smith-Ross Executive Director of Pre-College and Outreach Programs, SUBR
Edward M. Willis John N. Gardner Institute for Excellence in Undergraduate Education, Retention Consultant, Assistant Professor of Management Adjunct, University of North Carolina Asheville

JOB CLASS				
JOB CODE				
CAL ID				

SOUTHERN UNIVERSITY SYSTEM

Personnel Action Form

POSITION NUMBER 2418797

CAMPUS: SUS SUBR SULAC SUAREC SUNO SUSLA

EMPLOYMENT CATEGORY: 9-MONTH 12-MONTH OTHER (Specify) _____

Academic Non-Academic Civil Service
 Temporary Part-time (_____ % of Full Time) Restricted
 Tenured Undergraduate Student Job Appointment
 Tenured Track Graduate Assistant Probationary
 Other (Specify) _____ Retiree Return To Work Permanent Status

Previous Employee NA Reason Left _____
 Date Left _____ Salary Paid _____

Profile of Person Recommended

Length of Employment 7/1/2018 To June 30, 2019
 Effective Date 7/1/2018

Name Edward M. Willis S# [REDACTED] Sex M Race B
 (Last 4 digits only)

Position Title: Assistant Vice-Chancellor for Student Success Department: Academic Affairs-EVP/Ex-VC

Check One Existing Position New Position *Visa Type (See Reverse Side): _____
 Expiration Date: _____

(Position vacancy authorization form must be processed and approved to fill existing and new positions. Position must be advertised before processing PAF, if applicable.)

Years Experience 25 Southern University Experience 0

Degree(s): Type/Discipline (BA-Education): Ed.M - Education Institution/Location (SU-Baton Rouge): Butgers State Univ. Of New Jersey Year: 1983
MA-American History Montclair State College(Univ) 1979

Current Employer University of North Carolina Asheville

Personnel Action

Check One New Appointment Continuation Sabbatical Leave of Absence
 Transfer Replacement Other (Specify) _____

Salary 125,000 Salary Budgeted 125,000

Source of Funds SUBR

Identify Budget: 211001.21051.61002.26000 Location _____
 Form Code: _____ Page _____ Item # _____

Change of: From _____ To _____

Position _____
 Status _____
 Salary Adjustment _____

Financial Aid signature (if, applicable):

List total funds currently paid this employee by Southern University:

Source of Funds	Amount
	\$0

*See Reverse Side

Comments: (Use back of form)

*See Reverse Side

Graduate School signature (if, applicable):

James H. Adams 5/10/18 Supervisor Date
James H. Adams 5/10/18 Vice Chancellor Date
[Signature] 5/10/18 Director/Personnel Date
[Signature] 5/10/18 President Date
James H. Adams 5/10/18 Dean/Unit Head Date
[Signature] 5/10/18 Chancellor Date
[Signature] 5/10/18 Vice President/ Finance Business Affairs Date
[Signature] Chairman/S.U. Board of Supervisors Date

2018 MAY 11 AM 8:36 RECEIVED OFFICE OF THE PRESIDENT SOUTHERN UNIVERSITY

This information is requested solely for the purpose of determining compliance with Federal Civil Rights Laws and does not affect employment consideration.

ETHNIC ORIGIN (Please check one):

Hispanic or Latino Non-Hispanic or Non-Latino

RACE (Please check all that apply):

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

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

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

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

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

COMMENTS: Will report to Ex. Vice President/Ex. Vice Chancellor. Position No. 2M8797

EMPLOYEE REGULAR WORK SCHEDULE: M - F / 8:00 a.m. - 5:00 p.m. and as needed

EMPLOYEE DIRECT SUPERVISOR: Dr. James H. Ammons, Jr.

SUPERVISOR/DEPARTMENT CONTACT NUMBER 225-771-4095

NUMBER OF EMPLOYEES SUPERVISED, (if any) _____

HR USE ONLY: STATUS (circle one): EXEMPT

GUIDELINES: All employees, students, graduate assistants being employed through the use of this form are to report to and be cleared by the Human Resources before any employment is offered and before starting to work. All students are to bring with them clearance from the Financial Aid office, Statement of Account (fee receipt), and a class schedule. All prospective employees/students must bring a pictured ID, social security card, birth certificate, certificate of naturalization, resident alien card, H1-B and J-1 visas, passport, and F-1/I-94. The latter six (6) documents do not apply to U.S. Citizens.

Documentation must be provided for review and approval by Human Resources before employment is offered.

CLASS OF EMPLOYMENT (VISA STATUS): US Citizen

<u>TYPE</u>	<u>CODE</u>	<u>EXPIRES</u>
United States Citizen/Certificate of Naturalization	US	
Resident Alien	RA	
H-1 Visa (Distinguished Merit & Ability)	H1	
J-1 Visa (Exchange Visitor Program)	J1	
F-1 Visa (Student Emp. FT Student at S.U.)	F1	
OPT (F-1 Visa-INS Prior Approval-"Practical Work Experience")	F0	

Do Not Write Below This Area
For Human Resource and Budgetary Control Use Only!

PAF APPROVAL PROCESS CHECKLIST (Must have the information outlined below):

- Approved Position Vacancy Authorization Form (applicable for new and replacement positions)
- Position Vacancy Announcement (position advertised before processing PAF, if applicable)
- Application for Employment Form Admin/Fac/Uncl Positions(Civil Service Application for classified employees)
- Authority to Release (signed by employee) (submitted to Human Resources with Criminal/Background Check form)
- Supervisory Criminal/Background Check Form (completed by employee/ verified and signed by supervisor)
- Exemptions Survey Form (signed by employee and budget head)
- Proposed Employee Appointment
- Proposed Employee Clearance
- Restricted/ Job Appointment/CS Rule 6.5g Letter of Justification (for classified, if applicable)

SOUTHERN UNIVERSITY SYSTEM
BUDGET OFFICE

MAY 10 2018
[Signature]
FUND AVAILABLE

SUS SUBR SULAC SUAREC SUNO SUSLA

POSITION VACANCY AUTHORIZATION

REQUEST THAT THE POSITION TITLE Assistant Vice Chancellor for Student Success AS DESCRIBED BELOW
 BE AUTHORIZED AS A VACANCY FOR Executive Vice President/Executive Vice Chancellor
 (Department or Unit)

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

VACANCY DESCRIPTION AND JUSTIFICATION

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

See attached.

Salary/Range: \$100,000 - 125,000 Previous Incumbent (if replacement):

SOUTHERN UNIVERSITY
 HUMAN RESOURCES
 2018 APR 11 PM 3:50

Approved Disapproved James H. Armons 4/4/18
 Department Head Date

Approved Disapproved James H. Armons 4/4/18
 Dean/Director/Supervisor of Budget Unit Date

FINANCE/BUDGET OFFICE ONLY	
Funds Available	
<input checked="" type="checkbox"/> Yes <u>2m8797</u>	<input type="checkbox"/> No
<u>James</u> 4.10.18	Date
Signature _____ Date _____	
Budget Number <u>2001-205-1002-200</u>	

HUMAN RESOURCES OFFICE ONLY	
Existing/Approved Position	
<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
Employee Class: <u>MU</u>	Job Class: <u>21775</u>
<u>Michael Williams</u>	<u>4/6/18</u>
Verified By:	Date:

Approved Disapproved James H. Armons 4/4/18
 Vice Chancellor Date

Approved Disapproved _____
 Chancellor/Vice President Date

Approved Disapproved _____
 President Date 4/11/18

Beit
4/5/18
 An Equal Opportunity Employer

2F

Vacancy Announcement System (VAS) Position Vacancy Announcement Request

Date: April 3, 2018 Department: Executive Vice President/Executive Vice Chancellor

SUS SUBR SULC SUAREC SUNO SUSLA

Application Deadline: Open until filled Date position to be filled: Open until filled

Position Title: Assistant Vice Chancellor for Student Success Civil Service Pay Level: _____

Salary (annual): Commensurate with experience or Salary Range: _____ to _____

Please check all categories that apply to this position:

Status:	Faculty Position	Unclassified Position	Classified Position
<input type="checkbox"/> Part-time % of time	<input type="checkbox"/> Temporary	<input checked="" type="checkbox"/> Administrative	<input type="checkbox"/> Probationary
<input checked="" type="checkbox"/> Full-Time	<input type="checkbox"/> Tenure	<input type="checkbox"/> Temporary	<input type="checkbox"/> Job Appointment
	<input type="checkbox"/> Tenure Track (Probationary)	<input type="checkbox"/> Permanent	<input type="checkbox"/> Provisional Appointment
	<input type="checkbox"/> Grant	<input type="checkbox"/> Grant	FOR HR USE ONLY: CS Job Code:
	<input type="checkbox"/> Contract	<input type="checkbox"/> Contract	

Contact Person: Dr. Ronyelle Bertrand Ricard Telephone No: 225-771-4582

Contact Email Address: academicaffairs@subr.edu

Contact e-mail address is for:

Human Resources utilization only posting to VAS website

Brief job description [Maximum 12 lines @ 250 characters (including spaces) per line]:

The Assistant Vice Chancellor for Student Success (AVCSS) is primarily responsible for all programs and activities related to the retention and timely graduation of students, and is responsible for the leadership and direction of the following areas: Center for Academic Success (Academic Advising)/Student Success Collaborative, Freshman Academy, SUSLA Connect, Dual Enrollment and other special initiatives. The AVCSS will be responsible for developing, implementing, and evaluating access and retention strategies with an emphasis on closing the achievement gap for first-generation, low-income, and traditionally underserved populations. (A more detailed description is attached)

Minimal qualifications [Maximum 12 lines @ 250 characters (including spaces) per line]:

Master's degree required but doctorate preferred from an accredited college or university; minimum of ten years professional experience in higher education; demonstrated leadership in academic support services; demonstrated experience with student success best practices and retention initiatives in a university setting. (Detailed qualifications are attached)

Remarks/How To Apply (letter of application, curriculum vita, resume', references, etc)/Mailing Address

[Maximum 12 lines @ 250 characters (including spaces) per line]:

Please submit the following to academicaffairs@subr.edu:

- a cover letter
- curriculum vitae or résumé
- contact information for five (5) references

2018 APR -4 PM 3:55
SUBR UNIVERSITY
OFFICE OF ACADEMIC AFFAIRS

Note: Approved Position Vacancy Authorization form(s) must be received in the Office of Human Resources before vacant positions will be announced.

SOUTHERN UNIVERSITY
HUMAN RESOURCES
2018 APR -4 PM 3:50

Assistant Vice Chancellor for Student Success (AVCSS)

The Assistant Vice Chancellor for Student Success (AVCSS) reports directly to the Executive Vice President/Executive Vice Chancellor (EVP/EVC) and is a member of the senior staff. The AVCSS is primarily responsible for all programs and activities related to the retention and timely graduation of students, and is responsible for the leadership and direction of the following areas: Center for Academic Success (Academic Advising)/Student Success Collaborative, Freshman Academy, SUSLA Connect, Dual Enrollment and other special initiatives.

Central to the work of the entire Division of Student Success is a focus on the quality of the student learning experience. In support of this focus, the AVCSS works closely with the Offices of Academic Affairs and Student Affairs and Enrollment Management on the development of policies, procedures, programs, and services that will promote, encourage, and support student success. In alignment with SUBR's core commitment to increase retention and graduation rates, the AVCSS will be responsible for developing, implementing, and evaluating access and retention strategies with an emphasis on closing the achievement gap for first-generation, low-income, and traditionally underserved populations. In collaboration with staff, the AVCSS will craft comprehensive goals and objectives, and complete thorough performance appraisals on all staff.

Specific duties and responsibilities of the AVCSS include:

- Organize and implement post-secondary retention-based academic initiatives; conduct training sessions for staff that involve comprehensive master of the primary academic regulations, intrusive advising strategies, and supplemental instruction techniques.
- Keep the team abreast of proven practices and retention research that are effective with first-generation, low-income students and underserved students.
- Work closely with the EVP/EVC to oversee the day-to-day operations of campus-wide student success initiatives aimed at improving the educational outcomes for incoming first-time freshman.
- Directly responsible for supervision of an assisting with the coordination of the Center for Academic Success (Academic Advising), Freshman Academy, SUSLA Connect, Dual Enrollment, and other special initiatives.
- Facilitate the collaboration among Academic Affairs, Student Affairs and Enrollment Management.
- Maintain liaisons with offices directly affecting the functions of his/her staff; coordinate summer programs, supervise the preparation of reports from all subordinate staff.
- Identify funding sources, and coordinate and submit grant applications for additional funding.
- Collaborate with Public Relations to develop marketing strategies that will ensure the effectiveness of student success program initiatives.
- Develop and coordinate programs that enhance the enrollment and matriculation of underserved students.

CONFIDENTIAL
SUBR
AVCSS

- Direct and develop tracking and reporting systems for collecting, analyzing, and disseminating retention data and student success reports to the University leadership and other state and federal agencies.
- Work with the Office of Institutional Effectiveness (IE) and Institutional Research (IR) to analyze the course performance patterns and retention rates of students on a longitudinal basis; and conduct on-going research into probationary patterns and academic course taking patterns of students.
- Work with math and English chairs and faculty to promote best practices in developmental and regular education, and learning support programs for first-generation, low-income, and underserved students.
- Lead implementation and coordinate assessment efforts for each of the units that report to the AVCSS and use results to inform decisions related to policy formation, process improvement, and program effectiveness.
- Establish, maintain, and monitor budget resources; write proposals to enhance resources in the division of student success; monitor purchases and resource allocation needs within all units.
- Other duties and responsibilities as assigned by the EVP/EVC.

Required Qualifications

- Master's degree required, but doctorate preferred from an accredited college or university.
- Minimum of ten years professional experience in higher education managing diverse and complex programs, with emphasis on student success initiatives.
- Demonstrated leadership in academic support services.
- Demonstrated experience with student success best practices and retention initiatives in a university setting.
- Proven experience supervising staff and administrators.
- Ability to understand administrative problems and implement solutions involved in operating retention and completion initiatives.
- Excellent communication skills (verbal and written).
- Knowledge of and familiarity with sociological issues facing underserved, first-generation and low-income persons in the university and in their communities.
- Experience with assessment, design, and implementation of university-wide change efforts.
- General knowledge of the procedures and practices of federal regulations and standards, and their relationship to instructional programs and student success initiatives.

2025-01-14 10:50 AM
 UNIVERSITY OF ALABAMA
 SYSTEMS
 OFFICE OF THE CHANCELLOR
 100 UNIVERSITY BLVD
 TUSCALOOSA, AL 35487-0000



April 13, 2018

Search Committee
Assistant Vice Chancellor for Student Success
Southern University Baton Rouge
Baton Rouge, LA

Dear Search Committee:

It is with great enthusiasm and interest that I submit this letter and associated materials in application for the position of Assistant Vice Chancellor for Student Success at Southern University Baton Rouge.

I recently completed a successful five (5) year tenure as Vice President for Student Affairs at Norfolk State University, where I had responsibility for providing senior leadership for the division of student affairs. As the senior student affairs officer for the campus, I served as the primary administrator advocating on behalf of students, as well as creating partnerships across campus to ensure that the student experience was well-rounded, engaged and transformative. I also served as a member of the President's cabinet in addition to working directly with the Norfolk State University Board of Visitors.

I currently serve as a consultant with the John N. Gardner Institute for Excellence in Undergraduate Education, focusing on retention strategies and solutions for colleges and universities across the country. In addition, I teach as an adjunct assistant professor in the department of Management & Accountancy at the University of North Carolina Asheville.

As you will see from my resume, I have over twenty-five years of diverse, inclusive and progressively responsible experience in university student affairs/success. These experiences have provided me with the requisite skill sets necessary to lead a comprehensive, diverse, student centered and student focused division. My administrative portfolio as a university student affairs/success administrator has consisted of direct supervision and leadership of the following areas: housing & residence life, accessibility services, student support services, Upward Bound programs, military/veterans affairs, International student services, admissions/student recruitment, new/transfer student

orientation, student financial aid, Registrar, living learning communities, service learning, counseling center, career services, and parent programs.

Edward M. Willis
206 Christina Court
Asheville, NC 28806
Page Two

In addition, I have initiated university wide programs such as, new student common reading program, student satisfaction assessments, new student convocation and university wide strategic planning.

Beyond the aforementioned areas of responsibility, I have also led broadly focused functions such as, auxiliary services, enrollment management, accreditation/assessment and student fee allocation panels. Additionally, I have led a student housing masterplan study and coordinated the planning and construction/renovation of several student unions/centers.

In addition to my direct campus leadership roles, I have been involved in higher education nationally through the Southern Association of Colleges and Schools Commission on Colleges (SACSCOC) as an evaluator, serving on seven On-Site Reaffirmation committees, two Fifth-Year Review Committees and recently I have been selected & trained to serve as a chairperson for the association's various review/reaffirmation committees. In addition, I recently co-authored a chapter entitled "Student Affairs Administrators: A Catalyst for HBCU Transformation", in the recently released publication, *Effective Leadership at Minority Serving Institutions: Exploring Opportunities and Challenges for Leadership (2017)*.

In summary, I am keenly aware of, and highly committed to the significant role and place historically black colleges and universities continue to play in the higher education landscape. I support Southern University's mission and vision, and understand the contribution student support services makes in student success and the overall student experience. I believe I am uniquely qualified with the necessary vision, experience and energy to serve as Assistant Vice Chancellor for Student Success at Southern University Baton Rouge.

I look forward to having the opportunity to discuss my qualifications and my interest in this important student affairs position. I can be reached at (850) 445-1448 or by e-mail at ecwillis93@gmail.com.

Sincerely,

Edward M. Willis

EDWARD M. WILLIS

EXECUTIVE SUMMARY

A seasoned university professional with a strong background in providing vision and leadership in diverse student-body environments, while managing key internal and external stakeholder relationships involving student affairs. Possesses a deep understanding of the academic process and its relationship to student issues. Valued for the ability to identify and implement initiatives that promote a student-centered learning environment, improve the quality of the student experience, and bolster university relations. Trusted advisor to university presidents and governing boards.

PROFESSIONAL COMPETENCIES

- Organization & Program Assessment
- Change Management
- Leadership Development
- Project Leadership
- Talent Development & Evaluation
- Budget & Resource Management
- Policy Development & Analysis
- Building Strategic Partnerships

PROFESSIONAL EXPERIENCE

John N. Gardner Institute for Excellence in Undergraduate Education (JNGI), 2017-Present
Brevard, NC

Retention Consultant

Serve as a consultant with the John N. Gardner Institute focusing on retention strategies and solutions for colleges/universities across the country. The John N. Gardner Institute's mission is to work with postsecondary educators to increase institutional responsibility for and outcomes associated with teaching, learning, retention, and completion. Through these efforts, the institute strives to advance higher education's larger goal of achieving equity and social justice.

University of North Carolina Asheville, Asheville, NC 2017-Present
Assistant Professor of Management (Adjunct)
Department of Management and Accountancy
Leadership in Organizations (MGMT 481)

Norfolk State University, Norfolk, VA 2011-2016
Vice President for Student Affairs

Recruited as Interim VP for Student Affairs and appointed to permanent VP within a year. Member of the President's Cabinet and the strategic planning and policy/procedures development team, with oversight for the \$20M budget. Responsible for the effective operations of Admissions, Financial Aid, Scholarships, New Student Orientation, Registrar, Student Advocacy Services, Military Services and Veteran Affairs, Career Services, Counseling Services, Disability Services, International Student Services, Living-Learning Communities, Residence Life and Housing, Student Activities, Student Health Services, Student Life, Student Recreation Programs, Student Rights and Responsibilities, Student Support Services, the Marching Band, Cheerleaders, and Campus Choir. Oversees 300+ professional, paraprofessional, and student staff.

- Created the foundational mission, vision, and core values for the Division of Student Affairs.
- Lead University's enrollment effort which resulted in exceeding target goal for the 2015-2016 academic year.
- Spearheaded the first Freshmen Common Reading Program from conception to full implementation.
- Conducted the Student Satisfaction Inventory (Ruffalo Noel-Levitz), which established baseline data on the student experience.
- Re-engineered a university Federal Title III grant to focus on creating "Living-Learning Communities" in residence halls that resulted in 21 living-learning communities being developed since the fall of 2013.

- Created and launched the first class of the Norfolk State University Leadership Academy to provide 25 incoming students with a continuous, intense, and transformative leadership experience.
- Served as university lead on the development of a comprehensive Housing/Residential Life Master Plan that established goals and targets to guide the replacement and refurbishment of student housing.
- Introduced The Ideal Spartan Campaign to identify student core values: integrity, excellence, engagement, curiosity, civility, and pride.
- Established a new signature campus event to enhance the student experience: NSU – Dance Marathon. NSU was the only area college/university to host the program and donated more than \$25K to the region's Children's Miracle Network Hospital since 2013.
- Additional Student Affairs Initiatives: re-engineered Welcome Week, New Student Convocation, Student High-risk Behavior Campaign, and Student Fee Allocation Committee.

Florida A&M University, Tallahassee, FL
Associate Vice President for Student Affairs

2008-2011

As a member of the student affairs leadership team, provided administrative, operational, and programmatic support, with supervisory responsibility for 100 professional, paraprofessional, and student staff and a \$4.2M budget.

- Assisted with and executed procedures for accreditation, assessment, strategic planning, human resource management, budgeting, development of policy and procedures, and special projects.
- Worked collaboratively with students, faculty, and staff to support and promote strategic initiatives.
- Oversaw Counseling Services, Student Health Services, The Career Center, The Center for Disability Access and Resources, University Ombudsman Office, and the Office of New Student Orientation.
- Initiatives: Student Satisfaction Assessment/Inventories, Student Retention, and divisional e-newsletter.

Owens Community College, Toledo, OH
Special Assistant to the President for Community Outreach and Engagement

2004-2008

Served as lead staff member representing the college to its external communities and constituencies. Provided counsel to the college president on issues impacting the local community through outreach, engagement, and on diversity initiatives.

- Developed and implemented partnerships and programs to foster commitment in the surrounding community.
- Assisted in the recruitment of faculty, staff, and students.
- Served as the lead advocate for a more diverse and inclusive community college environment.

University of Michigan, Ann Arbor, MI
Dean of Students

2002-2004

Recruited to work with individual students and student groups, faculty, administrators, and staff to resolve conflict, eliminate barriers, and influence systemic change.

- Oversight for Student Activities and Leadership; Greek Life; Student Legal Services; Counseling and Psychological Services; Multiethnic Student Affairs; International Center; The Program on Intergroup Relations; Services for Students with Disabilities; Lesbian, Gay, Bisexual, and Transgender Affairs (LGBTA); Sexual Assault Prevention and Awareness Center; and The William Monroe Trotter Multicultural Center. Supervisory responsibility for 150 professionals with a \$6.5M budget.
- Advised the Vice President for Student Affairs on divisional policy, programs and services.
- Initiatives: Student Fan Behavior at athletic events, LGBTA Task Force, and Student-athlete support programs.

The University of Toledo, Toledo, OH
Dean of Students

1993-2002
1996-2002

Directed/developed programs to enhance the quality of student life and assisted/advised the Vice President in planning and assessment of divisional programs and services. Served as division Chief Officer in the absence of the Vice President. Supervisory responsibility for 125 professional, paraprofessional, and student staff associated with campus life functions and budgetary responsibility for \$5.2M.

- Oversight for Student Activities and Organizations, Student Conduct, Greek Life, Student Media, Student Development and Academic Support Services, Student Leadership, Service Learning, Orientation Programs, Multicultural Student Center, Center for Women, Office of Accessibility, Career Services, Fraternity and Sorority Affairs, Residence Life, and Veteran Affairs.

- Initiatives: Multicultural Leadership Institute, Leadership UT, Parents Day, University Service Learning, University Homecoming, and First Week UT.

Director, Student Unions

1993-1996

Recruited to manage/coordinate programs, services, and activities for the student unions' two buildings totaling 320,000 square feet. Services included food service, bookstore, retail, maintenance/custodial, room reservations/event planning, information stations, vending, child care, building management, and an ethnic restaurant. Direct/indirect supervisory responsibility for 500+ professional, paraprofessional, and contractual staff. Budgetary coordination and liaison responsibility for \$16.7M.

- Served as the university contract manager/liaison for campus-wide food services (Sodexo/Marriott), campus bookstore (Barnes & Noble), and campus vending services (AVI Food systems and Gladiux Food Service).

Additional senior-level experience: The University of Missouri-Columbia, North Carolina A&T State University, Rutgers University, and St. John's University.

PUBLICATIONS

Willis, E.M. & Arroyo, A.T., (2017.) "Student Affairs Administrators: A catalyst for HBCU Transformation (pp.46-64). In Palmer, R.T., Maramba, D.C., Arroyo, A.T., Allen, T.O., Boykin, T.F., Lee, J.M. (Eds.), "Effective Leadership at Minority-Serving Institutions: Exploring Opportunities and Challenges for Leadership. New York: Routledge, Taylor & Francis Group.

EDUCATION

Masters of Education (Ed.M.), Social and Philosophical Foundations of Education
Rutgers-The State University of New Jersey Graduate School of Education
Minor: Higher Education Studies

Bachelor of Arts (B.A.), American History, Montclair State College (now University)
Minor: African-American Studies

ACCREDITATION EXPERIENCE

Southern Association of Colleges and Schools, Commission on Colleges (SACSCOC) Evaluator
Served as Team Member for multiple On-Site Reaffirmation Committees, (2011-2017)
Served on SACSCOC June 2016 & December 2017 Fifth-Year Review Committee (Reviewing 40+ institutions on 17 Principles of Accreditation)

PROFESSIONAL & HONORARY MEMBERSHIPS

National Association of Student Personnel Administrators (NASPA)
American College Personnel Association (ACPA)
Association of Governing Boards (AGB)
Hampton Roads Vice Presidents for Student Affairs Group
MEAC Vice Presidents for Student Affairs Roundtable

UNIVERSITY SERVICE & AFFILIATIONS

Norfolk State University:

President's Executive Council, 2013-2016
Search Committee Liaison for Vice President for Institutional Advancement, 2013
Search Committee for Chief of Police, (Chair,2015)
High-risk Behavior Campaign, 2012-2016
University Space Allocation Committee, 2012-2016
Student Fee Allocation Committee (Chair, 2014-2016)
Ruffalo Cody Noel-Levitz Student Satisfaction Inventory (SSI), 2012, 2014 & 2016

Florida A&M University:

Strategic Planning Committee, 2009-2010
University Space Allocation Committee, 2010

Institutional-level Assessment Committee, 2008-2011, (Chair, 2010-2011)
Financial Aid Director Search Committee, Chair, 2009
Student Retention Council, 2009

University of Michigan:

Undergraduate Council, 2002-2004
Diversity Task Force, 2002-2004
Provost's Task Force on Transgender, Bisexual, Lesbian, and Gay Affairs, 2002-2004
Committee on Fan Behavior, Co-chair, 2003-2004

University of Toledo:

Service-Learning Steering Committee, 2000-2002
Strategic Planning Committee, 2001-2002
Fiscal Advisory Committee to the President, 2001-2002
Executive Enrollment Management Council, 2001-2002
Central Board of Student Media, 1994-2002
Dining Services Committee, 1993-2002
North Central Accreditation Committee, 2001-2002
Athletic Committee, 1994-1998, (Chair, 1997-98)
Collective Bargaining Management Team Member, 1995 & 1998

Various Search Committees:

University Registrar (Chair), 1997; Director of Career Services (Chair), 2001; Director of Campus Police, 1999;
Presidential Inauguration Committee, 1999

Board of Supervisors

SOUTHERN UNIVERSITY BOARD OF SUPERVISORS

(Following the Personnel Affairs Committee)

Friday, May 25, 2018

2nd Floor J.S. Clark Administration Building

Board of Supervisors Meeting Room

Baton Rouge, Louisiana

AGENDA

1. Call to Order
2. Roll Call
3. Adoption of the Agenda
4. Public Comments
5. Special Presentation
 - A. Above and Beyond Award
 - B. Recognition of 2017-2018 Outgoing Student Board Member – Mr. Armond Duncan
 - C. Academic Signing - Mr. Elijah J.D. Precciely
6. Action Item(s)
 - A. Approval of Minutes of April 27, 2018 Regular Meeting of the SU Board of Supervisors
 - B. Approval of Committee Reports and Recommendations
 - C. Approval of Contract for Medical Marijuana Services with Advanced Biomedics, LLC
 - D. Approval of Amendment to Aramark Contract, SUS
 - E. Approval of Instrument for President's Evaluation
 - F. Board Update on Association of Governing Boards of Universities and Colleges (AGB) National Trusteeship Conference
 - G. Resolutions
7. Informational Item(s)
 - A. Legislative Update
 - B. System President's Report
 - C. Campus Reports
8. Other Business
9. Adjournment

Southern University and A&M College System
BOARD OF SUPERVISORS MEETING
2nd Floor, J.S. Clark Administration Building
Board of Supervisors Meeting Room
Baton Rouge, Louisiana
9 a.m.
Friday, April 27, 2018
Minutes

The meeting of the Southern University Board of Supervisors was called to order by Board Chair Mrs. Ann A. Smith. The invocation was given by Attorney Roederick White, pastor of Jesus Christ is Lord Ministries in Baton Rouge, LA.

PRESENT

Mrs. Ann A. Smith, Mr. John Barthelemy, Dr. Leroy Davis, Mr. Armond Duncan, Mr. Raymond Fondel, Dr. Curman Gaines, Rev. Donald R. Henry, Atty. Patrick Magee, Atty. Domoine Rutledge, Dr. Leon R. Tarver II, and Dr. Rani Whitfield

ABSENT

Atty. Tony Clayton, Rev. Joe R. Gant, Jr., Mr. Richard Hilliard, Mr. Michael Small, and Rev. Samuel Tolbert

UNIVERSITY PERSONNEL ATTENDING

System President Ray Belton, Chief of Staff Katara Williams, Executive Vice President/Executive Vice Chancellor James Ammons, Vice President for Finance and Business Affairs Flandus McClinton, Chancellors Dr. Lisa Mims Devezin (SUNO), Dr. Bobby Phillips (SUAREC), Dr. Rodney Ellis (SUSLA), and Atty. John Pierre (SULC).

BOARD COUNSEL

Attys. Winston DeCuir, Jr., and Tracie Woods

ACADEMIC AFFAIRS COMMITTEE

Friday, April 27, 2018
2nd Floor, J.S. Clark Administration Building
Board of Supervisors Meeting Room
Baton Rouge, Louisiana

Minutes

Board Chair Mrs. Ann A. Smith announced the convening of the Academic Affairs Committee.

Academic Affairs Committee Chair Dr. Curman Gaines called the committee meeting to order.

Present: Dr. Curman Gaines, Mr. John Barthelemy, Dr. Leon R. Tarver II, Dr. Leroy Davis, Mr. Armond Duncan and Mrs. Ann A. Smith

Absent: Atty. Tony M. Clayton Rev. Joe R. Gant, Jr.,

AGENDA ITEM 3: ADOPTION OF THE AGENDA

Agenda item added 6C Upon the motion by Dr. Leroy Davis and seconded by Rev. Donald R. Henry the agenda was recommended for adoption.

Motion passed

AGENDA ITEM 4: PUBLIC COMMENTS

None

AGENDA ITEM 5: SPECIAL PRESENTATIONS

SU Laboratory School Director Herman Brister recognized the following:

SU Lab School students that were winners in the District Literary Rally.

SU Laboratory school students participating and earning American Bar Association honors in the Urban Restoration Enhancement Corporation UREC College and Career Pre-Law Institute.

SU Lab Concert Band participated in the Louisiana Music Educators Association Assessment of District Rally 4 receiving an excellent rating in on stage performance and superior rating in sight reading. The choir also participated in the Also made a superior rating in the Human JukeBox band festival.

Also acknowledged Kelsea Tillage who earned honors in the Duke TIP program and as a 7th grader is eligible to participate in dual enrollment courses at SUBR.

Board members Rani Whitfield and Curman Gaines thanked Dr. Brister for his leadership.

SU Law Center Chancellor John Pierre and Professor Russel Jones acknowledged students participating in the Marshall-Brennan Moot Court Competition. Professor Jones also acknowledged SU Law Center students that serve as mentors and teachers for the Marshall-Brennan program. Dr. James Cador, Principal of McKinley Senior High School thanked SU Law Center faculty and the SU System for the partnership which allows students at McKinley Senior High to participate in the program.

Mr. Alexander Emel executive director of UREC attended the meeting and discussed several partnerships with departments on the SUBR campus including the College of Business, the School of Nursing and the Law Center as a part of the group's college and career ready programs.

AGENDA ITEM 6: ACTION ITEMS

Upon the motion by Dr. Leroy Davis and seconded by Dr. Leon Tarver action items A, B, C, were recommended for approval in globo.

Discussion occurred on several of the action items.

- A. Request Approval of Certification of Graduates for Spring 2018 SUBR, SUNO, SULC and SUSLA**
- B. Request Approval to Award an Honorary Juris Doctor degree to Reverend Dr. Joseph Haden Sr.**
- C. Request Approval to Award Honorary Doctorate Degree of Humane Letters to Attorney Johnny Jones, Sr.**

Chancellor John Pierre stated that the law center faculty unanimously approved the award and explained that Dr. Leon Tarver was responsible for the partnership that was developed with minister Joseph Haden pastor in Virginia who Minority Law in Research Institute. He had funding held in a trust that he used to create pipeline programs for the SU Law Center. Over 600 students have participated in the programs and raised about 600,000 to

Chancellor John Pierre stated that Johnny Jones is the greatest living civil rights attorney in the state of Louisiana. He has had a tremendous impact on the SU Law Center. Attorney Jones was instrumental in organizing the first bus boycott and also was the attorney who brought litigation in the The Fun Fair Park case which helped to desegregate amusement parks. Attorney Jones also represented the Southern 16 lunch counter protestors along with A.P. Tureaud and Thurgood Marshall at the Supreme Court.

AGENDA ITEM 7: INFORMATIONAL ITEMS

A. Dual Enrollment Update by Campus

Upon the motion by Dr. Leroy Davis seconded by Dr. Tarver the dual enrollment update was recommended to be tabled until the May meeting.

Motion passed.

AGENDA ITEM 7: OTHER BUSINESS

NONE

AGENDA ITEM 8: ADJOURNMENT

Upon the motion by Dr. Davis and seconded by Dr. Tarver the Academic Affairs Committee adjourned

Motion passed.

ATHLETICS COMMITTEE
(Following the Academic Affairs Committee)
Friday, April 27, 2018
2nd Floor, J.S. Clark Administration Building
Board of Supervisors Meeting Room
Baton Rouge, Louisiana

Minutes

The Athletics Committee was called to order by Committee Vice Chair Raymond Fondel, Jr.

Present: Rev. Donald Henry, Dr. Leroy Davis, Mr. Raymond Fondel, Jr., Atty. Patrick Magee, Atty. Domoine Rutledge, Dr. Leon R. Tarver II, and Mrs. Ann A. Smith

Absent: Atty. Tony Clayton, Mr. Mike Small

AGENDA ITEM 3: ADOPTION OF THE AGENDA

Upon the motion by Mr. Fondel and seconded by Dr. Davis the agenda was recommended for adoption.

Motion passed.

AGENDA ITEM 4: PUBLIC COMMENTS

NONE

AGENDA ITEM 5: ACTION ITEM(S)

A. Request Approval of Employment Contract for Sean Woods—Head Coach, Men’s Basketball (SUBR)

Vice Chair Raymond Fondel invited Athletic Director Roman Banks to the podium to introduce the candidate Mr. Sean Woods. AD Banks stated that Coach Woods has a wealth of experience in the Southeastern Athletics Conference and during the search process Mr. Woods emerged as the best candidate.

Coach Woods was in attendance at the meeting and expressed his appreciation and stated that he is looking forward to working with AD Banks to take the basketball program to the next level of excellence.

Attorney Magee acknowledged Athletic Director Banks’ leadership in putting together the search for the candidate and stated that Coach Woods would continue to build on the legacy of Coach Banks and Coach Ben Jobe.

Dr. Rani Whitfield, Mr. Raymond Fondel, Mr. John Barthelemy, Dr. Leroy Davis and Chair Mrs. Ann Smith expressed their support of the program and acknowledged the work of AD Banks.

AGENDA ITEM 6: OTHER BUSINESS

Board Chair Ann Smith stated that the ground breaking for the Tony Clayton championship plaza was held and again thanked donors Atty. Tony Clayton and wife Paula.

AGENDA ITEM 7: ADJOURNMENT

Upon the motion by Rev. Henry seconded by Dr. Davis the Athletics Committee adjourned.

Motion passed.

FACILITIES AND PROPERTY COMMITTEE

(Following the Athletics Committee)

Friday, April 27, 2018

2nd Floor, J.S. Clark Administration Building

Board of Supervisors Meeting Room

Baton Rouge, Louisiana

Minutes

The Facilities and Property Committee was called to order by Committee Chair Rev. Donald R Henry.

Present: Rev. Donald Henry, Dr. Leroy Davis, Armond Duncan, Mr. Raymond Fondel, Jr., Mr., Dr. Leon R. Tarver II, Dr. Rani Whitfield and Mrs. Ann A. Smith

Absent: Mr. Richard Hilliard

AGENDA ITEM 3: ADOPTION OF THE AGENDA

Upon the motion by Mr. Fondel and seconded by Dr. Davis the agenda was recommended for adoption.

Motion passed.

AGENDA ITEM 4: PUBLIC COMMENTS

NONE

AGENDA ITEM 5: ACTION ITEMS

A. Request Approval to Use Prior Year Funds for two (2) Facility Projects (SULC)

1. Oliver B. Spellman Library \$134,000

2. A.A. Lenoir Building \$101,000

Upon the motion by Dr. Tarver and seconded by Dr. Davis item 5A 1 and 5A2 was recommended for approval in globo.

Motion passed

AGENDA ITEM 6: INFORMATIONAL ITEM(S)

A. Priority Projects by Campus, SUS

Vice Chair, Donald Henry invited Mr. Eli Guillory, System Director of Facilities to give the update. Mr. Eli Guillory, stated that several projects are in process. A copy of the projects and status was included in the meeting packet.

AGENDA ITEM 7: ADJOURNMENT

Upon the motion by Dr. Davis seconded by Mr. Fondel the Facilities and Property Committee adjourned.

Motion passed.

FINANCE COMMITTEE
(Following the Facilities Committee)
Friday, March 23, 2018
2nd Floor, J.S. Clark Administration Building
Board of Supervisors Meeting Room
Baton Rouge, Louisiana

Minutes

The Finance Committee was called to order by Committee Chair Domoine Rutledge

Present: Atty. Domoine Rutledge, Rev. Donald R. Henry, Dr. Leon Tarver and Mrs. Ann Smith, Dr. Curman Gaines, Mr. John Barthelemy

Absent: Atty. Tony Clayton, Rev. Joe Gant, Jr. and Mr. Richard Hilliard

AGENDA ITEM 3: ADOPTION OF THE AGENDA

Upon the motion by Atty. Domoine Rutledge and seconded by Mrs. Smith the agenda was recommended for adoption.

Motion passed

AGENDA ITEM 4: PUBLIC COMMENTS

NONE

AGENDA ITEM 5: INFORMATIONAL ITEMS

A. Request for Approval of BA7s's for the SU System

System Vice President for Finance Mr. Flandus McClinton stated that the BA7 affects the SULC, SUBR and SUNO and is submitted to bring in additional revenue to the budget that was generated during the Spring 2018 and Fall 2017 semester. The document outlines the increase in revenue and outlines how the expenditures are being allocated.

Upon the motion by Dr. Tarver and seconded by Rev. Henry the BA-7 was recommended for approval.

Motion passed

B. Request Approval of Affiliation Agreement Between SU Alumni Federation and SUBR and the SU Alumni Federation and SULC

Attorney Rutledge stated that the document is being presented to allow Dr. Belton in consult with counsel to finalize the document which is customary to establish relationships with the recognized alumni federation. Similar agreements exist with the University and the SU System Foundation.

Upon the motion by Dr. Tarver and seconded by Rev. Henry the affiliation agreements were recommended for approval.

Motion passed

AGENDA ITEM 6: INFORMATIONAL ITEMS

A. Interim Financial Report as of March 2018

System Vice President for Finance Mr. Flandus McClinton stated the interim financial report was enclosed in the packet. The reports have been discussed with each campus CFO. All campuses are on target to balance the budget without using prior year funds.

AGENDA ITEM 7: OTHER BUSINESS

NONE

AGENDA ITEM 8: ADJOURNMENT

Upon the motion by Rev. Henry and seconded by Dr. Gaines the Finance Committee adjourned.

Motion Passed

GOVERNANCE COMMITTEE

(Following the Finance Committee)

Friday, April 27, 2018

2nd Floor, J.S. Clark Administration Building

Board of Supervisors Meeting Room

Baton Rouge, Louisiana

Minutes

The Governance Committee was called to order by Committee Chair Dr. Leroy Davis

Present: Mr. John L. Barthelemy, Dr. Leroy Davis, and Mrs. Ann Smith, Dr. Curman Gaines, Mr. Armond Duncan, Rev. Donald R. Henry, and Dr. Leon R. Tarver II

Absent: Rev. Joe R. Gant, Jr., Mr. Mike Small, and Samuel C. Tolbert, Jr.

Upon the motion by Rev. Henry and seconded by Mrs. Smith the agenda was recommended for adoption.

Motion passed

AGENDA ITEM 4: PUBLIC COMMENTS

NONE

AGENDA ITEM 5: ACTION ITEMS

A. Approval of Board Self-Evaluation Policy (per SACS COC requirement)

Dr. Leroy Davis stated that since many Board members attended the National Trusteeship conference new information was presented to them that must be included in the evaluation instrument and the policy. He asked Dr. Williams to scan the documents and send to all Board members. Dr. Vladimir Appeaning is in the process of revising the evaluation instrument and the policy and will present it to the Board when it is complete.

Upon the motion by Mr. Barthelemy and seconded by Rev. Henry the self-evaluation policy was recommended to be tabled until a subsequent Board meeting.

Motion Passed

AGENDA ITEM 6: OTHER BUSINESS

Board member Armond Duncan attended the conference and stated that he learned a great deal and he was able to share information about the SU Board and he was able to attend a session with college peers who also serve on University boards.

AGENDA ITEM 7: ADJOURNMENT

Upon the motion by Mr. John Barthelemy and seconded by Rev. Henry the Governance Committee adjourned.

Motion passed.

PERSONNEL AFFAIRS COMMITTEE

(Following the Governance Committee)

Friday, April 27, 2018

2nd Floor, J.S. Clark Administration Building

Board of Supervisors Meeting Room

Baton Rouge, Louisiana

Minutes

The Personnel Affairs Committee was called to order by Committee Chair Atty. Patrick Magee

Present: Dr. Curman Gaines, Mr. John Barthelemy, Rev. Donald R. Henry, Atty. Patrick Magee, Dr. Leon R. Tarver II, and Mrs. Ann A. Smith

Absent: Atty. Tony Clayton and Rev. Joe R. Gant, Jr.

AGENDA ITEM 3: ADOPTION OF THE AGENDA

Upon the motion by Mr. Barthelemy and seconded by Rev. Donald R. Henry the agenda was recommended for adoption.

Motion passed unanimously.

AGENDA ITEM 4: PUBLIC COMMENTS

Mr. Bill Aaron, attorney for Dorothy Jackson stated that his issue is the appeal of Dorothy Jackson and that he is asking for her reinstatement as well as any loss wages. He said that uniform discipline did not occur in the case of Dorothy Jackson and there were blatant denials of due process. Atty. Magee apologized for any confusion and assured him that the full Board would hear the appeal of Professor Jackson's termination.

Dr. Thomas Miller, SUBR AAUP representative spoke about item 7A compensation study. Dr. Miller stated that he and several faculty members along with Mr. McClinton and Dr. Vladimir Appeaning to develop a comprehensive study of faculty, staff and administrative salaries.

AGENDA ITEM 5: ACTION ITEMS

Upon the motion by Dr. Tarver and seconded by Rev. Henry items 5 A 1 through 12 were recommended for approval in globo.

Motion passed.

A. Approval of Personnel Actions on positions greater than \$60,000

Name	Position/Campus	Salary
1. Tamiko K. Brown Chatman	Academic Support Counselor and Instructor (SULC) <i>(additional duties)</i>	\$77,600.00
2. Marla L. Dickerson	Academic Support Counselor/Director of Prelaw Programs/ ADA Coordinator (SULC) <i>(additional duties)</i>	\$87,000.00
3. Regina Ramsey James	Associate Vice Chancellor for Evening Division & Emerging Programs (SULC) <i>(additional duties)</i>	\$138,000.00
4. Kimberly LaMotte	Academic Counselor (SULC) <i>(new appointment)</i>	\$67,600.00
5. Dr. Toni Manogin	Executive Director of Planning, Policy & Institutional Effectiveness (SUS) <i>(new appointment)</i>	\$105,000.00
6. Carolyn Miller	Deputy CIO-Enterprise Systems Services (SUS/SUSLA) <i>(new appointment)</i>	\$80,371.00
7. Courtney Richardson	Academic Coordinator and Instructor (SULC) <i>(additional duties)</i>	\$64,800.00
8. Deidre Robert	General Counsel (SUS) <i>(new appointment)</i>	\$147,000.00
9. Rahim A. Smith	Academic Support Counselor and Instructor (SULC) <i>(additional duties)</i>	\$77,600.00
10. Sean Woods	Men's Head Basketball Coach (SUBR) <i>(new appointment)</i>	\$125,000.00
11. Tracie Woods	Associate Vice President for Human Resources (SUS) <i>(new appointment)</i>	\$132,000.00

B. Request Approval of Leave of Absences Greater than three months

1. Krystal Sugulleh

Upon the motion by Dr. Tarver and seconded by Rev. Henry the leave of absence for Krystal Sugulleh was recommended for approval.

Motion passed.

AGENDA ITEM 6: DOROTHY JACKSON APPEAL

Discussion on the appeal was led by Committee Chair Patrick Magee. Attorney Magee stated that the Southern University Board of Supervisors may meet in executive session to discuss personnel matters. Consideration of Professor Dorothy Jackson's appeal is such a matter. While in executive session, the Board may meet with its staff, attorneys or other persons it deems necessary. No votes or other action may be taken while in executive session.

Upon the motion by Rev. Henry and seconded by Dr. Gaines the Board convened in executive session.

Motion passed.

RECONVENTION

Committee Chair Patrick Magee stated that the Personnel Committee met in executive session to consider the appeal of Professor Dorothy Jackson. While in executive session no motions were made, nor votes taken.

Upon the motion by Rev. Henry and seconded by Dr. Tarver the Personnel Affairs committee reconvened.

Committee Chair Magee asked Board members for a recommendation on the Dorothy Jackson appeal.

Dr. Curman Gaines made a motion to deny the appeal of Dr. Jackson which was seconded by Mrs. Smith.

Committee Chair Magee asked Board Counsel Winston DeCuir to clarify the motion to deny the appeal. Atty. DeCuir stated that a motion to deny the appeal would allow the President's recommendation to stand.

Committee Chair Magee asked for a roll call vote and explained that a "yes" vote means that the President's recommendation remains in effect.

Yes – Magee, Rutledge, Gaines, Henry, Smith, Tarver

No –

Motion passed.

AGENDA ITEM 7: INFORMATIONAL ITEM

A. SUS Salary Compensation Study

President Belton asked System Vice President Flandus McClinton to discuss the compensation study. Mr. McClinton stated that the Chancellor of SUNO, SUSLA, and SUBR have developed a task force on their respective campuses comprised of representatives from the faculty senate, staff senate, President of AAUP, Deans, Finance Officers, HR officers and other faculty members along with Dr. Appeaning. The SUBR task force held its first committee meeting. The objective is to have use data from Southern Regional Education Board (SREB) averages using the College and University Professional Association for Human Resources (CUPA) source. The University has ordered CUPA data for each of the campuses. The faculty will be completed first and then professional staff. Each HR director will provide current salary data for faculty and compare the salaries to the CUPA source. Deans will have an opportunity to review the data for accuracy.

AGENDA ITEM 8: OTHER BUSINESS

Chancellor John Pierre presented a PowerPoint presentation on Bar Association data which explains the academic enhancement that is being put in place at the SU Law Center. All of the enhancements including hiring academic counselors will assist students with Bar passage rates.

AGENDA ITEM 9: ADJOURNMENT

Upon the motion by Dr. Davis and seconded by Dr. Tarver the Personnel Affairs Committee adjourned.

Motion passed

SOUTHERN UNIVERSITY BOARD OF SUPERVISORS

(Following the Personnel Affairs Committee)

Friday, April 27, 2018

2nd Floor, J.S. Clark Administration Building

Board of Supervisors Meeting Room

Baton Rouge, Louisiana

Minutes

The meeting of the Southern University Board of Supervisors was called to order by Board Chair Ann Smith.

Present: Mrs. Ann A. Smith, Rev. Donald Ray Henry, Atty. Tony Clayton, Dr. Leroy Davis, Mr. Raymond Fondel, Mr. Richard Hilliard, Atty. Patrick Magee, Atty. Domoine Rutledge, Dr. Leon R. Tarver II, Mr. Armond Duncan, Mr. John L. Barthelemy, Dr. Curman Gaines, Mr. Michael Small, Rev. Samuel Tolbert, Dr. Rani Whitfield

ABSENT: Mr. Armond Duncan, Rev. Joe R. Gant, Jr., Rev. Samuel Tolbert, Dr. Rani Whitfield

UNIVERSITY PERSONNEL ATTENDING

System President Ray Belton, Chief of Staff Robyn Merrick, Interim Executive Vice President and Provost Luria Young, Vice President for Finance and Business Affairs Flandus McClinton, Chancellors Dr. Lisa Mims Devezin (SUNO), Dr. Bobby Phills (SUAREC), Dr. Rodney Ellis (SUSLA), and Atty. John Pierre (SULC).

BOARD COUNSEL

Atty. Winston DeCuir Jr. and Tracie Woods

AGENDA ITEM 3: ADOPTION OF THE AGENDA

Upon the motion by Dr. Tarver and seconded by Mr. Small the agenda was recommended for adoption.

Motion passed

AGENDA ITEM 4: PUBLIC COMMENTS

NONE

AGENDA ITEM 5: SPECIAL PRESENTATION: ABOVE AND BEYOND AWARD

The Above and Beyond award was presented to Mr. Graylin Hammond of the SU System President's office. Dr. Belton presented the award and spoke about Mr. Hammond's willingness to take on tasks and to help others. Dr. Belton used several adjectives to describe him including dedicated, loyal, hard-working, team player, someone with a can do attitude and wonderful.

He was presented a plaque and certificate from Board Chair Mrs. Ann Smith, Dr. Ray Belton and Vice Chair Rev. Donald Henry. Mr. Hammond thanked Dr. Belton for the honor.

AGENDA ITEM 6: ACTION ITEMS

A. Minutes of the March 23, 2018 Regular Meeting of the Board of Supervisors

Upon the motion by Rev. Henry and seconded by Mr. Fondel the minutes of the March 23, 2018 meeting were recommended for approval.

RESOLVED by the Board of Supervisors for Southern University, that the minutes of the March 23, 2018 meeting be and they are hereby approved.

B. Approval of Committee Reports and Recommendations

Upon the motion by Dr. Leroy Davis and seconded by Dr. Tarver the actions taken by the Academic Affairs Committee, Facilities and Property Committee, Finance Committee, Governance Committee and Personnel Affairs Committee were recommended for approval.

RESOLVED by the Board of Supervisors for Southern University, that the actions taken by the Academic Affairs Committee, Facilities and Property Committee, Finance Committee, Governance Committee and Personnel Affairs Committee be and they are hereby approved.

1. Academic Affairs

a. Request Approval of Certification of Candidates for Spring 2018 Graduation, SUBR, SUNO, SULC & SUSLA

RESOLVED by the Board of Supervisors for Southern University, that the resolutions presented for the certification of candidates for Spring 2018 Commencement for SUBR, SUNO, SULC, and SUSLA be and they are hereby approved.

b. Request Approval to Award an Honorary Juris Doctor degree to Reverend Dr. Joseph Haden Sr. (SULC)

RESOLVED by the Board of Supervisors for Southern University, that the honorary Juris Doctor degree for Reverend Dr. Joseph Haden, Sr., SUBR be and it is hereby approved.

c. Request Approval to Award Honorary Doctorate of Humane Letters to Attorney Johnnie Jones (SUBR)

RESOLVED by the Board of Supervisors for Southern University, that the honorary doctorate of Humane Letters degree for Attorney Johnnie Jones, SUBR be and it is hereby approved.

2. Athletics Committee

a. Request Approval of Employment Contract for Sean Woods-Head Coach, Men's Basketball (SUBR)

RESOLVED by the Board of Supervisors for Southern University, that the employment contract for Sean Woods as Head Coach, Men's Basketball, SUBR be and it is hereby approved.

3. Facilities and Property Committee

a. Request Approval to Use Prior Year Funds for Two (2) Facility Projects (SULC)

RESOLVED by the Board of Supervisors for Southern University, that the use of prior year funds to complete facility projects at the Oliver B. Spellman Library at \$134,000 and the A.A. Lenoir Building at \$101,000, SULC be and it is hereby approved.

3. Finance Committee

a. Request Approval of BA7's for SU System

RESOLVED by the Board of Supervisors for Southern University, that the BA-7 be and it is hereby approved.

4. Governance Committee

The governance committee's action item was tabled.

5. Personnel Affairs

a. Approval of Personnel Actions on positions greater than \$60,000

- 1. RESOLVED** by the Board of Supervisors for Southern University, that the additional duties for Tamiko K. Brown Chatman as Academic Support Counselor and Instructor, SULC, at a salary of \$77,600 be and it hereby is approved.
- 2. RESOLVED** by the Board of Supervisors for Southern University, that the additional duties for Marla L. Dickerson as Academic Support Counselor/Director of Pre-Law Programs/ADA Coordinator, SULC, at a salary of \$87,000 be and it hereby is approved.
- 3. RESOLVED** by the Board of Supervisors for Southern University, that the new appointment of Regina Ramsey James as Associate Vice Chancellor for Evening Division & Emerging Programs, SULC at a salary of \$138,000 be and it hereby is approved.

4. **RESOLVED** by the Board of Supervisors for Southern University, that the new appointment of Kimberly Lamotte as Academic Counselor, SULC, at a salary of \$67,600 be and it hereby is approved.
5. **RESOLVED** by the Board of Supervisors for Southern University, that the new appointment of Toni Manogin as Executive Director of Planning, Policy and Institutional Advancement, SUS at a salary of \$105,000 be and it hereby is approved.
6. **RESOLVED** by the Board of Supervisors for Southern University, that the new appointment for Carolyn Miller as Deputy CIO-Enterprise Systems Services (SUS/SUSLA) at a salary of \$80,371 be and it hereby is approved.
7. **RESOLVED** by the Board of Supervisors for Southern University, that the additional duties for Courtney Richardson, as Academic Coordinator and Instructor, SULC, at a salary of \$64,800 be and it hereby is approved.
8. **RESOLVED** by the Board of Supervisors for Southern University, that the new appointment of Deidre Roberts, as General Counsel, SUS at a salary of \$147,000 be and it hereby is approved.
9. **RESOLVED** by the Board of Supervisors for Southern University, that the additional duties for Rahim Smith, as Academic Coordinator and Instructor, SULC, at a salary of \$77,600 be and it hereby is approved.
10. **RESOLVED** by the Board of Supervisors for Southern University, that the new appointment of Sean Woods as Head Coach, Men's Basketball, SUBR at a salary of \$125,000 be and it hereby is approved.
11. **RESOLVED** by the Board of Supervisors for Southern University, that the new appointment of Tracie Woods as Associate Vice President for Human Resources, SUS at a salary of \$132,000 be and it hereby is approved.
12. **RESOLVED** by the Board of Supervisors for Southern University, that the medical leave for Krystal Sugulleh be and it hereby is approved.

C. Resolutions

Commendations

Commendations were extended to **Cortny R. Jarrell** for outstanding leadership as President of the Home Chapter of the SU Alumni Federation.

Commendations also extended to **Mrs. Annie Carr**, native of Patterson, LA on the occasion of her retirement from the Centers for Disease Control in Atlanta, GA where she served for more than 28 years. She earned a Bachelor's degree in Food and Nutrition from SUBR in 1970.

Condolences

The Adam J. Welcome Sr. Family. Mr. Welcome was a native of New Iberia, LA and former educator. He was active in the Iberia Parish Chapter of the Southern University Alumni Federation where he served as President. He is an SUBR College of Education graduate. He passed away Saturday, March 31, 2018.

The Clarence James Fultz Family. Mr. Fultz was a native of Tangipahoa Parish where he served as Mayor for more than 21 years. He was a Southern University graduate and supporter. He passed away Wednesday, April 11, 2018.

The Brian Lloyd, Jr. Family. Mr. Lloyd was a native of Philadelphia, Pennsylvania and an SU Law Center student. He passed away Monday, April 16, 2018

The Barbara Morgan Family. Mrs. Morgan was a native of Baton Rouge and long-time educator in the East Baton Rouge Parish School System. She is an SUBR College of Education graduate. She passed away Saturday, April 21, 2018.

Upon the motion by Dr. Leroy Davis and seconded by Atty. Domoine Rutledge the resolutions were recommended for approval.

Motion passed.

AGENDA ITEM 7: INFORMATIONAL ITEMS

A. Southern University Alumni Presentation

Outgoing national alumni president Atty. Preston Castille made a presentation to the Board discussing current alumni federation initiatives and announcing the upcoming alumni conference.

B. Legislative Update

Dr. Robyn Merrick announced that it is the seventh week of the legislative session and stated that Governor Edwards is encouraging legislators to expedite work to end the regular session so that the special session can begin. In consultation with Southern Strategy the University is tracking 90 bills that have been filed. Dr. Belton appeared before the house appropriations committee regarding House Bill 1. HB2 which is capital outlay is also being followed. She recapped SU Day at the Capitol and also distributed a gift bags of SU paraphernalia from all campuses to all Board members which was also shared with state legislators. She also reviewed all bills that affect SU and higher education.

C. System President's Report

Board Chair Ann Smith announced that student Board member Armond Duncan would be graduating in May and invited him to make comments about his experience. Mr. Duncan expressed appreciation for the experience that he has had while attending Southern University and appreciated the support and guidance of Board members.

Dr. Belton stated that he was appreciated the opportunity to attend the AGB conference with Board members. He thanked Atty. Castille for leadership in the Imagine 20K initiative and said that the strategic plan Commencement will be held May 11 with speaker Angela Rye, political commentator and social activist.

D. Campus Reports

SUNO – Chancellor Mims Devezin invited members to attend the unveiling of the Emmett Bashful portrait. Miss SUNO is featured in the Ebony magazine. Commencement will be May 12 featuring Attorney Tony Clayton as speaker. SUNO received the Robert Noice grant for STEM elementary and high school teachers. The written report was included in the meeting packet.

SUSLA - Dr. Ellis' report was included in the meeting packet and he announced that 2 endowed student scholarships have been matched by the Board of Regents in the meeting packet; SUSLA CDC received a grant to enhance the incubator. SUSLA commercial selected to be aired on BET television during the television show *The Quad*. Also announced the 50th anniversary celebration that will be held at SUSLA. SUSLA commencement will be held May 15. Board member Fondel suggested that the Shreveport community be engaged in some type of Town Hall to determine their interest in a football program.

SUAREC - Dr. Phills stated that the report was included in the meeting packet and announced that the report is becoming an international newsletter. It includes a student profile and an alumni profile and it highlights activities of the land grant campus.

Board Member Fondel asked about an update on the medical marijuana initiative. Dr. Phills stated that negotiations are ongoing and the initiative is moving in the right direction. Mr. Fondel stated that if the group is unable to work out challenges and stated that the University could move on to the next vendor.

SULC - Atty. thanked the Academic Council of Deans for recommending an honorary degree for Attorney Johnnie Jones. Also announced that commencement would be held May 12 with speaker Judy Perry Martinez president elect of the American Bar Association. Announced the SULC Alumni wall of fame and invited Board members to the law center to view it.

SUBR - Dr. Ammons announced the following: The monitoring report was submitted to SACS; During the SACS meeting in June a determination would be made regarding the removal of the warning sanction for the University; Dr. Albert Samuels is the newly elected faculty senate president; Through the Title III program an additional \$ 9 million will be shared among HBCUs; The groundbreaking for the Valdry Center was held; SU Alum Donnie Rose will receive recognition from the Kennedy Center.

AGENDA ITEM 8: OTHER BUSINESS

Board Member Fondel stated that the retreat was the best he's ever experienced. Mrs. Smith thanked IT staff Alice Douzier and Marcus Brown for their assistance during Board meetings.

AGENDA ITEM 9: ADJOURNMENT

Upon the motion by Mr. Barthelemy and seconded by Dr. Gaines the meeting adjourned.

Motion passed.

SERVICES AGREEMENT

This Services Agreement (this "Agreement"), dated May _____, 2018 is entered into by and between Southern University and Agricultural & Mechanical College System ("Southern University") on behalf of the Southern University Agricultural Research and Extension Center ("AgCenter") and Advanced Biomedics, LLC, a Louisiana limited liability company ("Supplier").

WHEREAS, Senate Bill 271 (Act 96) gives the AgCenter and the Louisiana State University Agricultural Center the right of first refusal to be licensed, either separately or jointly, as the production facility for medical marijuana in the State of Louisiana;

WHEREAS, the AgCenter submitted its letter of intent to the Louisiana Department of Agriculture and Forestry on August 23, 2016 opting in as a producer of medical marijuana in the State of Louisiana;

WHEREAS, the AgCenter issued a request for applications to identify the most capable medical marijuana production applicants based upon experience, qualifications and alignment with the AgCenter's mission and goals;

WHEREAS, the AgCenter received proposals from various applicants and upon reviewing their credentials, selected the Supplier to receive the award;

WHEREAS, the AgCenter desires to enter into the formal agreement with the Supplier pursuant to which the Supplier shall provide certain services to the AgCenter with respect to the AgCenter's operation of a medical marijuana cultivation facility in the State of Louisiana; and

WHEREAS, the Supplier agrees to provide such services to the AgCenter subject to and in accordance with the terms of this Agreement.

SECTION I DEFINITIONS

1.2 "Affiliate" means, with respect to any particular Person, any other Person that directly, or indirectly through one or more intermediaries, controls, is controlled by, or is under common control with, such particular Person, where "control" means the possession, directly or indirectly, of the power to direct or cause the direction of the management and policies of a Person, whether through the ownership of voting securities, by contract or otherwise.

1.3 "AgCenter" shall have the meaning ascribed to such term in the recitals.

1.4 "Alison Neustrom Act" shall mean RS 40:1046.

1.5 "Applicable Law" means all applicable provisions of: (a) constitutions, treaties, statutes, laws (including the common law), rules, regulations, decrees, ordinances, codes, proclamations, declarations or orders of any Governmental Authority; (b) any consents or approvals of any Governmental Authority; and (c) any orders, decisions, advisory or interpretative opinions, injunctions, judgments, awards, decrees of or agreements with, any Governmental Authority; *provided*, that any U.S. federal law which directly conflicts with any state law with respect to

Medical Marijuana shall not be considered "Applicable Law" solely to the extent that application of such U.S. federal law would, as applied to the Supplier, AgCenter or Southern University, automatically result in a violation of an Applicable Law.

1.6 "Cause" shall have the meaning ascribed to such term in Section 5.4.

1.7 "Confidential Information" shall have the meaning ascribed to such term in the Confidentiality Agreement.

1.8 "Confidentiality Agreement" shall have the meaning ascribed to such term in Section 11.1

1.9 "Department" means the Louisiana Department of Agriculture and Forestry.

1.10 "Effective Date" shall be the latter of: (1) the date all parties approve and sign the contract, or (2) the date LDAF authorizes contractor to proceed.

1.11 "Facility" shall have the meaning ascribed to such term in Section 2.1(b).

1.12 "Governmental Authority" means any county, city or political subdivision thereof, or any agency or instrumentality of such county, city or political subdivision, or any state court of competent jurisdiction.

1.13 "Gross Sales" shall mean the grand total of all sales of all Medical Marijuana-Infused Product during a particular period.

1.14 "Initial Fee" shall have the meaning ascribed to such term in Section 3.1.

1.15 "Intellectual Property" means a party's worldwide: (a) Medical Marijuana and other plant genetics and biotechnology, (b) agriculture, horticulture, extraction, cultivation and harvesting techniques and processes, (c) plant patent rights and rights under the Plant Patent Act of 1930 and Plant Variety Protection Act of 1970, (d) computer software (including but not limited to source code, executable code, data, databases and documentation), (e) patents and industrial designs and other governmental grants for the protection of inventions or industrial design, whether already filed, in preparation, or contemplated, (f) copyrights, copyrightable works, copyright registrations and applications for copyright registrations, works of authorship, Moral Rights, rights of publicity and privacy, and mask work rights and rights of attribution and integrity, (g) Trade Secrets, (h) Trademarks, (i) domain name and web address registrations (URLs), and (j) any registrations or applications for registration for any of the foregoing, including any utilities, utility models, provisionals, divisions or divisionals, continuations, continuations-in-part, renewals, reissues, re-examinations and extensions (as applicable).

1.16 "LBP" shall have the meaning ascribed to such term in Section 2.1(a).

1.17 "Medical Marijuana" shall have the meaning ascribed to such term under §101 of the LDAF Medical Marijuana Regulations.

1.18 "Medical Marijuana-Infused Product" shall have the meaning ascribed to such term under §101 of the LDAF Medical Marijuana Regulations.

1.19 "Operations Date" means the date that the Supplier commences sales of Medical Marijuana-Infused Product.

1.20 "Person" means an individual, firm, corporation, partnership, association, limited liability company, trust or any other entity.

1.21 "Regulatory Fee" shall mean seven percent (7%) of Gross Sales which shall be payable quarterly to the Department.

1.22 "Southern University" shall have the meaning ascribed to such term in the recitals.

1.23 "Subcontractor" shall have the meaning ascribed to such term under §101 of the LDAF Medical Marijuana Regulations.

1.24 "Supplier" shall have the meaning ascribed to such term in the recitals.

1.25 "Trade Secret" means information, including a formula, pattern, compilation, program, device, design, method, technique, or process, that derives independent economic value, actual or potential, from not being generally known to or readily ascertainable through appropriate means by other Persons who might obtain economic value from its disclosure or use and is the subject of efforts that are reasonable under the circumstances to maintain its secrecy, and includes, but is not limited to, a party's proprietary know-how, show-how, techniques, processes, methods, formulas, inventions, discoveries, designs, data compilations, research, and technology.

1.26 "Trademark" means information, including a formula, pattern, compilation, program, device, method, technique, or process, that derives independent economic value, actual or potential, from not being generally known to or readily ascertainable through appropriate means by other Persons who might obtain economic value from its disclosure or use and is the subject of efforts that are reasonable under the circumstances to maintain its secrecy, and includes, but is not limited to, a party's proprietary know-how, show-how, techniques, processes, methods, formulas, inventions, discoveries, designs, data compilations, research, and technology.

SECTION II SCOPE OF SERVICES

2.1 Scope of Services.

(a) The scope of services is provided in detail in Supplier's application (including supplemental response), which formed the basis for the contract award. Those services include: cultivation, extraction, processing and formulation of Medical Marijuana and to provide and perform all other necessary activities to supply usable Medical Marijuana-Infused Product for patients through licensed marijuana pharmacies in Louisiana in accordance with the Alison Neustrom Act, LDAF Medical Marijuana Regulations and all other applicable and related laws.

(b) The Supplier shall provide a permanent secured, indoor, enclosed facility ("Facility") for the purposes of cultivation, growth, research, testing, manufacture, operation and production of Medical Marijuana in accordance with the Alison Neustrom Act and all other applicable and related state laws and regulations, and the license granted to the AgCenter, and for

the performance of all activities necessary to provide usable Medical Marijuana Infused Product to licensed dispensary pharmacies at no cost to Southern University or AgCenter. Supplier will provide the AgCenter with plans and designs for the facility for approval prior to starting construction on the facility. Such approval will not be unreasonably delayed or denied.

2.2 Independent Contractor. The relationship of the parties to this Agreement is that of independent contractors, and no agency, partnership, joint venture, or employment relationship is created as a result of this Agreement. Neither party nor its respective agents, employees or contractors shall have any authority or power of any kind to bind the other party in any respect whatsoever.

SECTION III COMPENSATION

3.1 Service Fees. On the Effective Date (and the commencement of any renewal) Supplier shall pay to AgCenter an initial fee or "signing bonus" in the amount of \$1,000,000 (the "Initial Fee"). Commencing upon the Effective date and annually following the effective date, Supplier shall pay to AgCenter an annual service fee equal to the greater of (a) \$1,000,000 or (b) five percent (5%) of Gross Proceeds for the prior calendar year less the Regulatory Fee for the applicable calendar year.

3.2 Payments. Following the initial year, Supplier shall pay the Service Fee within thirty (30) days of the anniversary of the effective date. The Initial Fee and each Service Fee shall be made by Supplier via electronic funds transfer, direct deposit or wire transfer of immediately available funds to one or more accounts specified by AgCenter.

3.3 Community Contributions. Within Seventy-Two (72) hours of the Effective Date of this agreement, Supplier shall contribute One Hundred Fifty Thousand Dollars (\$150,000) to the Medicinal Plant Institute. Thereafter Supplier shall contribute 2.5% of [Pre-Tax Net Operating Profit] will be allocated to community initiatives, which shall be determined in Supplier's sole discretion, such as contributions to the Medicinal Plant Institute and funding of academic scholarships to high school students attending the Medicinal Plant Institute.

3.4 Payment Upon Termination / Expiration of Agreement. Upon termination or expiration of this Agreement, the Supplier shall pay the AgCenter in accordance with Section 3.1 on a pro rata basis for the amount of any fees due and owing through the effective termination date of this Agreement.

SECTION IV TAXES AND FEES

4.1 Taxes and Fees. Supplier shall be solely responsible for all taxes owed by supplier and for the remission of all taxes including, but not limited to, income, employment, sales and use taxes Federal, State and local and all license fees, permit fees, and any other necessary expense(s) for the operation of the facility under the Agreement, and shall conform to all laws, regulations, and ordinances applicable to the performance of this Agreement and any subsequent agreement.

Evidence of payment to the Department for any and all required fees or other costs shall be provided by Supplier to the AgCenter.

SECTION V TERM AND TERMINATION

5.1 Term. The initial term of this contract shall be (5) five years beginning on the effective date (_____, __, 2018) as defined above. There shall be two renewal periods of five (5) years each. Southern University shall provide supplier with written notice of non-renewal for cause not less than ninety (90) days prior to the end of the term otherwise the contract shall renew for an additional term. And initial fee or "signing bonus" of one million dollars (\$1,000,000.00) shall be due upon the commencement of any renewal. At the conclusion of the third five year term, the contract shall expire if not renewed by affirmative written approval of both parties. The term and all renewals are subject to the continued reauthorization of the Alison Neustrom Act.

5.2 Terminations Due to Legal Change. In the event that a change in applicable federal, state or local law or federal, state or local governmental enforcement policies renders this Agreement entirely or partially unlawful, impossible, or impracticable for one or the other of the parties to perform its obligations hereunder, the parties shall immediately enter into good faith negotiations regarding a new agreement that will be permissible under the new laws or policy and which approximates as closely as possible the rights and obligations of the parties under this Agreement. If the parties are unable to reach such an agreement within 30 days following commencement of such negotiations, any party may terminate this Agreement immediately by providing Notice to the other party.

5.3 Termination Due to Illegality.

(a) In the event the Louisiana legislature does not reauthorize the Alison Neustrom Act and all other applicable and related laws beyond the current expiration date of January 1, 2020, this agreement shall terminate immediately upon expiration of the law, and all operations, distribution and sales in Louisiana shall cease and any further payments by Supplier under this Agreement shall be excused.

(b) In the event the applicable laws are reauthorized, but thereafter expire before the expiration of the Initial Term of the Agreement, this Agreement shall terminate immediately upon expiration of the law, and all operations, distribution and sales in Louisiana shall cease and any further payments by Supplier under this Agreement shall be excused.

5.4 Termination for Cause. The following events shall be considered "Cause" for termination:

(a) A party commits a material breach of the terms of this Agreement that is not cured within 30 days of the defaulting party receiving written Notice from the terminating party specifying the breach in reasonable detail, or a party commits a material breach of the terms of this Agreement that is not cured within the cure period, if any, specified therein;

(b) The AgCenter's right to operate a production facility for medical marijuana in the State of Louisiana is terminated or suspended indefinitely by the State of Louisiana.

For the purposes of this Section 5.4, all references to "party" shall be deemed to be references to the non-terminating party unless specifically provided otherwise. The parties acknowledge and agree that a party's decision to become and be a party to this Agreement, and a party's involvement in the cannabis industry in any jurisdiction, shall not provide the other party with the right to terminate this Agreement for Cause under this Section 5.4. The parties further acknowledge and agree that neither party can use federal illegality of the growing, cultivating and sale of marijuana as a basis to terminate this Agreement for Cause under this Section 5.4.

5.5 Effect of Termination. In the event that AgCenter terminates this Agreement in accordance with Section 5.4(a) and the Supplier maintains any excess inventory of Medical Marijuana, Supplier shall be entitled to a reasonable sell-off period of 90 days during which time Supplier may sell any such Medical Marijuana Infused Products.

SECTION VI INTELLECTUAL PROPERTY

6.1 Ownership Intellectual Property.

(a) **Individual Ownership.** The parties agree that: (i) all Intellectual Property owned or licensed by Supplier immediately prior to the Effective Date shall be Supplier's sole and exclusive property, (ii) all Intellectual Property owned or licensed by AgCenter immediately prior to the Effective Date shall be AgCenter's sole and exclusive property, (iii) all Intellectual Property developed by Supplier through its work or research in performing services under this agreement, with the exception of the Intellectual Property described in (v) below, shall be shared such that Supplier will have sixty percent ownership and the AgCenter will have a forty percent ownership interest; (iv) all Intellectual Property developed by the AgCenter with the assistance of shared technology or processes employed by Supplier or through the assistance of Supplier directly will be shared such that the AgCenter will retain a sixty percent ownership and Supplier will have a forty percent ownership; (v) all ownership interest Supplier acquires in Intellectual Property developed under an agreement in which Supplier is required to share a portion of its ownership interest shall be divided between Supplier and a third party researcher shall be divided such that the Supplier (inclusive of any third party interest) will have a seventy percent (70%) ownership interest, and the AgCenter will have a thirty percent (30%) ownership interest.

(b) The parties shall have an obligation to notify the other promptly upon the discovery of any new intellectual property developed through the work performed under this agreement. However, any party incurring reasonable costs associated with patent expenses or marketing such intellectual property will be allowed reimbursement of those expenses from any revenue generated through the intellectual property.

SECTION VII LIABILITY AND INSURANCE

7.1 Liability. Each Party acknowledges that it shall be responsible for any loss, cost, damage, claim, or other charge that arises out of or is caused by the actions of that Party or its employees or agents. No Party shall be liable for any loss, cost, damage, claim, or other charge that arises out of or is caused by the actions of any other Party or its employees or agents. Joint and several liability will not attach to the Parties; no Party is responsible for the actions of any other Party, but is only responsible for those tasks assigned to it under this Agreement. The Parties agree that in no event will any Party seek consequential or punitive damages with respect to any dispute that may arise between or among the Parties in connection with this Agreement.

7.2 Force Majeure Neither party to this Agreement shall be held liable for any failure of or delay in performing its obligations under this Agreement if such failure or delay is the result of an act of God or force majeure including, but not limited to, earthquake, hurricane, tornado, flooding, or other natural disaster, or in the case of war, action of foreign enemies, terrorist activities, labor dispute or strike, government sanction, blockage, embargo, or failure of electrical service. The non-performing party must make every reasonable attempt to minimize delay of performance. In the event the act of God or force majeure creates a failure or delay lasting longer than 120 days, either party to the Agreement may elect to terminate the Agreement by providing the other party with at least sixty (60) days advance Notice.

Insurance. Each Party agrees to obtain and maintain appropriate public liability and casualty insurance, to insure against any liability caused by that Party's obligations under this Agreement. Supplier shall provide certificates or declaration pages identifying the amount of coverage and deductibles for all insurance coverages specified in the Request for Application No. 10228. The University ("Board of Supervisors") and the AgCenter shall also be named as an additional insured as specified in the Request for Application.

SECTION VIII DIVERSITY

8.1 Diversity. Supplier acknowledges that Southern University has vested interest in promoting and implementing workforce diversity goals. Supplier understands that one of the goals of this contract is to assist Southern in promoting small business development in the community surrounding the Baton Rouge campus. Supplier agrees that it shall make good faith efforts to utilize and support small and disadvantaged businesses especially those in the vicinity of the university. Moreover, Supplier agrees to report, not less than annually, on its specific efforts to fulfill its diversity initiatives including but not limited to number and amount of business done with businesses certified as small or disadvantaged by local governing authorities.

SECTION IX INDEMNIFICATION

9.1 Indemnification by Supplier. Supplier shall defend, indemnify and hold harmless Southern University, and its Affiliates, including but not limited to, its Board of Supervisors, officers, directors, employees, agents, successors and assigns from and against any and all loss,

damage, injury, settlement, cost or expenses (including reasonable attorney's fees), as incurred, resulting from, or arising out of: (a) any claim or demand against Southern University by a third party for damages, losses, injuries, or violations of law resulting from Supplier's work or performance of its obligations under this contract; negligence; intentional wrongdoing; gross negligence; or intentional misrepresentation; or (b) any material breach of this Agreement by Supplier.

9.2 Indemnification by Southern University. Southern University shall defend, indemnify and hold harmless Supplier and its officers, directors, employees, managers, equity holders, agents, successors and assigns from and against any and all loss, damage, injury, settlement, costs or expense (including reasonable attorney's fees), as incurred, resulting from, or arising out of: (a) any claim or demand against Supplier by a third party for damages, losses, injuries, or violations of law caused by Southern University's intentional wrongdoing, gross negligence or intentional misrepresentation; or (b) any material breach of this Agreement by Southern University.

9.3 Notices: Each party shall provide the other with prompt written notice of each claim or reasonably anticipated claim that may be subject to indemnification. Each indemnified party has an obligation to cooperate fully and assist the other party in all respects in connection with any defense and no party shall enter into a settlement of any claim or admit liability or fault without the written approval of the indemnified party.

SECTION X CONFIDENTIALITY

10.1 Confidentiality Agreement. Except as may otherwise be required by law and as set forth below, the parties to this Agreement shall not disclose to third parties any privileged, confidential, proprietary or trade secret information or documents created, prepared or obtained during the term of this Agreement. The parties may disclose privileged, confidential, proprietary or trade secret information or documents to one another, as deemed necessary, to facilitate performance of this Agreement. Such information or documents will be identified as privileged, confidential, proprietary or trade secret information in writing at the time of transmittal, or so reduced to writing within ten (10) days thereafter, and will be safeguarded and not disclosed to third parties by the receiving party. Each party may disclose privileged, confidential, proprietary or trade secret information to its officers, employees, consultants, agents, and students on a need-to-know basis to facilitate performance of this Agreement, provided that such persons agree to be bound by terms at least as restrictive as those contained herein. All privileged, confidential, proprietary or trade secret information or documentation shall be returned to the owner of the information or documentation at termination or expiration of this Agreement. If AgCenter receives a Public Records request concerning or relating to this Agreement or the activities related thereto, AgCenter shall consult with Supplier and provide Supplier a reasonable opportunity to review and consent or object to the production of any privileged, confidential, proprietary or trade secret information or documents. Supplier shall not impeded AgCenter's duties and obligations to respond to a lawful Public Records request.

SECTION XI LOGOS AND SIGNAGE

11.1 Logos. Neither party will advertise nor promote any connection with the other party, or use any identifying marks or property nor make representations, either expressed or implied, as to either party's promotion or endorsement of the other unless (a) it has received prior written consent from the other party, which consent shall not be unreasonably withheld, (b) it is compelled by a court of competent jurisdiction or, (c) it is otherwise required by law.

Additionally, and without limiting any party's right to control the use of their identifying marks and property as set forth above, each party shall provide the other a reasonable opportunity to review and comment on any logo used for packaging, business operations or other use in connection with or related to the activities or operations at the Facility. Final approval shall be required from the other party in writing. In the event of a disagreement between the parties regarding any logo used, a review committee consisting of one (1) member from Southern University, one (1) member from Supplier, and one (1) member jointly appointed by the Parties shall review and vote for final approval.

11.2 Signage. All external signage at the Facility shall require the prior approval of the Supplier and AgCenter.

SECTION XII RIGHT TO AUDIT

13.1 Right to Audit. Southern University and its designees, at its own cost and expenses, shall all the right to inspect and audit the papers, books, documents, and records of Supplier related to Supplier's performance of its obligations under this Agreement upon Notice to Supplier of no less than five (5) business days. Such notice shall specify the identities of the individuals authorized by Southern University to perform such audits. Supplier shall provide such persons with the requested access to the Facility provided that such persons are not disqualified from access under the Alison Neustrom Act or Applicable Law. Nothing in this Agreement shall be construed as limiting any rights of any authorized governmental and/or law enforcement agencies to inspect and audit the papers, books, documents and records of Supplier in accordance with §1301(A) of the Alison Neustrom Act. The right of inspection and audit shall commence as of the date of this Agreement and shall continue as permitted or required by law. The rights of inspection and audit shall commence as of the date of this Agreement and shall continue for a period of five (5) years after the termination of the Agreement as required by Applicable Law. The Supplier and any Subcontractors of the Supplier shall maintain all books and records related to this agreement for the enumerated five (5) year period, subject to changes in applicable law and policies.

SECTION XIII SUPPLIER OBLIGATIONS

13.1 Research Program. The Supplier shall work with Southern University to develop a sustainable research center to enhance Southern University's medical cannabis operations and provide opportunities for Southern University. The Supplier will be open to sharing technology and processes with the University for research into non-marijuana-based applications. Supplier

understands that this research is a key component of the contract and essential to the overall mission of the University. The objectives of the research program and research center, as defined in supplier's proposal, are be as follows:

- (a) To identify private and government partnerships for research opportunities and to develop programming;
- (b) To conduct independent, objective and unbiased research across multiple disciplines;
- (c) To develop laboratories, technology and equipment for research and logistical support;
- (d) To advance understanding of the scientific impact of cannabis on society;
- (e) To develop an infrastructure for management, oversight, coordination and programming; and
- (f) To ensure success of the research center through diverse and sustainable funding sources.
- (g) To provide a research laboratory for an agricultural technology center/business incubator that will have a joint advisory committee of both University and Supplier representatives.
- (h) To provide research opportunities for both undergraduate and graduate students. Only graduate and post doctorate students over the age of 21 who meet required approvals/permitting by LDAF will be allowed to work with cannabis type plant materials.

13.2 Notification Regarding Changes in Ownership. Supplier shall provide a list of its members. Any changes to the ownership of Supplier which results in an individual acquiring a 5% or greater ownership interest in Supplier shall be reported in writing within fifteen (15) business days of the official change, and shall be subject to all applicable regulatory rules and requirements and regulations established under the Alison Neustrom Act, and any subsequent changes. Failure to notify the AgCenter may constitute a breach of this Agreement, and entitle Southern University or the AgCenter to terminate the Agreement; provided that the AgCenter shall give Supplier written Notice specifying the failure(s) and give Supplier a reasonable opportunity of not less than thirty (30) days to cure the specified failure(s).

13.3 Personnel and Background Checks.

(a) Supplier shall be required to provide the identification of all management and other personnel necessary for performance of its rights and obligations under the Agreement to the AgCenter for the purpose of performing a background check of such management and personnel.

Any background check performed by the AgCenter shall be at its own expense. Employment conditions governing Supplier employees shall be as determined by Supplier.

(b) The Supplier must coordinate with the Department to complete the required background checks and suitability determination pursuant to Department rules and regulations.

(c) Failure of the Supplier to meet requirements established by the Department for suitability and background checks shall be grounds for termination of this Agreement; provided that the AgCenter shall give Supplier Notice specifying the failure(s) and give Supplier a reasonable opportunity of not less than thirty (30) days to cure the specified failure(s).

13.4 Licenses and Permits. Supplier shall obtain and maintain as current at its own expense all licenses, permits and other approvals required by applicable State, and local laws, any applicable rules and regulations and to make available to Southern University or AgCenter personnel appropriate documentation when so requested by Southern University or AgCenter. To the extent necessary, Southern University and AgCenter shall assist Supplier and provide Supplier with all information and support needed to obtain such licenses and permits.

13.5 Reporting and Review. Supplier will furnish the AgCenter with all reasonably requested reports and make requested information available for inspection; provided, however, the AgCenter shall give Supplier reasonable prior Notice of all requests. All financial reports, as required by the AgCenter, will be delivered electronically to the AgCenter on or before a mutually agreed upon date.

13.6 Inspection of Premises. The AgCenter shall also have the right to inspect all areas of the Facility and the operations thereon by the Supplier including, but not limited to, production areas, laboratories, storage areas, and any other areas within the Facility upon providing reasonable Notice to Supplier. Such notice shall specify the identities of the individuals authorized by Southern University to perform such inspections. Supplier shall provide such persons with the requested access to the Facility provided that such persons are not disqualified from access under the Alison Neustrom Act or Applicable Law. The authority to inspect and ensure compliance would also pertain to any other reasonable regulations adopted by the AgCenter pertaining to the Supplier's operations.

13.7 Business Conduct. The Supplier may contract goods, services, and employment needed to accomplish the conditions of this Agreement, in its own name and not implicate the AgCenter as being liable, either directly or by inference in any transactions. Southern University and the AgCenter shall empower the Supplier with such authority required to operate the Facility as a grower and processor of Medical Marijuana. The Supplier will comply with all applicable laws pertaining to business conducted in accordance with this Agreement.

13.8 Use of Drugs/ Alcohol/ Tobacco on Facility Grounds. Subject to the nature of the activities contemplated in this Agreement, the illegal use, abuse, possession, manufacture, dispensation, distribution of, or being under the influence of illegal drugs, or alcohol by employees

of Supplier on Facility grounds shall be prohibited by the Supplier. Additionally, Southern University is a tobacco-free campus including facilities leased by the University.

13.9 Subcontractors. Subcontracting of certain services, within the scope of this agreement, is permitted subject to advance written notice of any subcontractor by Supplier to Southern University and the. Subcontractors are subject to approval and permitting by the Department before such an assignment may be made and must agree to comply with the terms and conditions of this Agreement. Supplier will control the hiring of Subcontractors and the Supplier will be responsible for their actions and operations, at no cost to AgCenter. Supplier will incorporate into subcontracts all relevant governmental compliance requirements including, but not limited to, the right to inspect.

13.10 Facility.

(a) The Facility shall be located in the State of Louisiana, Parish of East Baton Rouge at the site designated by supplier in its proposal, unless jointly determined by the parties that the site is unsuitable.

(b) The Facility shall be of a design and nature described by supplier in its proposal and the design and construction shall meet all requirements contained in the LDAF Medical Marijuana regulations. In addition, the conceptual design, plans and specifications shall be submitted to the AgCenter for approval prior to the commencement of construction.

(c) The Facility shall at all times during the Term of this Agreement be operated and maintained in accordance with the Alison Neustrom Act and the LDAF Medical Marijuana Regulations, as such may be amended from time to time.

(d) The Supplier shall be responsible for all electricity, water and drainage service as required for Supplier's operation without cost to the AgCenter. The AgCenter shall not be liable for any damages or losses in any aspect of the Facility as the result of a power interruption, leakage, or other mechanical or utility failure.

13.11 Security and Surveillance

(a) Security measures and surveillance system redundancies shall be installed to limit access to all restricted entry areas identified and secure the Facility and real property in accordance with the Alison Neustrom Act and the LDAF Medical Marijuana regulations.

(b) Supplier shall comply with areas of security and restricted access as outlined in Department rules and regulations. The Facility shall be secured to minimize the potential for theft or diversion of marijuana plants, cultivation materials, and byproducts.

(c) Supplier shall provide overall security for the facility in accordance with the supplier's proposal and supplemental information. Employees of SU Ag Center may access the surveillance system required on Supplier's premises by LAC 7:XLIX.1701 through unique and traceable log in codes assigned to them by Supplier; however, access to this surveillance system

is limited to individuals who have a current permit required by LAC 7:XLIX.523, and who have been approved by Supplier, which approval shall not be unreasonably withheld.

13.12 Transportation. Secure transportation of the product shall be provided by Supplier in accordance with Alison Neustrom Act and the LDAF Medical Marijuana regulations, as such may be amended from time to time, at no cost to AgCenter.

13.13 Proof of Escrow; Performance Bond or Letter of Credit. Supplier shall provide evidence that it has deposited \$1,000,000 into escrow with a financial institution in the State of Louisiana within ten (10) days of the Effective Date. Alternatively, the Supplier may provide a performance bond acceptable to the AgCenter, which shall secure the full performance of all obligations imposed on Supplier pursuant to this Agreement. At all times during this Agreement, the performance bond shall be in an amount no less than \$1,000,000. Bonds shall be duly authorized surety company satisfactory to the Owner. Only those surety companies currently on the U.S. Department of Treasury Financial Management Services list (Circular 570) of approved bonding companies will be accepted. The agent selling the bond must be currently licensed to do business in Louisiana.

13.14 Equipment. The Supplier shall provide and maintain without cost to the AgCenter all equipment, supplies and uniforms, responsibly and reasonably necessary to conduct the operations within the Facility. Equipment must meet all State, parish, and local safety and health requirements, as well as, Current Good Manufacturing Practices (CGMP), and any other requirements established in the Alison Neustrom Act.

SECTION XIV AGCENTER OBLIGATIONS

14.1 AgCenter Obligations. Southern University and the AgCenter shall work with the Supplier in good faith and provide reasonable cooperation in the fulfillment of Supplier's obligations hereunder.

14.2 Product Pricing. The initial price for products sold to dispensaries pursuant to Applicable Law shall be provided to the AgCenter for review and comment. Initial price requests must be sent to the AgCenter at least 30 days prior to the first harvest of Medical Marijuana. Final approval shall be required by the AgCenter. Supplier shall provide written notice to the AgCenter for review and comment on any increases or decreases in pricing to dispensaries after initial pricing. Final approval shall be required by the AgCenter.

14.3 In the event of a disagreement between the parties on initial price or increase/decrease in price after initial pricing, a review committee shall review for final approval. The committee will consist of the following members: one (1) member from the AgCenter, one from Louisiana Board of Pharmacy (LBP), and two (2) from Supplier. Should a member from LBP be unavailable the committee will review the prices for the final approval after good faith effort to find a neutral replacement.

**SECTION XV
ADDITIONAL COVENANTS AND AGREEMENTS**

15.1 Non-Solicitation. In light of AgCenter's and Southern University's access to Confidential Information and position of trust and confidence with Supplier, during the Term of this agreement, neither AgCenter nor Southern University will, directly or indirectly, alone or in concert with others, without the prior written consent of Supplier: (i) hire, retain or solicit, or encourage any other Person to hire, retain or solicit, any individual who is employed by Supplier or any of its Affiliates or (ii) encourage any such individual to leave such employment with Supplier or any of its Affiliates, or cease or limit the provision of any services to Supplier or any of its Affiliates. Notwithstanding the foregoing, this provision shall not apply to employees of Supplier from being employed in an academic capacity for Southern University (i.e. Professor, Adjunct Professor, Visiting Professor, Instructor or Guest Lecturer)

Other Business Activities. Throughout the term of this Agreement, the Supplier agrees that it will not, directly or indirectly, either individually or in conjunction with any other entity or person, including any of its employees, suppliers, or agents, establish or take any steps to establish or otherwise participate or engage in, own or have any financial or other interest in, provide advice or any assistance to, or participate in the ownership, management, operation or control of an entity or person within the State of Louisiana to: (i) compete with Southern University's interest in the cannabis industry; (ii) seeking to do business with Louisiana State University's marijuana/cannabis project or any subcontractor or person associated with their operation; (iii) doing any business within the state of Louisiana within the scope of services outlined herein outside of those services provided under this contract. Should supplier or any of its owners, officers, agents or employee engage in any marijuana related businesses in this state outside of the scope of services in this agreement, it must be disclosed in writing to the prior to the commencement of such business. The Supplier shall not be prohibited from engaging in other business activities within the cannabis industry outside of Louisiana or otherwise.

ASSIGNMENT OF AGREEMENT

15.1 Assignment of Agreement. This Agreement or any portion thereof, or any interest therein, shall not be assigned, transferred, conveyed, sublet or disposed of without receiving prior written consent of the AgCenter or Supplier depending upon who is seeking to make the transfer. All Agreements and stipulations herein contained and all obligations assumed in the Agreement shall be binding upon the heirs, successors and assigns of the parties thereto.

**SECTION XVI
DISCRIMINATION**

16.1 Discrimination. The Supplier agrees to abide by the requirements of the following as applicable: Title VI of the Civil Rights Act of 1964 and Title VII of the Civil Rights Act of 1964, as amended by the Equal Employment Opportunity Act of 1972, Federal Executive Order 11246 as amended, the Rehabilitation Act of 1973, as amended, the Vietnam Era Veteran's Readjustment Assistance Act of 1974, Title IX of the Education Amendments of 1972, the Age Discrimination Act of 1975, the Fair Housing Act of 1968 as amended, and Supplier agrees to abide by the

requirements of the Americans with Disabilities Act of 1990. Supplier agrees not to discriminate in its employment practices, and will render services under this Agreement without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, veteran status, political affiliation, disability, or age in any matter relating to employment. Any act of discrimination committed by Supplier, or failure to comply with these statutory obligations when applicable shall be grounds for termination of this Agreement.

SECTION XVII NOTICES

17.1 Notices. All notices, statements and payments provided for herein shall be in writing and deemed given if delivered in person or sent postage paid via registered or certified mail, return receipt requested, or by a nationally recognized overnight delivery service, including without limitation courier delivery, all fees prepaid, or electronic mail, delivery receipt requested, to the parties at the addresses given below or such other addresses as either party may designate to the other, and shall be deemed to have been given at the time it is sent addressed to the parties as set forth below:

If to AgCenter:

Dr. Bobby R. Phills
Chancellor-Dean
Southern University Agricultural Land-Grant Campus
Southern University College of Agriculture
Ashford O. Williams Hall
181 B.A. Little Drive
Baton Rouge, LA 70813

With copy to:

Ms. Tracie Woods
General Counsel to the Board of Supervisors of Southern University and Agricultural and
Mechanical College
President's Office
J.S. Clark Administration Building
4th Floor
Baton Rouge, LA 70813

If to Supplier:

Gerald Sweeney
Managing Member
Advanced Biomedics Holdings, LLC
3411 Mills St.
Carencro, LA 70520

With copy to:

Robin Sylvester
1025 Coolidge St.
Lafayette, LA 70503

Randy Angelle
401 E. Mills Ave
Breaux Bridge, LA 70517

SECTION XVIII ANNUAL REPORT

18.1 Annual Report. As required under §1303 of the Alison Neustrom Act, an annual report must be prepared detailing the following: (1) the amount of gross Medical Marijuana and product produced by the Supplier during the calendar year; (2) the details of all production costs including but not limited to seed, fertilizer, labor, advisory services, construction, and irrigation; (3) the details of any items or services for which the licensee subcontracted and the costs of each subcontractor directly or indirectly working for the supplier; (4) the amount of products produced resulting from the Medical Marijuana grown; (5) the amounts paid each year to the AgCenter related to Supplier's production of Medical Marijuana and product; and (6) the amount of Medical Marijuana and product distributed to each dispensary pharmacy licensed to dispense Medical Marijuana in this state during each calendar year. The report shall cover the previous calendar year and be received by the AgCenter for submittal to the department no later than January 31 of each year.

SECTION XIX GOVERNING LAW

19.1 Governing Law. This Agreement shall be enforced, governed by and construed in accordance with the laws of the State of Louisiana regardless of the choice or conflict of laws provisions of Louisiana or any other jurisdiction, exclusive of its conflicts of law provisions.

19.2 Each Party understands and acknowledges that: (a) the Federal Controlled Substances Act, 21 USC § 811 ("CSA") continues to make the manufacture, distribution or possession with intent to distribute of cannabis and cannabis products illegal and (b) the United States Government has regulated marijuana possession and use through the CSA which classifies marijuana as a Schedule 1 controlled substance and (c) neither Party shall use federal illegality as a basis not to perform its respective obligations under this Agreement or as a defense to the enforcement of this Agreement. Each Party further hereby (i) acknowledges and agrees that in the event the Supplier, the AgCenter, Southern University, or any of their respective Affiliates, acting in accordance with and pursuant to the provisions of this Agreement and in accordance with all Applicable Laws, is charged with, or convicted of, any violation of the CSA or any other law, rule regulation or order of the United States Government, or any agency or instrumentality thereof, regarding cannabis or cannabis products, such charge or conviction shall not be deemed to be a breach of this Agreement by the

Supplier, the AgCenter, Southern University, or any of their respective Affiliates, (ii) acknowledges and agrees that such Party will have no claim against the Supplier, the AgCenter, Southern University or any of their respective Affiliates on account of any such charge or conviction, including but not limited to, any claim under this Agreement, (iii) waives any and all rights it may have to assert any claim against the Supplier, the AgCenter, Southern University, or any of their respective Affiliates on account of any such charge or conviction, including but not limited to, any claim under this Agreement, and (iv) releases and forever discharges the Supplier, the AgCenter, Southern University, and their respective Affiliates from any and all liability to such Member on account of any such charge or conviction, including but not limited to, any claim under this Agreement.

19.3 Mediation. Each party hereto has been represented by counsel of its own choice and expense. Prior to the commencement of any legal action arising under this agreement, the Parties agree to submit any dispute arising out of or relating to this Agreement to voluntary mediation. Such mediation shall occur within thirty (30) days of Notice of dispute that one party provides to the other in accordance with Section 20.1 of this Agreement. The mediation shall be conducted by a mediator mutually agreeable to the Parties. If not resolved under mediation, the parties shall have the right to pursue their claim in the 19th Judicial District Court, for the State of Louisiana, Parish of East Baton Rouge. The parties agree that this is the only appropriate venue for a legal claim arising under this agreement.

SECTION XX WAIVER

20.1 Waiver. Waiver of any breach of any term or condition of this Agreement shall not be deemed a waiver of any prior or subsequent breach. No term or condition of this Agreement shall be held to be waived, modified or deleted except by the written consent of both parties.

SECTION XXI AMENDMENTS

21.1 Amendments. All amendments or modifications to this Agreement must be in writing and approved by each party hereto. No oral understanding or agreement not incorporated in the contract is binding on any of the parties.

SECTION XXII ENTIRE AGREEMENT AND ORDER OF PRECEDENCE

22.2 Entire Agreement and Order of Precedence

This Agreement (together with any attachments and any exhibits specifically incorporated herein by reference) constitutes the entire Agreement between the parties with respect to the subject matter.

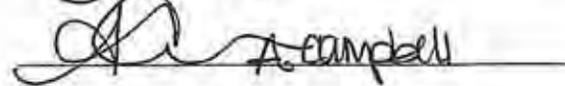
Suppliers obligations shall include this agreement and representations contained in their submissions to the AgCenter which was ultimately accepted. In the event of a conflict in the documents, the following order of preference will apply in determining the supplier's obligations:

(a) this contract; (b) suppliers supplemental response title "Finalist Answers, Questions, and Clarifications"; (c) suppliers original proposal; and (d) AgCenter's RFA No. 10228 and any supplements.

IN WITNESS WHEREOF, the Parties have executed this Services Agreement, effective as of the Effective Date.

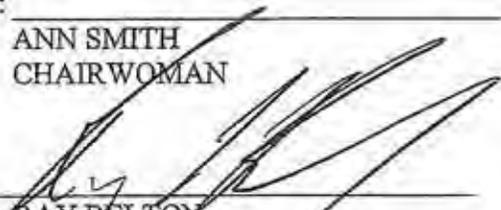
WITNESSES:



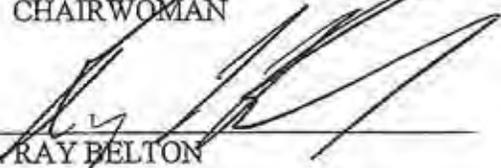


BOARD OF SUPERVISORS OF
SOUTHERN UNIVERSITY AND
AGRICULTURAL AND MECHANICAL
COLLEGE

BY:



ANN SMITH
CHAIRWOMAN



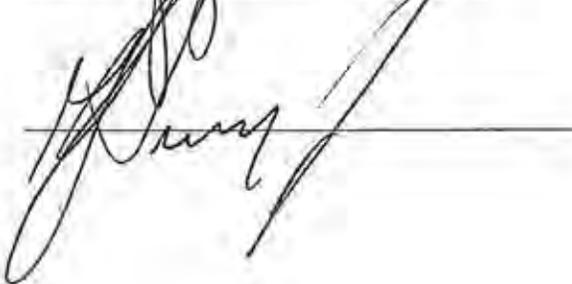
DR. RAY BELTON
PRESIDENT



DR. BOBBY PHILLS
CHANCELLOR

WITNESS:





ADVANCED BIOMEDICS, LLC

BY:







[DATE], 2018

Flandus McClinton
Vice Chancellor for Finance and Administration
Southern University and A&M College
3rd Floor, J. S. Clark Administration Building
P.O. Box 9212
Baton Rouge, LA 70813

Dear Mr. McClinton:

This Letter Amendment shall confirm the understanding between you and our representatives that, effective as of June 1, 2018, that certain Facilities Lease Agreement by and between the Board of Supervisors of the Southern University and Agricultural and Mechanical College System on behalf of **SOUTHERN UNIVERSITY AT BATON ROUGE, SOUTHERN UNIVERSITY AT NEW ORLEANS, AND SOUTHERN UNIVERSITY AT SHREVEPORT** ("Southern") and **ARAMARK EDUCATIONAL SERVICES, LLC** ("Aramark") dated as of July 1, 2014, (as amended, the "Agreement"), shall be further amended as follows:

1. A new Subparagraph 14.I, 2018 Baton Rouge Financial Commitment, shall be added to the Agreement as follows:

**"14. BATON ROUGE CAMPUS UNRESTRICTED GRANT; FINANCIAL COMMITMENTS;
BRAND REFRESH FUNDING:**

I. 2018 Baton Rouge Financial Commitment: In consideration of the mutual covenants set forth herein and for other good and valuable consideration, the receipt and sufficiency of which is hereby acknowledged, Aramark shall make a financial commitment (the "2018 Baton Rouge Financial Commitment") to Southern in an amount up to One Hundred Fifty Thousand Dollars (\$150,000). Southern agrees to invest the 2018 Baton Rouge Financial Commitment for food service facility renovations and the purchase and installation of food service equipment, area treatment, signage and marketing materials and other costs associated with cafeteria upgrades for the Campus Food Service Program on Southern's Baton Rouge campus. Any equipment purchased by Aramark on Southern's behalf shall be purchased as a "sale-for resale" to Southern. Southern shall hold title to all such equipment (with the exception of those items which bear the name of Aramark, its logo, or any of its logo, service marks or trademarks or any logo, service marks or trademarks of a third party) upon such resale. Southern acknowledges that it is a tax-exempt entity and will provide Aramark with a copy of the appropriate tax-exempt certificate.

The 2018 Baton Rouge Financial Commitment shall be amortized on a straight-line basis over a period of one hundred twenty (120) months, commencing upon the complete expenditure of the 2018 Baton Rouge Financial Commitment.

Upon expiration or termination of this Agreement by either party for any reason whatsoever prior to the complete amortization of the 2018 Baton Rouge Financial

[DATE], 2018

Page 3

If the foregoing is in accordance with your understanding, please sign and date a copy of this Letter Amendment and return it to Aramark at your earliest convenience.

Very truly yours,

ARAMARK EDUCATIONAL SERVICES, LLC

By: _____

Christian Dirx
Vice President

The above is accepted and agreed to this ____ day of _____, 2018.

**SOUTHERN UNIVERSITY BOARD OF
SUPERVISORS**

By: _____

Name:
Title:

Evaluation of President – Chancellor

Evaluation Period: _____

Rating Scale:

3 – Exceeds Expectations

2 – Meets Expectations

1 – Needs Improvement

SECTION I – (Maximum of 90 points)

INSTRUCTIONS: Please rate the President – Chancellor on each factor by checking one of the three rating options.

A. Board Relations

1. Has kept the Board adequately informed of System operations and activities on an ongoing basis.

Exceeds Expectations ____ **Meets Expectations** ____ **Needs Improvement** ____

2. Has effectively carried out the directions of the Board.

Exceeds Expectations ____ **Meets Expectations** ____ **Needs Improvement** ____

3. Has ensured that the relations with the Board are honest and forthright.

Exceeds Expectations ____ **Meets Expectations** ____ **Needs Improvement** ____

B. Community, State, and National Relations

4. Has effectively interacted with organizations at the local, state, and national levels.

Exceeds Expectations ____ **Meets Expectations** ____ **Needs Improvement** ____

5. Has maintained appropriate state and national professional affiliations.

Exceeds Expectations ____ **Meets Expectations** ____ **Needs Improvement** ____

C. Fiscal Operations

6. Has developed sound financial plans and operates in a financially prudent manner.

Exceeds Expectations ____ **Meets Expectations** ____ **Needs Improvement** ____

7. Has worked to minimize audit findings and is responsive to correcting deficiencies promptly.

Exceeds Expectations ____ **Meets Expectations** ____ **Needs Improvement** ____

8. Has kept the Board sufficiently informed concerning all financial issues in a timely manner.

Exceeds Expectations ____ **Meets Expectations** ____ **Needs Improvement** ____

D. Instructional and Student Services Programs

9. Has effectively advanced the academic mission, goals, and strategic priorities of the System and its institutions.

Exceeds Expectations ____ **Meets Expectations** ____ **Needs Improvement** ____

10. Has effectively operated instructional and student service programs.

Exceeds Expectations ____ **Meets Expectations** ____ **Needs Improvement** ____

11. Has demonstrated creativity and innovation in the delivery of educational services.

Exceeds Expectations ____ **Meets Expectations** ____ **Needs Improvement** ____

12. Has appropriately responded to and addressed the concerns of students.

Exceeds Expectations ____ **Meets Expectations** ____ **Needs Improvement** ____

E. Personnel/Human Resources Operations

13. Has maintained effective working relationships with faculty and staff.

Exceeds Expectations ____ **Meets Expectations** ____ **Needs Improvement** ____

14. Has consistently made quality personnel recommendations to the Board.

Exceeds Expectations ____ **Meets Expectations** ____ **Needs Improvement** ____

15. Has consistently demonstrated the willingness to make difficult personnel decisions.

Exceeds Expectations ____ **Meets Expectations** ____ **Needs Improvement** ____

F. Organizational Development

16. Has enhanced the System's brand, image and reputation throughout the state, region, and nation.

Exceeds Expectations ____ **Meets Expectations** ____ **Needs Improvement** ____

17. Has demonstrated the ability to increase the System's asset base.

Exceeds Expectations ____ **Meets Expectations** ____ **Needs Improvement** ____

18. Has provided effective leadership in adapting the System to meet changing conditions.

Exceeds Expectations ____ **Meets Expectations** ____ **Needs Improvement** ____

19. Has utilized appropriate planning and management techniques in preparing the System for the future.

Exceeds Expectations ____ **Meets Expectations** ____ **Needs Improvement** ____

G. Leadership

20. Has demonstrated the ability to effectively handle crises.

Exceeds Expectations ____ **Meets Expectations** ____ **Needs Improvement** ____

21. Has demonstrated the ability to effectively initiate new ideas and change.

Exceeds Expectations ____ **Meets Expectations** ____ **Needs Improvement** ____

22. Has demonstrated an effective leadership style that inspires others.

Exceeds Expectations ____ **Meets Expectations** ____ **Needs Improvement** ____

23. Has demonstrated effective short and long-range strategic planning.

Exceeds Expectations ____ **Meets Expectations** ____ **Needs Improvement** ____

24. Has demonstrated confidence as an educational leader.

Exceeds Expectations ____ **Meets Expectations** ____ **Needs Improvement** ____

25. Has exhibited a high level of knowledge and understanding of System operations.

Exceeds Expectations ____ **Meets Expectations** ____ **Needs Improvement** ____

26. Has fostered a high level of credibility in the community.

Exceeds Expectations ____ **Meets Expectations** ____ **Needs Improvement** ____

27. Has demonstrated the ability to effectively identify and analyze problems and issues confronting the System.

Exceeds Expectations ____ **Meets Expectations** ____ **Needs Improvement** ____

28. Has demonstrated the ability to effectively identify and resolve potential areas of conflict.

Exceeds Expectations ____ **Meets Expectations** ____ **Needs Improvement** ____

29. Has demonstrated the ability to effectively incorporate the innovative ideas in the decision making process.

Exceeds Expectations ____ **Meets Expectations** ____ **Needs Improvement** ____

30. Has developed and submitted to the Board a facilities master plan for implementation.

Exceeds Expectations ____ **Meets Expectations** ____ **Needs Improvement** ____

SECTION II (Maximum of 5 points)

List and Briefly Discuss Major Goals accomplished and achieved during this Evaluation Period.

SECTION III (Maximum of 5 points)

List and Briefly Discuss Major Goals to be accomplished in the next Evaluation Period.

FINAL RATING SCORE

SECTIONS	SCORES	Comments
I		
II		
III		
FINAL SCORE (Summation of Sections I, II, & III)		

FINAL RATING SCORE INTERPRETATION

90 – 100 Exceeds Performance Expectations
65 – 89 Meets Performance Expectations
Below 65 Needs Improvement Fails to Meet Performance Expectations