

SOUTHERN[®] UNIVERSITY SYSTEM

BATON ROUGE • NEW ORLEANS • SHREVEPORT

BOARD OF SUPERVISORS MEETING

March 22, 2024

Board of Supervisors' Meeting Room
J. S. Clark Administration Bldg. 2nd Floor
Baton Rouge, LA.
9:00 a.m.

Mission Statement

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

SU LABORATORY SCHOOL COMMITTEE

March 22, 2024

Board of Supervisors' Meeting Room
J. S. Clark Administration Bldg. 2nd Floor
Baton Rouge, LA.

AGENDA

1. Call to Order
2. Invocation and Pledge of Allegiance
3. Special Presentation (s)
 - A. Above and Beyond
 - B. Esports Trade Association Presentation
4. Roll Call
5. Adoption of the Agenda
6. Public Comments
7. Informational Item(s)
 - A. Update on SULS
8. Other Business
9. Adjournment

MEMBERS

Dr. Rani Whitfield – Chair, Ms. Ann Smith – Vice Chair
Mr. Paul P. Matthews, Mr. Jyron Young, Rev. Dr. Samuel Tolbert, and Ms. Christy Reeves
Mr. Myron K. Lawson – Ex Officio



Office of Academic Affairs

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

March 5, 2024

President-Chancellor Dennis J. Shields
4th Floor, JS Clark Administration Building
Baton Rouge, LA 70813

Dear President-Chancellor Shields:

The Esports Trade Association (ESTA) is sponsoring a Historically Black College and University (HBCU) Esports League Fortnite Competition with a cash prize of \$10,000. I would like to invite a representative from the ESTA Team to make a presentation to the Southern University System Board of Supervisors at the March 22, 2024, meeting. ESTA has become a significant aspect of modern entertainment and competition, drawing participation from individuals of all ages and backgrounds.

A presentation from the ESTA Team would provide valuable insights into the dynamics of Esports, the significance of events such as the HBCU Esports League Fortnite competition, the potential benefits of promoting Esports as viable careers, and providing information about the intricacies of Esports and its relevance to our community. We are particularly interested in learning about the broader implications of the HBCU Esports League Fortnite Competition for Southern University and A&M College.

Thank you for your consideration of including the ESTA HBCU Esports League Fortnite Competition as a board agenda item.

Sincerely,

A handwritten signature in blue ink that reads 'John K. Pierre' followed by a circled 'EP' monogram.

John K. Pierre, Esq.
Interim Executive Vice President

Approved: _____
President-Chancellor Dennis J. Shields

March 2024



Celebrating Black History: Phenomenal Program by SULS Students

Under the visionary leadership of **Ms. Gaile White**, our SULS students organized an awe-inspiring **Black History program**. They showcased outstanding visual art and delivered captivating skits, leaving a lasting impression on their peers.

ACT Recognitions

Since October of 2023, six students have joined the ACT Green Club. The Green Club is for students who have a composite score of 18 to 20.

- Jackson Dobbs
- Braxtyn Dumas
- Joseph Harris
- Charles LaGarde-LeBlanc
- Brayden Laws
- Lawrence Robertson

Five students have joined the ACT Gold Club. The Gold Club is for students who have earned a composite score of 21 and above.

- Nile Batiste
- Tanner Pruitt
- Matthew Robinson
- Kameron Tillage
- Dalton Toussaint

In addition, two students also earn the Rising Kitten recognition. These students increased their composite score by 3 or more points.

- Kameron Tillage
- Dalton Toussaint

Southern University Laboratory School (SULS) Newsletter

Championship Victory for SULS Girls Basketball Team!

We are thrilled to announce that the SULS Girls Basketball Team secured the **Division IV State Championship** by defeating Northwood Lena with a score of **56-41**. This remarkable achievement marks their **second championship** in just three seasons, all under the exceptional guidance of **Coach Quianna Chaney**.

STEM Excellence: SULS Middle School Students Shine at LSUAg Sea Perch Competition

On March 2, 2024, our talented middle school students participated in the LSUAg Sea Perch competition. They put their skills to the test by designing and building underwater robots. Competing against other schools, they excelled in various categories, including:

- **Interview**
- **Writing**
- **Obstacle Course**
- **Mission**

We are proud to announce that the dynamic trio of **Kaylin, Brooklyn, and Addison** emerged victorious, clinching the **overall team award**.

Basketball Triumph: ISAA Championships

Our 5th, 7th, and 8th grade basketball teams have reason to celebrate! They dominated the **ISAA Championships** in their respective age groups. A heartfelt thank you to our dedicated middle school coaches for their unwavering commitment and hard work.

Middle School Student of the Year: Congratulations, Kalen Williams!

Let's give a round of applause to **Kalen Williams**, who has been selected to represent our district as the **Middle School Student of the Year**. Kalen competed against students from across the state of Louisiana, showcasing his outstanding abilities and dedication.

Growing Together: SUBR Ag Center Community Gardens

The **SUBR Ag Center** has been actively involved in assisting our students with community gardens. Together, we've nurtured various vegetables, fostering a sense of community and sustainability. A special shout-out to **Mrs. Motley** for facilitating this enriching endeavor.

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**ACADEMIC AFFAIRS COMMITTEE
(Following SU Laboratory School Committee)**

Board of Supervisors’ Meeting Room
J. S. Clark Administration Bldg. 2nd Floor
Baton Rouge, LA.

AGENDA

- 1. Call to Order
- 2. Roll Call
- 3. Adoption of the Agenda
- 4. Public Comments
- 5. Action Item(s)
 - A. Request Approval to Award Dr. Demetria McJulien-Lassiter as Chair Emeritus of the Department of Social Work. (SUBR)
 - B. Request Approval to Restore Endowed Professorships in the College of Business for the 2024-2026 Period and Appoint the Following Four Professors who were Selected by the Committee Based on Performance (SUBR)

ENDOWED PROFESSORSHIP	RECOMMENDED INDIVIDUAL
Tolon E. White Professorship	Dr. Sasib Aluned
SU Business & Industry Cluster Professorship	Dr. Latfu Sagbansua
Lincoln J. Harrison/ Coca-Cola Professorship	Dr. Tesfalidet Tukue
Leon Netterville/Kellogg Professorship	Dr. Donald R. Andrews

- C. Request Approval to Host Separate Commencement Ceremonies for Undergraduate and Graduate Students. (SUBR)

6. Other Business

7. Adjournment

MEMBERS

Dr. Leon Tarver, II - Chairman, Mr. Sam Gilliam –Vice-Chair,
Atty Tony Clayton, Mrs. Maple Gaines, Mrs. Ann Smith, and Dr. Arlanda Williams
Mr. Myron K. Lawson – Ex Officio



SOUTHERN UNIVERSITY AND A&M COLLEGE SYSTEM

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

OFFICE OF THE
PRESIDENT - CHANCELLOR
(225) 771-4680

February 29, 2024

FAX NUMBER
(225) 771-5522

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

Dear President Shields,

The College of Business has vacant endowed professorships that relate to the 2023-2026 time period. These endowed professorships were recommended by the College of Business as follows:

Table with 2 columns: ENDOWED PROFESSORSHIP and RECOMMENDED INDIVIDUAL. Rows include Tolor E. White Professorship (Dr. Sasib Ahmed), SU Business & Industry Cluster Professorship (Dr. Latfu Sagbansua), Lincoln J. Harrison/Coca-Cola Professorship (Dr. Tesfalidet Tukue), and Leon Netterville/Kellog Professorship (Dr. Donald R. Andrews).

I respectfully request that the endowed professorships be filled by a vote of the Southern University Board of Supervisors at its March 2024 board meeting. A curriculum vitae for each of the candidates is attached.

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

Sincerely,

[Handwritten signature of John K. Pierre, Esq.]

John K. Pierre, Esq.
Interim Executive Vice President

APPROVAL: _____
Dennis J. Shields
President/Chancellor

"Five Campuses, One Vision... Global Excellence"

WWW.SUS.EDU

Office of the Dean
College of Business
P. O. Box 9723



Voice: (225) 771-5640
FAX: (225) 771-5262
Website: www.subr.edu

February 29, 2024

Dr. Luria Young, Interim Vice-Chancellor
Academic Affairs
Third Floor Clark Administration Building
Southern University
Baton Rouge, LA 70813

RECEIVED: OFFICE
2024 FEB 29 PM 3:37

REC'D-ACAD AFFRS
2024 FEB 29 PM 3:37

Dear Dr. Young:

We are requesting this item to be included in the March Board Package for approval. Attached is information to justify the restoration of four endowed professorships that were not funded due to error in reporting on Foundation funded amounts. The letter included from the Foundation indicates that funds are available for these endowments. The four professorships impacted and the persons to fill them are listed below. These individuals were provided professorship based on performance but were removed because it was reported in error that there was lack of funding for these professorship.

1. E.C. Harrison – Dr. Lutfu Sagbansua
2. Tolor White - Dr. Tesfalidet Tukue
3. Lincoln Harrison – Dr. Donald Andrews
4. Coca Cola in International Business – Dr. Hasib Ahmed

We would like this funding to be for the 2023-2026 period, but if that is not possible then funding should be effective for the 2024-2026 endowment period. Thank you for considering this request.

Sincerely,

Donald R. Andrews

Donald R. Andrews, Dean

Attachment:

Luria Young 3/1/24

COB ENDOWED PROFESSORSHIPS RECOMMENDED HOLDERS 2023 -2026

Name	Rank	Discipline	Department	Title of Professorship
Dr. Jaros, S	Professor	Management	MGMT & MKTG	E.C. Harrison
Dr. Graeme Coetzer	Associate Professor	Management	MGMT & MKTG	Houston Alumnae
Dr. Hasib Ahmed	Professor	Accounting	ACCT. FINC & ECON	Tolor E. White in Accounting
Dr. Dodor	Professor	Marketing	MGMT & MKTG	Coca Cola Endowed Professorship in Business
Dr. Ashagre Yigletu	Professor	Economics	ACCT. FINC & ECON	Peter Moncrieff Endowed Professorship
Dr. Lutfu Sagbansua	Associate Professor	Marketing	MGMT & MKTG	SU Bus. & Industry Cluster
Dr. Clark, A	Professor	Accounting	ACCT. FINC & ECON	Ben Johnson Sr in Business Application
Dr. Donald R. Andrews	Professor	Economics	ACCT. FINC & ECON	Leon Netterville & Kellogg
Ghirmay Ghebreyesus	Professor	Economics and Finance	ACCT. FINC & ECON	W.E. Tucker Endowed Professorship
Tesfalidet Tukue	Assistant Professor	Accounting	ACCT. FINC & ECON	Lincoln J. Harrison Coca Cola Endowed Professorship in Int'l Bus.
Chigurupati, Vasantha	Associate Professor	Economics and Finance	ACCT. FINC & ECON	The Coca Cola Foundation Endowed Professorship in International Business.
These are Special Professorships that were derived from the Joseph Endowed Chair. These Endowments Carry a Payment of \$15,000 in Salary and \$5,000 in Research Support to be Provided Annually for Three Years.				
Kimberly Powell	Associate Professor	Marketing	MGMT & MKTG	James Joseph One
Aloyce Kaliba	Professor	Economics	ACCT. FINC & ECON	James Joseph Two
Sung No	Professor	Economics and Finance	ACCT. FINC & ECON	James Joseph Three
Search in Process.				

Hasib Ahmed

Contact Information Department of Accounting, Finance & Economics
Southern University and A&M College - Baton Rouge
801 Harding Blvd, Baton Rouge, LA 70807
Office: 253 T.T. Allain Hall
Office Email: hasib_ahmed@subr.edu
Office Phone: (225) 771-6247
Personal Email: hasibahmed@gmail.com

Research and

Teaching Interests Asset Pricing, Idiosyncratic Volatility, International Finance, Currency Market, Financial Markets, Corporate Finance, Managerial Finance.

Education **University of New Orleans**, New Orleans, Louisiana, USA

Ph.D. in Financial Economics, 2019

Master of Science in Financial Economics, 2016

University of Dhaka, Dhaka, Bangladesh

Bachelor of Business Administration in Finance, 2011

Employment **Southern University and A&M College** - Baton Rouge, Louisiana, USA

Assistant Professor of Finance, 2019 – present

Academic

Experience

Instructor

Financial Management, Investments, Finance Capstone, Derivatives, Financial Institutions & Capital Market, Engineering Economics, Microeconomics, and Macroeconomics

Research

Experience

Published Articles

- Hasib Ahmed, M. Kabir Hassan, and Blake Rayfield "When and Why Firms Issue Sukuk?" *Managerial Finance*, 2018
- Hassan, M. Kabir, Shadiya Hossain, and Hasib Ahmed. "Impact of Islamic Finance on Economic Growth." *Journal of Economic Cooperation & Development* 43, no. 2 (2022).

Forthcoming Articles

- Blake Rayfield, Hasib Ahmed, Nicolas Duvernois, Lois Rayfield. "The Role of FinTech in the PPP Program." *International Finance Review* 22

Working Papers

- Hasib Ahmed and Neal Maroney, "Pricing of Idiosyncratic Risk in an Intermediary Asset Pricing Model."
- Hasib Ahmed and Neal Maroney, "Pricing of Idiosyncratic Risk in Futures Market."
- Hasib Ahmed, Atsuyuki Naka and Phuvadon Wuthisatian, "Behavior of Momentum in the Foreign Exchange Market: Evidence from Portfolio Approach."

- Conferences
- Behavior of Momentum in the Foreign Exchange Market: Evidence from Portfolio Approach, Financial Management Association, New Orleans, Louisiana, 2019
 - When and Why Firms Issue Sukuk?
 - Financial Management Association, Las Vegas, Nevada, 2016
 - Academy of Economics and Finance, Pensacola, Florida, 2016

Professional Certification Series 7 – General Securities Representative, 2022
Securities Industry Essentials (SIE), 2021

Teaching Certification Independent Improving Your Online Course, 2022
Independent Designing Your Online Course, 2021
Applying the QM Rubric, 2020

Research Assistant M Kabir Hassan 2015-2019
University of New Orleans

Grant Projects National and Regional Trends in Community Banking 2015-2017
M Kabir Hassan, University of New Orleans
William J Hippler III, University of La Verne
Grant by New Orleans based Gulf Coast Bank and Trust Company
Role of Islamic Banking in Promoting Financial Inclusion 2017
M Kabir Hassan, University of New Orleans
Grant by International Monetary Fund

Service Experience Southern University and A&M College
Faculty Senate member, 2022-present
Faculty Advisor, Finance Club, 2020-2021, 2022-present

Other
Referee, Journal of Economic Cooperation and Development
Referee, The Service Industries Journal
Referee, International Journal of Economics and Management

Referee, International Journal of Islamic and Middle Eastern Finance and Management
Discussant, Eastern Finance Association, New Orleans, Louisiana, 2015

Honors and Awards Graduate Assistantship, 2015-2019
Dissertation Fellowship Award, Semi-finalist, University of New Orleans Graduate School, 2017
Privateer First Year Graduate Out of State Scholarship, 2014.

Non-academic Work Experience Officer Grade 1, National Credit and Commerce Bank Limited, Bangladesh. January, 2014 – August, 2014
Management Trainee Officer, National Credit and Commerce Bank Limited, Bangladesh. February, 2013 – December, 2013
Intern, Credit Analysis (SME) Division, Prime Bank Limited, Bangladesh. August 2011 – November 2011

Skills Computer: Stata, Julia, Python, SAS, Mathematica, TSP
Languages: Bangla (native), English (fluent)

References

Ghirmay S. Ghebreyesus

Professor and Chair

Department of Accounting, Finance and Economics

College of Business

Southern University and A&M College

Baton Rouge, LA 70807

Email: ghirmay_ghebreyesus@subr.edu

Phone: 225 771 5943

Neal Maroney, Ph.D.

Professor of Economics and Finance

Department of Economics and Finance

University of New Orleans

New Orleans, LA 70148

Email: nmaroney@uno.edu

Phone: 504-280-6908

Atsuyuki Naka, Ph.D.

Professor in Economics and Finance

Max Derbes III Endowed Professorship

Department of Economics and Finance

University of New Orleans

Email: anaka@uno.edu

Phone: 504-280-6896

Curriculum Vitae

Name: Lutfu S.Sua

E-mail address: sua_l@auca.kg

SUMMARY of ACHIEVEMENTS

- Established a global supply chain of natural stone production and distribution as an entrepreneur.
- Carried out numerous administrative duties such as *Coordinator of International Affairs, Director of Graduate Studies, Department Chair, etc.*
- Established international academic collaborations with many prestigious universities and organizations such as *George Mason University, Walt Disney Orlando, etc.*
- Brought significant amounts of external funding to my employer universities through *grants and donations*
- Awarded associate professor of production management by the *National Higher Education Council* (2013)
- Established and owned a *global supply chain* of natural stone production, from raw material extraction in Europe to the retail store in USA (2007)
- Completed *PhD program* in 3.5 years (2004)
- Completed *MBA program* in 12 months (3 semesters) (2001)
- Ranked within top 2 percentile in the nationwide *university placement test* (1996)

EDUCATION: 2001-2004 PhD, University of Mississippi, USA
2000-2001 MBA, Troy University, USA
1996-2000 BSc, Industrial Engineering, Istanbul University

ACADEMIC QUALIFICATIONS

Associate Professor of Production Management- May 2013

PhD in Production and Operations Management – December 2004
University of Mississippi

Thesis title – “A New Algorithm for Very Large Scale Multi-Resource Generalized Assignment Problems”

(Minor in Management Information Systems)

MBA – August 2001

Troy University

Master of Business Administration

Sorrell College of Business

BSc Industrial Engineering – June 2000

Istanbul University

School of Engineering

ACADEMIC AWARDS and CERTIFICATIONS

- Best PhD Student, University of Mississippi, USA –2004
- Research Assistantship by Hearing Centre for Enterprise Sciences – 2001-2004
- Teaching Assistantship by University of Mississippi School of Business – 2004
- Erasmus Mobility for Teaching Grant. University of Poznan, Poland, 2013.
- Erasmus Mobility for Training Grant. Paris, France, 2015.
- LLP/Leonardo da Vinci Contact Seminar on "Improving the Quality of Vocational Learning Activities", 2010.
- Significant contribution presentation award, Japan, CPESE.
- Excellent presentation award, Japan, ICRED.

NATIONAL ACADEMIC AWARDS

Associate Professor of Production Management (Higher Education Council) – May 2013

PROFESSIONAL DEVELOPMENT

- Python for Data Science. Michigan University
- R for Data Science. Purdue University
- Advanced Numerical Analysis with Matlab. Zurich Technology University, Switzerland.
- Statistics with Matlab and Maple. Zurich Technology University, Switzerland.
- Student Psychology, Efficient Education, Classroom Management, Objective Measurement and Evaluation. Pedagogical Formation Education.

SOFTWARE SKILLS

Data Science with Python
 Data Science with R
 3D Modeling and Animation
 Object-oriented computer programming (C++), Java, Fortran
 SAP, MATLAB
 Optimization Software (ILOG, Lindo...)

LANGUAGES

English: Fluent
 Russian: Good
 Italian : Beginner
 German: Beginner
 Turkish: Native

SCIENTIFIC ORGANIZATION MEMBERSHIP

- INFORMS: The Institute for Operations Research and the Management Sciences, 2003-
- APICS: American Production and Inventory Control Society, 2003-
- DSI: Decision Science Institute, 2003-

PROJECTS and GRANTS

- Eurostars Programme, High-Level Technical Expert.
- Innovation Fund Denmark (IFD) projects, Reviewer.
- European Union, Leonardo Da Vinci-Transfer of Innovation Project (Transrec), 2013

- Scientific and Technological Research Council of Turkey, Technology and Innovation Support Programs, Reviewer.
- National Agency, International Entrepreneurship Workshop, European Union Intensive Programs, September 2012, Project Coordinator.
- Vestel-Manugistics, Development and implementation of an advanced planning and optimisation system, Project engineer.
- Ministry of Development, COMCEC Coordination Office, Independent Reviewer.
- Small and Medium Enterprises Development Organization of Turkey, Ankara, Independent Project Reviewer.
- Ministry of Interior, Independent Reviewer.
- Ministry of Development, Social Support Programs, Independent External Reviewer.
- Development Agency, Development of Urban Poverty Map, 2012.
- Network of Masters in Tourism in Russia, Kyrgyzstan, and Kazakhstan (TALES).

CONSULTING EXPERIENCE

- System Analysis
- Production and Operations Analysis and Redesign
- Optimization of distribution network, facility layout, inventory management
- Information Technology Management
- Personnel planning
- Market Research and Analysis
- International Competitiveness and Globalization

RESEARCH INTERESTS

My primary area of research concerns *operations management* and *quantitative methods*. *Data analysis*, *Supply chain management*, *Industry 4.0*, *Internet of Things*, *renewable energy*, and *Social entrepreneurship* are among other topics that I am interested in.

ACADEMIC COURSES TAUGHT

- Data Science
- Management Analytics
- Production and Operations Management
- Supply Chain Management
- Principles of Management
- Entrepreneurship
- Augmented Reality and Additive Manufacturing
- Computer Integrated Manufacturing
- Operations Research
- Object Oriented Programming (C++)
- Digital Marketing
- Marketing Research
- Quantitative Analysis
- Statistics

ACADEMIC WORK EXPERIENCE

- 2019-** : School of Entrepreneurship and Business Administration,
American University of Central Asia
- 2014-2017** : Industrial Engineering Department, Firat University, Turkey

- 2007-2011** : Associate Professor of Production and Operations Management
Management Department, International Alatoo University
Assistant Professor
- 2001-2005** : Hearing Centre for Enterprise Sciences, Research Assistant,
Production and Operations Management, Teaching Assistant,
University of Mississippi, USA,

COMMUNITY SERVICE/ADMINISTRATIVE DUTIES

- Institutional Ethical Review Board, American University of Central Asia
- SAP University Alliances, Coordinator, Firat University
- Business and Engineering Administration, Dept. Chair, Firat University
- International Affairs Office, Coordinator
- Career Development and Continuous Education Center, Director
- School of Graduate Studies, Director

PUBLICATIONS

BOOKS/BOOK CHAPTERS

1. Energy Generation and Efficiency Technologies for Green Residential Buildings, Chapter Topic: A Critical Review with Solar Radiation Analysis Model on Inclined and Horizontal Surfaces, the Institution of Engineering and Technology, London, UK, SPRINGER. The Institution of Engineering and Technology, London, UK, 2019, 1255-1522.
2. Emerging Photovoltaic Materials: Silicon & Beyond. Chapter Topic: *Solar Radiation Analysis Model and PVsyst Simulation for Photovoltaic System Design*, Balo F., & Lutfu S. Sua, WILEY-Scrivener Publishing LLC, USA, Edition no:1, page:400, ISBN:978-1-119-40754-6,
3. Sustaining Resources for Tomorrow. Chapter Topic: *Tomorrow's Green Buildings: Optimum Natural Insulation Material Modeling*. SPRINGER International Publishing. ISBN: 978-3-030-27676-8
4. *Strategic Planning at Universities*. December, 2013. ISBN: 978-605-4894-03-1.
5. *International SME Congress: SMEs in the Light of Experiences and New Ideas*, May, 2012. ISBN: 978-605-87394-7-5.
6. *Supply Chain Management*. Elazig Chamber of Commerce Publications. Lutfu S.Sua. Turkey, February 2006.
7. *Reformed Budget Affairs of Kyrgyz Republic*. September, 2009.

ACADEMIC JOURNALS

1. *A Datamining Based Decision Support System for Fruit Manufacturing*. Balo, F., Lutfu, S., Uu, u., (2019). Journal of Modeling and Optimization, (),-.
2. *Solar Radiation Estimation Models in Designing Photovoltaic Systems with Optimum Performance*. Balo, F., Lutfu, S., (2019). Malaysian Technical University, JET, (),-.
3. *3E Methodology for Tuff Stones as Wall Coating Material*. Lutfu, S., Yilmaz, U., Balo, F., (2019). Procedia Computer Science, Elsevier, 158 (2019)
4. *Simulation Framework for Wind Energy Attributes with WAsP*. Yilmaz, U., Balo, F., Lutfu, S., (2019). Procedia Computer Science, Elsevier, 158 (2019)

5. *Life-Cycle Environmental Footprint Analysis of Electricity Generation Technologies*. Balo, F., Lutfu, S., (2019). Journal of Engineering and Technology. Journal of Engineering and Technology,
6. *Single junction photovoltaic cell and sub-modules in optimization of solar farms*. Lutfu, S., Balo, F., (2019). Procedia Computer Science, Elsevier, 158 (2019)
7. *Comparative analysis of solar radiation characteristics in continental climatic zone by using insolation models*. Balo, F., Lutfu, S., (2018). Advances in Research, (),-
8. *Techno-Economic Optimization Model for "Sustainable" Insulation Material Developed for Energy Efficiency*. F.Balo, S.Sua Lutfu, International Journal of Applied Ceramic Technology, 2018
9. *Ecologic Impact Analysis of Construction Materials*. Balo, F., Lutfu, S., (2018). Journal of Engineering and Technology, 2(2),19-27.
10. *A novel simulation model for development of renewable materials with waste-natural substance in sustainable buildings*. S.Sua Lutfu, F.Balo, Journal of Cleaner Production, 2017
11. *Decision making model development in increasing wind farm energy efficiency*. S.Sua Lutfu, F.Balo, Renewable Energy, 2017
12. *Ecological Impact Financial Feasibility of Energy Recovery (EIFFER) Model for Natural Insulation Material Optimization*. S.Sua Lutfu, F.Balo, Energy and Buildings, 2017
13. *Comprehensive Evaluation of Quality Soda*. S.SUA Lutfu, F.Balo, The Civil Eng Res Journal, 2017.
14. *Decision Support Mechanism on Choice of PV Panels*. S.Sua Lutfu, F.Balo, International Journal Science Environment Technology, 2017
15. *Multi-criteria decision making for 1.5 MW wind turbine selection*. S.Sua Lutfu, F.Balo, Procedia Computer Science , 2017
16. *Selection of The Most Appropriate Plant Oil for Human Health with Priority Estimation*. Berrak Ak, Lutfu S.S., F.Balo, The Pharmaceutical and Chemical Journal , 2017
17. *Comprehensive Decision-Making for Evaluating Wind Turbines*. S.Sua Lutfu, F.Balo, International Journal Science Environment Technology , 2017
18. *Machine Learning Algorithm for Recognizing Numbers and Symbols*. C.F.Aziz, L. S.Sua. International Journal of Engineering Research and Technology, 6(1), 2017.
19. *Comparing consumers' value perception of luxury goods: Is national culture a sufficiently explanatory factor?* B. Stępień, A. P. Lima, L. S.Sua, M. B. Hinner. Economics and Business Review, Vol. 2 (16), No. 2, 2016: 74–93
20. *Selection Of The Most Proper 100 Kw Wind Turbine For Electric Generation*. S.Sua Lutfu, F.Balo, IOSR Journal of Engineering, 2016
21. *Internet of Things: A Survey*. B.Torgul, S.Sua Lutfu, F.Balo, International Journal of Applied Mathematics, Electronics and Computers , 2016
22. *Multi Criteria Analysis on Choosing Epoxidized Vegetable Oils for Insulation Material and Plastic Manufacturing*. S.Sua Lutfu, F.Balo, International Journal of Engineering Science and Computing , 2016
23. *Sustainable Insulation Materials for Green Strategy in Construction*. S.Sua Lutfu, F.Balo, International Journal of Computer Trends and Technology , 2016
24. *Comparative Assessment of Wind Turbine Alternatives for Wind Farms*. S.Sua Lutfu, F.Balo, International Journal of Engineering Science and Computing , 2016
25. *A Multi Criterion Analysis for Choosing Photovoltaic Panel*. S.Sua Lutfu, F.Balo, ijARS International Journal of Engineering , 2016
26. *Wave Energy Potential and Applicability on Turkish Coasts*. F.Balo, S.Sua Lutfu, International Journal of Engineering Trends and Technology , 2016
27. *Evaluation of the Solar Panels in Terms of Energy Efficiency*. S.Sua Lutfu, F.Balo, International Journal of Computer Trends and Technology , 2016
28. *Assessing the most feasible 100W solar panel under multi criteria perspective*. S.Sua Lutfu, F.BALO , Int. Journal of Applied Sciences and Engineering Research , 2016

29. *Photovoltaic panel selection AHP approach*. S.Sua Lutfu, F.Balo, International Journal of Engineering and Technical Research, 2016
30. *The Selection of the Best Solar Panel for the Photovoltaic System Design by Using AHP*. S.Sua L, Balo F. IJASER 2016; 8:119-20.
31. *Determinants of Mobile Penetration to Forecast New Broadband Adoption: OECD Case*. 2015. The Journal of Operations Research, Statistics, Econometrics and Management Information Systems (Alphanumeric Journal), 3(2).
32. *Effect Of Hot Mixture Modification On Overall Cost Of The Pavement*. 2015. Baha V. Kok, Mehmet Yilmaz, Lutfu S.Sua. Journal of Multidisciplinary Engineering Science and Technology (JMEST) Vol. 2 Issue 8, August – 2015.
33. *Quantitative Analysis on Innovation Index of OECD Countries*. 2015. International Journal of Academic Research in Business and Social Sciences August 2015, Vol. 5, No. 8
34. *A New Model for Rural Mobile Coverage Through Universal Service*. 2014. Journal of Asian Business Strategy, 4(2).
35. *Spectrum Auctions in Turkey: Recent Developments and a Critical Assessment*. 2014. Advances in Research, 2(12): 712-722.
36. *A Quantitative Approach for Clustering Base Stations in Turkey*. 2014. International Journal of Management Sciences, vol.2, no.11.
37. *An economic analysis of the applicability of solar power on multi-apartment buildings in Turkey*. 2013. Journal of Optoelectronics and Advanced Materials, vol. 15, iss. 5-6/2013.
38. *Barriers in front of Solar Energy Plants in Turkey and Investment Analysis of Solution Scenarios-Case Study on a 10 MW System*. 2013. Journal of Renewable and Sustainable Energy, vol.5, iss.4, July, 2013.
39. *Primal-Dual Scatter Search with Tabu for Set Partitioning: Optimization of Football Leagues*. 2013. Scholars World-International referred Multidisciplinary Journal of Contemporary Research, vol.1, issue-3.
40. *Tabu Algorithm for Set Partitioning: optimisation of football leagues*. 2013. Lutfu S.Sua. International Journal of Business and Systems Research, Vol. 7 No.1.
41. *A Tabu Search Algorithm for Distribution Network Design as a Set Partitioning Problem*. 2012. Lutfu S.Sua. Elixir Production Management, 48 (2012).
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43. *Shangai Cooperation Organization, Turkic Republics and Turkey: Economic and Business Dimensions*. 2011. Canadian Social Science, vol.7, number 2, pp. 1-8.
44. *Information Technologies and Material Requirement Planning (MRP) in Supply Chain Management (SCM) as a Basis for a Model*. 2010. Lutfu S.Sua. Bulgarian Journal of Science and Education Policy (BJSEP), vol.4, number 2, pp 236-247.
45. *Distribution Network and the Role of Information and Communication Technologies (ICT)*. 2010. Lutfu S.Sua, M. N. Alabay. Canadian Social Science, vol.6, number 4, pp. 1-12.
46. *An MRP Model for Supply Chains*. 2010. Lutfu S.Sua, M. N. Alabay. International Business Research, vol.3, number 4, pp.124-131.
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48. *E-mergence of Central Asia*. 2007. Lutfu S.Sua, Milam Aiken, Vanjani, M. Business Research Yearbook, 14 (1), 513-519.
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50. *Managerial and Educational Features in Central Asia*. Bulgarian Journal of Science and Education Policy (2007)1.
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53. *Strategy, Competition, and Competitive Power Relations*. Journal of Social Sciences in Celalabad Business School, Celalabad, Kyrgyzstan, vol.9, April 2006.
54. *Banking System in Kyrgyzstan*. 2006. Journal of International Black Sea University, Georgia, vol.1, pp. 41-55.
55. *Essentials for Building an Electronic Business*. 2006. Kyrgyz National University, Social Sciences Journal, Bishkek, Kyrgyzstan, 1(3), pp. 134-142.
56. *Logistics Network Configuration*. 2005. AAS, Bishkek, Kyrgyzstan, vol.1.

NATIONAL JOURNALS

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2. *A New Algorithm for Minimum Cost MRGAP*. Lutfu S.Sua. European Journal of Economic and Political Studies, vol.2 no. 2, 2009. pp.23-40.
3. *Managerial and Economic Factors Affecting Global Investing Decision: Evaluation of Central Asia*. Lutfu S.Sua, N. Bayyurt. University of Kocaeli, Journal of Social Sciences Institute, vol.1 no. 13, 2007. pp. 176-191.

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1. *Simulation Framework for Wind Energy Attributes with WAsP*. Lutfu, S., Yilmaz, U., Balo, F., (2019). 3rd World Conference on Technology Innovation and Entrepreneurship "Industry 4.0 Focused Innovation, Technology, Entrepreneurship and Manufacture" June 21-23, 2019, Istanbul.
2. *3E methodology for tuff stones as wall coating material*. Yilmaz, U., Balo, F., Lutfu, S., (2019). 3rd World Conference on Technology Innovation and Entrepreneurship "Industry 4.0 Focused Innovation, Technology, Entrepreneurship and Manufacture" , June 21-23, 2019, Istanbul.
3. *Single junction photovoltaic cell and sub-modules in optimization of solar fars*. Lutfu, S., Balo, F., (2019). 3rd World Conference on Technology Innovation and Entrepreneurship "Industry 4.0 Focused Innovation, Technology, Entrepreneurship and Manufacture" , June 21-23, 2019, Istanbul.
4. *Multiple-junction Photovoltaic Cells And Sub-Module Performances*. Balo, F., Lutfu, S., (2019). IMASCON 2019 Spring. International Marmara Science and Social Sciences Congress, Izmit.
5. *Appearance and Durability Perspectives in Parameterization of Kitchen Countertops*. Lutfu, S., Balo, F., (2019). IMASCON 2019 Spring. International Marmara Science And Social Sciences Congress, Izmit.
6. *A Hierarchical Decision-Making Model for Selection of Drinking Water*. Lutfu, S., Balo, F., (2019). IMASCON 2019 Spring. International Marmara Science And Social Sciences Congress, Izmit.
7. *Comparative drinking water analysis with multi-criteria mathematical method*. Lutfu, S., Balo, F., (2019). 5. International Afro-Eurasian Researches Congress, Lefkosa, KKTC.
8. *Multi-criteria assessment framework for the choice of mineral water*. Lutfu, S., Balo, F., (2019). 5th International Afro-Eurasian Researches Congress, Lefkosa/KKTC.
9. *Evaluation of animal fats as biodiesel with priority estimation model*. S.Sua Lutfu, F. Balo (03.05.2018 -05.05.2018), International engineering and technology symposium, IETS, 2018

10. *Determining the Optimum Insulation Material through Life Cycle Assessment*. F.Balo, S.Sua Lutfu (26.04.2018 -27.04.2018), International Conference on Biological and Chemical Sciences, Ankara, 2018
11. *Techno-economic model for optimum design of wind energy facilities*. S.Sua Lutfu, F.Balo (03.05.2018 -05.05.2018), International engineering and technology symposium, IETS 2018
12. *Life-cycle environmental footprint analysis of electricity generation technologies*. F.Balo, S.Sua Lutfu (03.05.2018 -05.05.2018), International engineering and technology symposium, IETS 2018
13. *Investigation of Agricultural Potential in Yozgat from Energy Perspective*. F. Balo, S.Sua Lutfu (03.05.2018 -05.05.2018), 3. International Bozok Symposium, Yozgat, 2018
14. *A Multi Objective Optimization Model For Environmentally Sensitive Reverse Supply Chain Network*. B. Torgul, F. Balo, S.Sua Lutfu (03.11.2016 -05.11.2016), Ines Academic Research Congress, 2016
15. *Ecologic impact analysis of construction materials*. F.Balo, S.Sua Lutfu (03.05.2018-05.05.2018), International engineering and technology symposium, IETS 2018.
16. *Quantitative Quality Assessment of Drinking Water*. S.Sua Lutfu, F. Balo (16.11.2017 -16.11.2017), International Advance Researches in Engineering Congress / IAREC'17, 2017
17. *Production Systems of Wave Energy for Renewable Energy Project Designs*. F. Balo, S.Sua Lutfu (16.11.2017 -18.11.2017) , International Advance Researches in Engineering Congress / IAREC'17 , 2017
18. *Optimal Solar Panel Selection with Analytic Hierarchy Process*. F. Balo, S.Sua Lutfu (03.05.2017 -05.05.2017) , International congress of energy and environment , 2017
19. *Multi Criteria Decision Making for 1.5 MW Wind Turbine Selection*. S.Sua Lutfu, F. Balo (08.09.2016 -10.09.2016) , 8th 2016 2nd International Conference on Renewable Energy and Development, JAPAN (ICRED 2016) , 2016
20. *The selection of the best solar panel for the photovoltaic system design by using AHP*. F. Balo, S.Sua Lutfu (08.09.2016 -12.09.2016) , 8th 2016 3rd International Conference on Power and Energy Systems Engineering, JAPAN , 2016
21. *Environmental assessment of insulation materials along life cycle*. S.Sua Lutfu, F. Balo (06.11.2017 -08.11.2017), 4th International Conference on Green Energy Expo (Las Vegas, USA), 2017
22. *An Improved Reverse Supply Chain Model for Solid Waste Management*. B. Torgul, F. Balo, S.Sua Lutfu (22.09.2016-25.09.2016), 9th International Conference on Sustainable Energy Environmental Protection, 2016
23. *Wind Turbine Selection for Energy Efficiency: Multi-Criteria Decision Making*. F. Balo, S.Sua Lutfu (03.05.2017 -05.05.2017), International congress of energy and environment, 2017
24. *Evaluation with realistic correlation models of solar radiation applied to capital of Turkey*. S.Sua Lutfu, F. Balo (06.11.2017 -08.11.2017), 4th International Conference on Green Energy Expo (Las Vegas, USA), 2017
25. *Biomass Energy Potential from Plants-Animals for Sustainability*. S.Sua Lutfu, F. Balo (16.11.2017 -16.11.2017), International Advance Researches in Engineering Congress / IAREC'17, 2017
26. *Internet of Things A Survey*. B. Torğul, S.Sua Lutfu, F. Balo (01.09.2016 -03.09.2016), International Conference on Advanced Technology Sciences, 2016
27. *Selection of Energy Efficient Insulation Material Using AHP Method*. S.Sua Lutfu, F.Balo (15.12.2016 -16.12.2016), IV. International Energy Technologies Conference, ENTECH 2016, 2016
28. *Limra Stone as a Wall Surfacing Material from Energy-Ecology-Economy Perspective*. F.BALO, S.Sua Lutfu (03.05.2018 -05.05.2018), 3. International Bozok Symposium, Yozgat, 2018

29. *Efficiency comparison of wind turbines for wind energy station design*. S.Sua Lutfu, F. Balo (06.11.2017 -08.11.2017), 4th International Conference on Green Energy Expo (Las Vegas, USA), 2017
30. *Selection of water as porosity provider for green insulation material manufacturing*. S.Sua Lutfu, F. Balo (06.11.2017 -08.11.2017), 4th International Conference on Green Energy Expo (Las Vegas, USA), 2017
31. *Optimum Photovoltaic Panel Selection with Multi Criteria Decision Making Method*. S.Sua Lutfu, F. Balo (15.12.2016-16.12.2016), IV. International Energy Technologies Conference, ENTECH 2016, 2016
32. *Ecologic impact analysis of epoxidized vegetable oils used at polymer production*. F.Balo, S.Sua Lutfu (03.05.2018 -05.05.2018) , International engineering and technology symposium, IETS 2018 , 2018
33. *Öncelik Tahminleme Yöntemiyle İçme Suyu Kalitesinin Belirlenmesi*. F.Balo, S.Sua Lutfu (22.03.2018 -24.03.2018), International Water and Environment Congress, 2018
34. *Mineral Su Kalitesinin Karar Analizi Çerçevesinde Değerlendirilmesi*. S.Sua Lutfu, F. Balo (22.03.2018 -24.03.2018), International Water and Environment Congress, 2018
35. *Big Data in Sports Management*. 2016. L. S.Sua. Rio, Brazil.
36. *Role of Exercises in Cyber Security Policy: Turkey Case*. 2015. WEI Business & Economics Academic Conference, Prague, Czech Republic.
37. *Quantitative Analysis on Innovation Index of OECD Countries*. 2015. WEI Business & Economics Academic Conference, Prague, Czech Republic.
38. *Effect of hot mixture modification on overall cost of the pavement*. 2015. Baha V. K., Lutfu S.Sua, Mehmet Yilmaz. WEI Business & Economics Academic Conference, Prague, Czech Republic.
39. *A Modelling Study of Renewable and Stored Energy Sharing and Pricing Management System Developed for Multi-Apartment Complexes*. 2014. IEEE Innovative Smart Grid Technologies (ISGT) European 2014, October, 2014.
40. *Investment and Competition in Turkish Mobile Market*. Global Interdisciplinary Business-Economics Advancement Conference (GIBA 2014), Florida, USA, May, 2014.
41. *Determinants of Mobile Penetration to Forecast New Broadband Adoption: OECD Case*. Global Interdisciplinary Business-Economics Advancement Conference (GIBA 2014), Florida, USA, May, 2014.
42. *Time as a Factor of Production*. 6th International Congress on Entrepreneurship (ICE'14), Bishkek, Kyrgyzstan, April 2014.
43. *Innovation Policies of Turkey in the Process of Joining EU and a Comparative Analysis*. 6th International Congress on Entrepreneurship (ICE'14), Bishkek, Kyrgyzstan, April 2014.
44. *Utilization of Energy Storage Systems Charged from Grid in Multi-Apartment Complexes and Comparison with Solar Systems*. The Institution of Engineering and Technology. Power in Unity, IET Conference, IEEEExplore D. Lib 10.1049/ic.2013.0140, pages 1-27, London, England, October 2013.
45. *A RAMP Algorithm for Generalized Assignments*. Lutfu S.Sua, Cesar Rego. EURO XXV, European Conference on Operational Research, Lithuania, July 2012.
46. *Reaction of the Small Businesses to the Financial Crisis: Experimental Results from Turkey and Kyrgyzstan*. The 2011 New Orleans International Academic Conference. Proceedings, 331-340. March 2011, New Orleans, Louisiana, USA. The Clute Institute, USA.
47. *RAMP for Very Large Multi-Resource Generalized Assignment Problems*. Lutfu S.Sua, Cesar Rego, Fred Glover. EURO XXI, European Conference on Operational Research, Iceland, 2006.
48. *Towards Excellence in RFID with Wal-Mart*. International Conference, Bishkek, Kyrgyzstan, 2006.
49. *Role of Taxation in International Investment Decisions*. Lutfu S.Sua, A. Ugur. Manas University, Bishkek Kyrgyzstan, May 2006.
50. *RFID Technology in Supply Chains*. IKECCO'2006, Bishkek, Kyrgyzstan, 2006.

51. *Higher Education Experience in Central Asia: Managerial and Educational Features*. International Conference on Higher Education Management: International Trends & Local Sustainability, May 2006, Westminster International University in Tashkent, Ministry of Higher and Secondary Special Education Uzbekistan, British Council, Uzbekistan and United Nations Development Program, Tashkent, Uzbekistan.
52. *Foreign Direct Investments in Kyrgyzstan*. Kazakhstan National Pedagogical University, Almaty, Kazakhstan, 2006.
53. *Can We Fight Against Terrorism While Protecting Human Rights?*. Understanding and Responding to Terrorism Conference, Washington, USA, 2006.
54. *International Business and Regional Trade Unions*. Kazakhstan National Pedagogical University, Almaty, Kazakhstan, 2005.
55. *Managerial and Economic Factors Affecting Foreign Direct Investment*. Lutfu S.Sua, N. Bayyurt. Bishkek, Kyrgyzstan, 2005.
56. *A New Algorithm in Solving Very Large Scale MRGAP*. INFORMS, 2003, Atlanta, GA, USA.

NATIONAL CONFERENCES

1. *Determining the hardware features and automation criteria of a system enabling the usage of solar panels in apartment complexes*. 9th International Conference on Electronics, Computer and Computation, November 2012, Ankara, Turkey.
2. *Analyzing Applicability of Solar Power Usage with State Support in Buildings*. Solar Electricity Conference and Exhibition. November, 2012. Antalya, Turkey.
3. *Optimization Techniques in Practice for SMEs*. International SME Congress: SMEs in the Light of Experiences and New Ideas, May 2012, Ankara, Turkey.

OTHER PUBLICATIONS

1. (Co-Researcher) *Metaheuristic Optimization via Memory and Evolution: Tabu Search and Scatter Search*. Bahram Alidaee, Cesar Rego. Operations Research/Computer Science Interfaces Series. Kluwer Academic Publishers. 2005.
2. *Attractiveness of Kyrgyzstan from Foreign Investment Point of View*. Journal of Businessmen Association, Kyrgyzstan, 2005 (vol.18).
3. *Mathematical Programming*. School of Business Seminar Series, University of Mississippi, September 26, 2003.
4. *A Surrogate Approach to the Multi-Resource Generalized Assignment Problem*. School of Business Seminar Series, University of Mississippi, November 1, 2002.

PEER REVIEW EXPERIENCE

I have acted as a reviewer for the following journals and funding bodies:

- Journal of Cleaner Production
- International Journal of Mechanical Engineering and Applications
- Journal of Electrical Engineering & Technology
- International Academy of Business and Economics

PROFESSIONAL WORK EXPERIENCE

2007- Executive Board Member, Eldas Durable Goods Regional Distribution and Marketing Company, Turkey.

- 2007-2013** Founder & Partner, Marbleous Design, natural stone products import and marketing company, USA. I have established the company in a very short time span with all the required connections with import & logistics companies, retailer network, and suppliers.
- 2005-2007** General Manager, Elbir Ltd. marble production and marketing company, Turkey. As the managing partner, I have secured necessary funding for this start-up company and built the manufacturing facilities. Recruited the personnel and shortly after starting the production, started exporting to the global markets.
- 2004** Intern, Allenberg Cotton, Memphis, USA.
- 1999-2000** Project Engineer, Vestel Durable Goods, planning department, durable goods marketing and distribution company, Istanbul, Turkey. Along with everyday planning activities of distribution to the hundreds of different retailers throughout the country, as a project engineer I was a member of the team in charge of developing an updated distribution system by implementing an advanced planning and optimization system.

OTHER INTERESTS

I am a keen musician and am involved in music societies.
I also play tennis, basketball, and soccer and take great pleasure in competing in these sports.
I have a collection of drawings that I have drawn over the years.

REFERENCES

Assistant Prof. Ali Soylu

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2. CURRICULUM VITAE

Tesfalidet T. Tukue



CITIZENSHIP – U.S.

EDUCATION

- Rutgers, The State University of NJ: Ph.D. May 2017
 - Major: Accounting
 - Minor: Finance
- United Nations Institute for Training & Research (UNITAR): Research Fellow: (2005 – 07)
- University of Asmara (UOA): B.A (*Magna Cum laude*) in Accounting (2004)

CERTIFICATION

- CPA – In View (Summer 2019)

SKILLS

- SAS, STATA, SAP, SQL, MATLAB, PEACHTREE

TEACHING EXPERIENCE

A. TEACHING POSITIONS

- Saint Joseph's University – Assistant Professor (2017 – Present)
- Saint Joseph's University – Instructor (2014 – 2017)
- Rutgers University - Instructor: (2012 -2014)
- Rutgers University: Graduate Teaching Assistant (2010 -2012)
- UOA: College of Business & Economics (Graduate Teaching Assistant) (2004 -2007)

B. COURSES TAUGHT

- Financial & Managerial Accounting for Managers (MBA) - (Average Rating – 4.71/5.00)
- Auditing & Assurance Services (Average Rating – 4.56/5.00)
- Financial Statement Analysis (Average Rating – 4.53/5.00) -
- Intermediate Accounting (Average Rating – 4.62/5.00)
- Financial Accounting (Average Rating – 4.67/5.00) -
- Managerial Accounting (Average Rating – 4.58/5.00)
- Managerial Accounting (HONORS) (Average Rating – 4.61/5.00)
- Excel Competency (Computer Augmented Accounting)- (Average Rating – 4.55/5.00)
- BECKER CPA Review Sessions– Financial Accounting & Reporting (FAR)
- BECKERS CPA Review Sessions– Auditing & Attestation Services (AUD)

RESEARCH

A. COMPLETED RESEARCH PAPERS

- Internal Controls and Operational Efficiency (Submitted for AAA in 2019)
- Business Risk and Audit Fees: Evidence from Innovation Firms: (Presented at AAA in 2018)
- Internal Controls & Innovations (Presented at AAA in 2017)

B. RESEARCH-IN-PROGRESS

- Innovations and Cost of Equity Capital (Presented at ABR in 2017)
- Innovation and Compensation Schemes: Evidence from Pension Benefits
- Relationship between Advertising & Product Quality Revisited: The Case of Product Warranty (Claims)
- Long-term Effect of Fraud on Innovation firms

C. ACADEMIC CONFERENCES & SYMPOSIUMS

- American Accounting Association Annual Meeting, 2018, *Washington, DC*
- 40th World Continuous Auditing & Reporting Symposium, 2017, *Newark, NJ*
- American Accounting Association Annual Meeting, 2017, *San Diego, CA*
- Academy of Business Research Fall Conference, 2017, *San Antonio, TX*
- Deloitte Foundation -True Blood Seminar for Professors, 2017, *Dallas, TX*
- 38th World Continuous Auditing & Reporting Symposium, 2016, *Newark, NJ*
- 35th World Continuous Auditing & Reporting Symposium, 2015, *Newark, NJ*
- American Accounting Association Annual Meeting, 2015, *Chicago, IL*
- 33rd World Continuous Auditing & Reporting Symposium, 2014, *Newark, NJ*
- American Accounting Association Annual Meeting, 2013, *Anaheim, CA*,
- American Accounting Association Annual Meeting, 2012, *Washington, DC*
- 25th World Continuous Auditing & Reporting Symposium, 2013 - *Newark, NJ*
- American Accounting Association Mid-Atlantic Regional Meeting, 2012, *Philadelphia, PA*
- American Accounting Association Mid-Atlantic Regional Meeting, 2011, *Baltimore, MD*
- 23rd World Continuous Auditing & Reporting Symposium, 2011 - *Newark, NJ*
- 21st World Continuous Auditing & Reporting Symposium, 2010 *Newark, NJ*
- Accounting for Intangibles Symposium, 2010, *Newark, NJ*

ACADEMIC SERVICES (Department, College & University)

- Academic advisor for more than 50 students, Accounting Department, SJU
- Financial Accounting and Auditing Course Coordinator, Accounting Department, SJU
- Faculty Procedures and Policies Sub-committee member in the Faculty Senate, SJU
- Board of Student Academic Review, SJU
- Assurance of Learning (AOL) Committee, College of Business, SJU
- AACSB Accreditation Report committee, Accounting Department, SJU
- Continuous Improvement Report (CIR) Review Committee, Accounting Department, SJU
- Internship Committee, Accounting Department, SJU (2015-Present)
- Editorial Assistant for *Journal of Accounting, Auditing & Finance* (JAAF)
- Ad Hoc Reviewer for the *Journal of Accounting, Auditing and Finance*
- Ad Hoc Reviewer for the *International Journal of Disclosure and Governance*.

PROFESSIONAL EXPERIENCE

- Financial Consultant and Transaction Analyst, MTB Import and Export Co (2008 – 2009)
- Internal Auditor, University of Asmara (2004 – 2007)

AWARDS AND HONORS

Saint Joseph University

- Dean's Summer Research Grant

Rutgers Business School, NJ

- Departmental Nominee for the Dean's Teaching Excellence Award (2013/2014)
- Dissertation Fellowship award for the academic year 2014/2015
- Dean's Summer Scholarship Grant (Summer 2013)
- Dean's Summer Scholarship Grant (Summer 2012)
- Research and Teaching Assistantship (2010 - 2013)

University of Asmara

- Valedictorian of the and Gold Medal Winner of the College of Business and Economics (2004)
- Dean's honor list of College of Business and Economics (1999 - 2004)

MEMBERSHIP

- American Accounting Association (AAA)
- Academy of Business Research (ABR)
- Northeastern Association of Business, Economics and Technology (NABET)

3. REFERENCES

Dr. Dan Palmon

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4. RESEARCH STATEMENT

RESEARCH INTEREST

Innovation has long been recognized as a major driver of economic growth (Porter, 1992). Empirical research and surveys of business activities also show that firms with higher levels of innovation tend to enjoy significant competitive advantages and increase in firm value. Recognizing the importance of innovation for firm and national growth, a large number of stakeholders including investors, firm managers, policy makers and regulators have become increasingly interested in innovation in recent years. Although a broad range of literature that provides insights into the underlying factors that impede or enhance innovations has proliferated, there is a relative dearth of studies that specifically examines the Financial reporting and Audit practices in innovation firms. Accounting information is very crucial for both the firm and its stockholders to make informed decisions. My research interests mainly focus on the Financial reporting and Auditing practices in innovation firms; and I believe my research will have practical and academic implications. My goal is to produce high impact research that will be published in top journals and influence a new generation of thought leaders.

CURRENT & FUTURE RESEARCH

Specifically, my current researches focus on the performance evaluation, financial reporting practices, and audit procedures in innovation firms. I have two completed working papers that I plan to submit for publication soon. The first paper examines audit risk in innovation firms; whereas the second one investigates the effect of internal controls on innovation productivity. Both essays will contribute to the literature as the first studies to investigate the questions under study. Further, my other current research projects include a study on innovations and compensation schemes, internal controls and operational efficiency, and long-term effect of fraud on innovation firms, and innovations and cost of equity capital. I have presented my work at a number of accounting conferences over the last few years. My research projects have also been recognized by the Dean's office at Rutgers and Saint Joseph's University; and I have been awarded summer research funds and fellowship grants for my research projects.

Over the years, I have built several unique datasets that I am planning to use in future works. The datasets include various information about innovation firms collected from the National Bureau of Economic Research (NBER), United States Patents and Trademark Office (USPTO), Boston Consultancy Group, Forbes and other institutions. Building the datasets was a challenge, but it taught me more about thinking through an idea than simply relying on the information in publicly available datasets.

There are plenty research questions I would like to investigate about capital structures, corporate governance and compensation schemes of innovation firms. In addition to archival research, I am willing to consider behavioral methods that could help me answer my specific research questions.

I am also currently serving as the Editorial Assistant for the *Journal Accounting, Auditing and Finance* (JAAF), giving me exposure to the cutting-edge research of others. I am committed to the ongoing exchange of ideas with the academic community throughout my career, so as to continue to grow and excel as a scholar, and thereby to benefit my institution, my field, and most importantly, my students. Overall, I believe my professional and academic experiences have prepared me for interdisciplinary research in accounting and innovation, and an exciting career at Southern University.

5. TEACHING STATEMENT

“The mediocre teacher tells. The good teacher explains. The superior teacher demonstrates. The great teacher inspires and drives the student to think.” - William Arthur Ward

MOTIVATION

In my entire experience as a student, I have always felt fortunate to have had several enthusiastic professors, who not only have opened the gate to the fascinating world of knowledge, but also bestowed on me the ability to think independently. Inspired by their influences, I have developed a very high appreciation and respect for teaching; and consequently, decided to devote myself to it. The knowledge we accumulate as researchers and practitioners is valuable only if it is shared. Therefore, the main motivation for embracing teaching as part of my career is driven by the desire to contribute to the learning process as well as the conviction that teaching would be the best way to acknowledge and return the favor I had received from my previous professors. Moreover, given my interdisciplinary research in innovation and accounting, I can provide several perspectives of accounting that resonate with other courses offered at Southern University. I am excited to make each class at the department a unique learning experience by anchoring the fundamental concepts of accounting with practical examples drawn from well-known innovation and technology firms.

PHILOSOPHY

As a teacher, my primary goal is to facilitate the intellectual and professional development of my students in every possible way. Towards this goal, my teaching philosophy embraces the following key elements: (1) Clear learning objectives and expected learning outcomes, which outline the concrete list of tasks to be fulfilled throughout the course. (2) Inspiration, that is to stimulate the intellectual potential and curiosity of the students and foster critical thinking. (3) Commitment, by which a good teacher can get students engaged in the subject matter both in and out of the class room.

EXPERIENCE AND METHODOLOGIES

My experience as an educator is diverse. I have taught a variety of accounting courses both at the undergraduate and graduate level in a classroom setting as well as online at Rutgers and Saint Joseph's University. My experience also includes advising students on statewide case competitions and scholarship applications, mentoring honor students on their senior essays, and running CPA exam review sessions. In those periods, I have been able to develop and apply various teaching styles and methodologies effectively.

I endeavor to create an atmosphere in the classroom where I at least spark the students' thirst for knowledge and an appreciation for learning. On the first day of class, I communicate my teaching philosophy by emphasizing the importance of critical thinking and communication skills, along with the learning objectives so that students can understand my approach to the class environment and my expectations of them. Similarly, I would like to inspire my students to be independent thinkers and researchers. Whenever possible, I expose students to my research as a way of expanding their intellectual and professional horizons.

I believe that the best learning experience is hands-on; and every theoretical topic should be motivated by some practical example. To that effect, I frequently begin class sessions with a discussion of current events or global issues that draw the class to tangible observations. In my graduate classes, I adopted the use of a financial statement analysis project where the students choose publicly traded technology firms to follow on the first day of class. I have them complete a series of assignments each week and at the end of the semester, they will be asked to produce a written report and present their findings to the class. The projects add variety to the class while giving students a chance to polish their writing and presentation skills.

TECHNOLOGY

Advances in information technology have significantly transformed the role of accounting and accountants in business. Recognizing its importance, several Accreditation bodies and Professional associations have called for the integrations of information technology into accounting curriculums and professional practices. The AACSB insists business students' learning experiences to include the use of appropriate instructional technologies and technology tools [AACSB 2010]. Likewise, AICPA promotes the adoption of IT-empowered accounting systems and business practices among its top priority initiatives; and recommend that individuals entering the accounting profession must acquire the necessary skills to use technology tools effectively and efficiently [AICPA, 2006, 2010]. Similarly, in its report to the university faculty, the Bedford Committee of the American Accounting Association (AAA) suggested accounting academics to acquire necessary skills to carry out computer-assisted teaching and learning.

I firmly believe that the integration of current and emerging technologies into the existing accounting courses ensures practical learning and contextual understanding of technology in the business world. This approach will equip students with skills that are in demand and 'work-read' in the industry. In the past few years, I have developed and successfully integrated different technology modules into my courses using SAP and Microsoft tools.

ENGAGEMENT, IMPACT AND FEEDBACK

I enjoy teaching and I am very proud of the impact that I have made on my students so far. Overall, I believe that my teaching is well received by the students and that I have established my reputation as an open, motivating and considerate professor. The anonymous course evaluation ratings by students and peer observation reports support this contention and suggest that my philosophy and pedagogical style result in providing the students with a meaningful academic interaction. Across all of my courses, I have consistently beaten the department and college average in every teaching evaluation category and I have also been nominated for the Dean's Award in teaching excellence at the Rutgers Business School. Similarly, my commitment to help students goes beyond the classroom. When required, I make myself easily available to provide extra assistance in both academic and professional matters. Several of my students and advisees have won PWC case competitions and statewide AICPA scholarships; whereas more than half of my CPA review students passed their CPA exams on their first try. I believe a successful teacher represents a good role model for many students as an intellectual and as a professional, and I would strive to engage and affect the students with my devotion and enthusiasm.

6. LEADERSHIP AND SERVICE STATEMENT

"It is high time the ideal of success should be replaced with the ideal of service." — Albert Einstein

Leadership is the act of taking the initiative to serve as a change agent in ethical and responsible manner. Teachers typically define career satisfaction in terms of their ability to be of service to others and make a difference in the lives of their students. Therefore, the initiatives to lead lies with in all teachers, and our instinctive initiatives to lead stems from our desire to improve the quality of teaching and learning for all students. And at institutional level, educational leadership should recognize the light within each teacher and make it brighter through a concerted effort to achieve the highest possible outcome and ensure continuous improvement. To that effect, my educational philosophy of leadership would focus on developing a positive culture that all the stakeholders including students, staff, and community members race to be a part of, rather than finding ways to escape.

My leadership style is collaborative – a process that involves investing in followers and fostering relationships that will establish a group dynamic that collectively shares a common vision. Educational leaders must be able to build relationships with all stakeholders, discover and play to the strengths of their faculty and university community, build leadership capacity by empowering others to ensure continuity, and lead by examples and engagement. I want to be a leader who explicitly communicates with all stakeholders and passionately implements the above key components to create a positive learning culture within the university.

In the past few years, I have been involved in various leadership activities and served on different committees at department, college and university levels. Some I have sought out and volunteered for, whereas others were offered and suggested to me. At the department level, I have been serving as an academic advisor for more than fifty students and a coordinator for Financial Accounting and Auditing courses offered by the department. Similarly, I am currently serving as a member of accounting internship committee and accounting technology team.

At college level, I have worked as member of the Assurance of Learning (AOL) committee that periodically collects data and prepares assessment reports and AACSB accreditation report for the college of business.

At the university level, I previously served as a member of the Board on Student Academic Review (BOSAR). Currently, I am a member of Faculty Policies and Procedures (FPP) sub-committee in the university Senate. In these positions, I have worked on different engaging mandates including assembly and expression policy and faculty service-learning mandates for the university.

Like many faculties who are passionate about their career, I find that I work at my best when faced with fresh and exciting challenges. Having been involved in various leadership activities and served on different committees, I am highly motivated to take on a position of greater leadership in the department of Accounting, Finance and Economics as needed (assigned) as it corresponds to my core values of developing positive cultures, effective communication and continually striving to promote the academic and professional experience of its stakeholders.

LETTERS OF RECOMMENDATIONS

Department of Accounting and Information Systems

1 Washington Park, Newark, NJ 07102

To Whom It May Concern:

Re: Recommendation for Mr. Tesfalidet Tukue

I am writing this letter to strongly recommend **Dr. Tesfalidet Tukue**, my former PhD student in Accounting with whom I have been acquainted for the five years as his advisor, supervisor and dissertation committee member. Based on my experience with Dr. Tukue, I can say without the shadow of a doubt that he is one of the best students I have had. Let me comment on some of the reasons why I hold Mr. Tukue in such high esteem.

First, Mr. Tukue is a very intuitive and well-rounded researcher with an astute sense of objectivity. He has exceptional knacks of relating theories, generating hypotheses, and designing a research with due attention to the details. His independent studies and summer research projects showed his scholastic aptitude and competence in conducting high quality research. His dissertation essays also proved his knowledge of the intricacies of innovation firms and their accounting issues. The articulations of his proposal underscore both his fascination with innovation and his ability to communicate his knowledge and excitement to others. I am confident that Mr. Tukue will make a significant contribution as a researcher in top Journals.

Second, Mr. Tukue has strong work ethics and amicable personality. He never settles for second best and is always willing to go the extra mile in order to take his work to the highest level of refinement. Similarly, his contributions as my research assistant are worthy of accolades as he was responsible, reliable and devoted to his duty. Mr. Tukue is willing to share his ideas with colleagues and capitalize on opportunities to learn from others. It is a rare treat to have a student as impressive as Mr. Tukue, and I am sure you will find him equally impressive.

Finally, Mr. Tukue is a poised communicator and exceptional teacher. In my long career as a faculty, I have met very few PhD students with such a passion for teaching, and a clear aptitude for it. Having had him teach classes both at the undergraduate and MBA levels at Rutgers, I have witnessed the making of a great teacher. His command of the subject matter, interaction with students, management of the classroom routines and student behavior were incredible. For this accomplishment, I had nominated him to represent our department for the Dean's award in teaching excellence for the academic year 2012/2013.

Over the years, I have had the pleasure of watching Mr. Tukue blossom into a focused and self-assured scholar who aspires to excel in research and teaching. Therefore, as my former student and colleague who has earned my confidence and respect, I give him my highest possible recommendation for faculty position at your institution. In looking ahead to Mr. Tukue's years as a faculty, I am certain that he will make an invaluable addition to your institution.

Please do not hesitate to contact me if you have any further questions.

Dan Palmon

William J. von Minden Professor of Accounting
Chair, Department of Accounting and Information Systems
Rutgers Business School
1 Washington Park, Room 920
Newark, NJ 07102-3122
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(201) 658-5833 (Cell)

Department of Accounting and Information Systems

100 Rockefeller Road • Piscataway, NJ 08854

Recommendation Letter for Tesfalidet Tukue

It is a pleasure to write a letter recommending Tesfalidet Tukue for a position in your institution. Tes, as he prefers to call himself, is one of these successes who has found an area of interest that is truly his own rather than one suggested by faculty. Not only has he done all his research pretty much on his own, he has also helped me, as his advisor and dissertation committee chair, to broaden my interests.

Tes' research deals with the relationship between firms that innovate and the valuations they obtain in the market. While a positive relationship between innovation and firm values may seem natural, it is a challenging task to document this empirically as there are many other factors as well as statistical noise that affect the pricing of firms. The analysis of market valuation is a well-researched area; however, the ability to identify and measure the level of innovativeness remains a wide-open area for research in finance and accounting. Tes has read widely in this area and has an in-depth knowledge of the most recent works dealing with the quantification of the level of innovativeness of firms.

Tes' research papers link measures of innovativeness with the cost of equity capital and the difficulties innovations present for the independent auditor in terms of preparing financial statements that fairly represent the position of the firm. It is plausible to reason that future cash flows related to innovations are more uncertain but they have different implications for equity investors and for auditors. Equity investors collect the residual "up-side" cash flows and are therefore favorable to innovative firms. Auditors on the other hand are more worried about the "down-side" and therefore like to audit innovative firms more thoroughly. These are the empirical results that Tes has managed to establish through a carefully structured analysis of the data.

Tes has done very well in the classroom for us and is a clear and engaging teacher. I am confident about his abilities to communicate effectively with a diverse student body. As a colleague and co-researcher, Tes is very thoughtful and patient and is a very good listener. This makes it easy to work with him. He is naturally curious and is willing to involve himself in many different types of projects. I feel that he will fit in well into an environment that requires him to collaborate with people in other fields and recommend him strongly for a position at your school.

Please do not hesitate to contact me if you have any further questions.

Bharat Sarath

B. Sarath

Professor and Editor, JAAF

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(848) 445-3447 (Office)



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Newark, NJ 07102-3122

To whom it may concern:

This letter is to strongly support Mr. Tesfalidet Tukue as he applies for the assistant professor position in Accounting in the Towson University. I've known Tesfalidet since he joined our PhD program in 2009; and over the last five years, I have come to see Tesfalidet as a bright, personable, energetic person with a well-rooted and ongoing interest in innovation.

I also had the privilege of having Tesfalidet as a student in my PhD class in Auditing that emphasizes on innovative auditing theories and technologies. Tesfalidet was one of the few PhD students I could turn to when I needed to spark in-class discussion. In that class, he distinguished himself by producing a very interesting term project on Internal Control Monitoring Technologies. The project showed his fertile imagination and aptitude for research. And since he took my class, Tesfalidet has been briefing me on several occasions about his research projects seeking my advice. I am pleased – though hardly surprised – to finally see his interest in innovation culminated in his dissertation work and other projects.

I am impressed by just how far he has come and what he would like to pursue in his future research. He has a clear vision of where he would like to go, academically, over the next few years. The careful wording of his research and teaching statements also reflects his commitments to pass on this passion to his future colleagues and students.

Our research center (<http://raw.rutgers.edu>) is probably the leading audit innovation entity; and faculties and PhD students work in diverse industry and standard setting projects that involve cutting edge applications of technology in auditing. Our research center also hosts every year the World Continuous Auditing and Reporting Symposium, and Tesfalidet has been actively participating in reviewing the papers submitted to the symposium. Our center firmly believes in the synergy to be obtained through collaborative research, and we look forward to the possibility of working with Tesfalidet in the future.

Finally, I believe that Towson University would be an ideal place for him to flourish given his commitment to academic excellence. I assure you that Tesfalidet will become a notable contributor in the field and a prized member of your faculty in the near future.

Please contact me if I can be of additional help at (201) 454-4377 or miklosv@andromeda.rutgers.edu.

Cordially,

Miklos Vasarhelyi

KPMG Distinguished Professor of AIS

Director, Rutgers Accounting Research Center & CARLab

Rutgers Business School

Newark, NJ 07102-3122

CURRICULUM VITA

DONALD ROY ANDREWS

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[REDACTED]

Website: www.donaldrandrews.com

ACADEMIC and ADMINSTRATIVE BACKGROUND:

My academic pursuits have been in the areas of economics and finance from within a business and agricultural environment. My areas of specialization at the doctorate level are economic theory, resource allocation, and finance. I have worked on applied research problems in the areas of regional and natural resource economic development. I have served as an Instructor of Agricultural Economics, Assistant Professor, Associate Professor, Professor, at Southern University and Nicholls State Universities. I have served as Department Chairman of Economics and Dean of the College of Business at Southern University in Baton Rouge. In addition, I have served as the Director of the Entrepreneurship Training and Technical Assistance Program funded by the Office of Small and Disadvantaged Business Utilization of the U.S. Department of Transportation. I have served as the Director of three U.S. Department of Education Title III projects: College of Business Enhancement, Global Communications and Information Technology Enhancement. I currently serve as the primary investigator on the University Center for Economic and Entrepreneurial Development funded by the U.S. Department of Commerce, Economic Development Administration.

CAREER OBJECTIVES:

I have served as Dean of an AACSB International accredited business school since 1998 and have developed the leadership skills and talents to provide continuous improvement of the program. During my deanship in the College of Business we have developed and implemented degree programs and concentrations in Finance, Supply Chain Management, Entrepreneurship and the MBA program.

My career objectives are centered in the areas of business and economic program development. My training and research in economics have provided me the opportunity to develop skills in the areas of human resource economics, regional economics, capital budgeting, production economics, capital market theory, input-output analysis and entrepreneurship. My teaching, research and service activities have centered on resource development issues. I have also served as the principal investigator and co-principal investigator on many funded grant projects to enhance instruction, research and outreach activities for the business and economics programs at Southern University in Baton Rouge.

EDUCATION:

Undergraduate: Bachelor of Science in Business Administration, majoring in Economics, Southern University, Baton Rouge, Louisiana, 1971.

Graduate: Master of Science in Food and Resource Economics, University of Florida, Gainesville, Florida, 1974.

Thesis Research: Conducted an Analysis of the Residential Demand for Water in Dade County (Miami), Florida, 1973.

Graduate: Doctor of Philosophy in Agricultural Economics, Texas A & M University, College Station, Texas, May 1980.

Dissertation Research: Conducted an Input-Output Analysis of the Economic and Fiscal Impacts of Lignite Energy Resource Development in the Brazos Valley Economy of Central Texas, 1980.

COURSE SUMMARY:

(Grade Index)	B.S.	3.0	(4.0)
	M.S.	3.1	(4.0)
	Ph.D.	3.7	(4.0)

Graduate Courses:	University of Florida Quarter Hours	Texas A&M Semester Hours
Agricultural Economics	22	22
Economic Theory	35	15
Finance		9
Quantitative Methods	16	12
Resource Economics	8	6

PROFESSIONAL EXPERIENCE:

January 1972-December 1974, Graduate Research Assistant,
Food and Resource Economics Department, University of
Florida, Gainesville, Florida.

September 1974-June 1976, Instructor Agricultural
Economics Department, Southern University, Baton Rouge,
Louisiana.

August 1976-December 1978, Graduate Research Assistant,
Agricultural Economics Department, Texas A&M University
College Station, Texas.

January 1979-December 1980, Graduate Research Associate,
Agricultural Economics Department, Texas A&M University
College Station, Texas.

January 1980-1983, Assistant Professor, Business Economics
Department, Southern University, Baton Rouge, Louisiana.

Fall 1981 and 1982, Lecturer, Management Training Program,
International Development Program, Southern University
USAID Project, Baton Rouge, Louisiana.

Summer 1981, Industry Economist, U.S. Department of
Commerce, Northwest and Alaska Fisheries Center,
Seattle, Washington.

August 1982-August 1983, Acting Chairman, Business
Economics Department, Southern University, Baton Rouge, LA

Summer 1983, Industry Economist, U.S. Department of Commerce, Northwest and Alaska Fisheries Center, Seattle, Washington.

September 1983-July 1988, Assistant Professor, Economics and Finance Department, Nicholls State University, Thibodaux, Louisiana.

August 1988-July 1993, Associate Professor, Economics and Finance Department, Nicholls State University, Thibodaux, Louisiana.

August 1993 - July 1994, Professor, Economics and Finance Department, Nicholls State University, Thibodaux, Louisiana.

August 1994 - 1998, Professor, Economics Department, Southern University, Baton Rouge, Louisiana.

July 1998 – Present, Dean and Professor of Economics College of Business Southern University, Baton Rouge, Louisiana.

AWARDS AND HONORS:

Rockefeller Foundation Grant

Omicron Delta Epsilon (Honor Society)

Gamma Sigma Delta (Honor Society)

Member, People to People Citizen Ambassador Agricultural Economics Delegation to the People's Republic of China, 1987.

Selected for the Southeast Master Teacher Program 1989, sponsored by The BellSouth Foundation and College of Business Administration at Georgia State University

Selected as a Nissan Fellow for the 1995 Nissan-HBCU Summer Program on Entrepreneurship at Tennessee State University

Selected as a Mellon Fellow to study at the ICPSR program University of Michigan Summer, 1996

President National HBCU Business Deans Roundtable 2005-06 and 2015-16

Board Member Beta Gamma Sigma Honor Society

Board Member Educational Association of University Centers

Co-Chair 2017 Economic Development Transition Sub-Committee East Baton Rouge

Parish President and Mayor City of Baton Rouge Sharon Broome

Served on 15 AACSB Business School Accreditation Peer Review Teams

Clark-Atlanta, Texas Southern (2), Prairie View (2), North Carolina A&T, Elizabeth City State, Howard University, Arkansas Pine Bluff, Maryland Eastern Shores, Florida A&M, Tennessee State and San Francisco State University.

ORGANIZATIONAL AFFILIATIONS:

American Association of Collegiate Schools of Business (Business Accreditation)
American Economic Association
American Agricultural Economics Association
National Economics Association
Southern Agricultural Economics Association
Southern Economics Association
Western Economics Association
Western Agricultural Economics Association
Academy of Economics and Finance
Federation of Business Disciplines
Academy of Louisiana Economist
Louisiana Academy of Sciences
Southern Business Administration Association
HBCU Business Deans Roundtable

PUBLICATIONS:

Peer Reviewed Publications

"An Analysis of the Effect of Price on Residential Water Demand, Metropolitan Miami, Florida." Southern Journal of Agricultural Economics, July 1975.

"The Texas Assessment Modeling System's User Manual," The Texas Agricultural Experiment Station Technical Report No. 79-2. Department of Agricultural Economics, Texas A&M University, College Station, Texas 1979.

"The Texas Assessment Modeling System," The Texas Agricultural Experiment Station Technical Report No. 79-3. Department of Agricultural Economics, Texas A&M University, College Station, Texas 1979.

"The Texas Assessment Modeling System: Technical Appendix," The Texas Agricultural Experiment Station Technical Report No. 79-4. Department of Agricultural Economics, Texas A&M University, College Station, Texas 1979.

"The Texas Lignite Area Input-Output Model," The Texas Agricultural Experiment Station Technical Report No. 80-1. Department of Agricultural Economics, Texas A&M University, College Station, Texas 1980.

"Private and Public Sector Economies of Lignite Energy Development in Rural Central Texas," Southern Journal of Agricultural Economics, December 1983.

"Fiscal Impacts of Declining Revenue Bases," Organized Symposium, (Abstract) American Journal of Agricultural Economics, 1983.

"Employment Multipliers for the Southeast Alaska Economy: A Differential Export-Base Analysis." (Abstract) Southern Journal of Agricultural Economics, July 1985.

"Monetarism, Deficits, Crowding Out, and Interest Rates," Mid-South Business Journal, January 1986.

"An Export-Base Analysis of Louisiana's Petroleum Driven Economy." The Annals of Regional Science, March 1987.

"Student Evaluation of Faculty: A Causal Marketing Approach," Journal of Mid-West Marketing, Spring, 1988.

"An Application of the Stock Adjustment Model in Estimating Employment Multipliers for the South Central Louisiana Petroleum Economy 1964-1984." Growth and Change, Summer, 1988.

"A Hedonic Model of Residential Real Estate Prices in Southcentral Louisiana with Emphasis on Neighborhood Factors," The Journal of Real Estate Appraisal and Economics, Fall 1988.

"Bankers' Attitudes Concerning Interstate Banking," Journal of Retail Banking, Spring, 1989.

"An Estimation of the Aggregate Educational Production Function for Public Schools in Louisiana," Review of Black Political Economy, Summer, 1991.

"The Impact of Financial Market Deregulation on Selecting Commercial Bank Chief Executive Officers," Mid-American Journal of Business, Fall 1992.

"Predictive Ability of Financial Analysts' Forecasts." American Business Review, January 1994.

"An Analysis of AACSB Guidelines on Business School Deans' Perceptions Concerning Accreditation." Mid-American Journal of Business, Spring, 1994.

"Comparative Analysis of Advertising Used by Medical Facilities." Proceedings of the 1996 Conference of the Business and Health Administration Association, 32nd Annual Meeting, March 13-15, 1996, (with Katrece Dyer).

"Minority Student Performance in the Principles of Macroeconomics Course," (Selected Papers Abstract) American Journal of American Agricultural Economics, December 1996 pp. 1403, (with Krishna Agnihotri and Ashagre Yigletu).

Louis and Brenda Henry Enterprises. African American Enterprises Casebook, Volume One. 1997 with Uday Tate

Energy and Economic Activity in the United States, Energy Sources, (January 1998) With Ben Cheng.

"Cointegration and Casualty Between Energy Consumption and Employment with Implications for the Environment." Energy Sources, January 1998 with Ben Cheng and Brenda Birkett.

"The Influence of Student Personality on Test Performance in Economics for African American Students," The African Economics and Business Review, with Krishna Agnihotri and Ashagre Yigletu (January 1998).

The Role of Exports in Rapid Economic Growth of Taiwan: A Time Series Analysis, The Business and Economic Review. Fall, 1998, With Benjamin Cheng and Lai.

Plantation Society and Race Relations: The Origins of Inequality, Thomas J. Durant and J. David Knottnerus, Editors: Contributed Chapter Eight, Donald R. Andrews and Ralph Christy, The Profitability of Slavery: A Review of the Classical Economic Position. Praeger Publishers 1999.

"Disaster and Black Business Development: Recovering from Katrina," (with Andrew Muhammad, Ashagre Yigletu and Albert Clark), E-Journal of Business and Economic Issues, Summer 2006. http://www.business.subr.edu/online_journal.html.

"Dynamic Analysis of Income and Independence Effect of African American Female Labor Force Participation on Divorce," (with Sung Chul No and Ashagre Yigletu), Atlantic Economic Journal (2007) 35:159-171.

"Factors Impeding the Development of Export Activities: A Survey of Louisiana Small Businesses," (with Saviour Nwachukwu, Ashagre Yigletu, and Andrew Washington), Southwest Business and Economics Journal Fall 2007

"Estimation of Derived Demand for and Supply of Better Education in Louisiana," The Business Review, Cambridge, Vol. 8, Issue No: 2, December 2007 Pages 24-28.

"Determining Tourist Arrivals in Uganda: The Impact of Distance, Trade and Origin-Specific Factors. African Journal of Accounting, Economics, Finance and Banking Research, Vol. 2 No. 2, 2008. (With Andrew Muhammad).

A Cross-National Analysis of Government Implementation: A Research Note. Issues in Information Systems, Volume IX, No. 2, 2008 pp. 494-499. (With Saviour Nwachukwu Syed Khalil and Ashagre Yigletu).

An Analysis of the Impact of Electronic Medical Records System in a Global Medical Tourism Environment. Issues in Information Systems, Volume XI, No. 1, 2010 pp. 304-308. (With Saviour Nwachukwu Mysore Ramaswamy and Ashagre Yigletu).

Identifying Important Indicators of Macro Business Environment in Liberia Using a Rasch Model. International Journal of Business and Economics Perspective, 6(2) 2011: 80-120, with Aloyce Kaliba, E.G. Johnny and T.C. Ziadee.

Entrepreneurship Education at Historically Black Colleges and Universities: Call For A New Mission, with Sung No, Saviour Nwachukwu, Aloyce Kaliba And Ashagre Yigletu, Washington Business Research Journal, December 2013.

Black Colleges and Universities' Institutional Survival and Sustainability: A View from the HBCU Business Deans' Perspective, with Sung No, Kimberly Powell, Melanie Powell Rey, and Ashagre Yigletu, Journal of Black Studies, 2015.

No, Sung No, Donald Andrews, Ghirmay Ghebreyesus, and Eric Porter, "Creating Sustainable Neighborhood Developers' Program." International Journal of Trade, Economics, and Finance, 11 (2020): 19-23.

Andrews, Donald R. , Sung No, Kimberly Powell, Melanie Rey, and Ghirmay Ghebreyesus, "Student and Faculty Preferences Regarding Instructional Modalities at an HBCU Business School; as a Result of Covid-19 – A Change Management Approach and Mindset. Southwestern Business Administration Journal, Volume 20 ,Issue 1, Article 5 2022.1-16

Other Publications:

"The Texas Assessment Modeling System (TAMS): A Case Study in Model Adoption." Computer Models and Forecasting Socio-Economic Impacts of Growth and Development Conference Proceedings, Edmonton, Alberta, April 1980.

"The Economics of Human Capital Investment," Papers and Proceedings, Academy of Louisiana Economists, 1981.

"Economic and Fiscal Impacts of Lignite Development in Rural Texas," Papers and Proceedings, Academy of Louisiana Economists, 1981.

"Landownership Patterns in Louisiana 1978," College of Agriculture, Southern University, Baton Rouge, LA. 1982.

"An Interindustry Analysis of the Kodiak, Alaska Economy: Impact of the King Crab Fishery," Papers and Proceedings, Louisiana Academy of Economists, 1983.

"Classical Economics: The Issue of Profitability in a Slave Economy," Papers and Proceedings, Louisiana Academy of Economists, 1983.

"Factors Influencing Educational Performance in Louisiana 1981-82" (Abstract) Proceedings of the Louisiana Academy of Science, 1984.

"An Economic-Demographic Analysis of the South Central Louisiana Petroleum Economy 1964-1995," Department of Economics and Finance, College of Business Administration, Nicholls State University, Thibodaux 70310, August, 1987.

"Infrastructure Problems in the Development of China's Rural Economy." Journal People to People Agricultural Economics Delegation to the People's Republic of China, November 6 - 24, 1987.

"Diversity, Training Key to an Economic Rebound," Houma Daily Courier, (Marketplace) 1D, Sunday, October 23, 1988.

"An Economic Analysis of the Relationship Between Schools District Inputs, Family Inputs, Community Inputs and Educational Output." Outreach to the Rural Disadvantaged:

Issues and Strategies For the 21st Century. Proceedings of the 47th Annual Professional Agricultural Workers Conference, Tuskegee University, December 3-5, 1989.

"Financial Analysts' Forecasts and Predictive Ability," Proceedings of the Midwest Accounting Society, March 14- 16, 1990.

"Marketing to African American Consumers," The Baton Rouge Chronicle, Vol. 1, No. 3, December 1993, pp 13- 14.

"An Analysis of Business Problems Encountered by Majority and Minority Small Business Owners in Louisiana, Papers and Proceedings of the Midsouth Academy of Economics and Finance, February, 1995.

Impacts of Hispanic Immigrants on the African American Labor Force in the Southeastern Region of the United States, with Hamady Diop et. al. Commissioned Paper, Southern Education Foundation March 2008.

"Cointegration in and Diversification Benefits from Sub-Saharan Capital Markets: The Case of Kenya, Tanzania, and Uganda" Papers and Proceedings of the Academy of Economics and Finance, February 2011, with Sung No and Ashagre Yigletu.

Entrepreneurship Education at Historically Black Colleges and Universities: Call for A New Mission, with Sung No, Saviour Nwachukwu, Aloyce Kaliba and Ashagre Yigletu, Washington Business Research Journal, December 2013.

NOTEWORTHY PROFESSIONAL PROGRAM PRESENTATIONS:

"An Analysis of the Effect of Price on Residential Water Demand in Metropolitan Miami, Florida," Southern Agricultural Economics Association, 1975.

"Economics and Fiscal Impacts of Lignite Development," Southwest Social Science Association, 1981.

"The Economics of Human Capital Investment," Academy of Louisiana Economists, 1981.

"An Interindustry Analysis of the Kodiak Alaska Fisheries Economy," Academy of Louisiana Economist, 1982.

"Landownership Patterns in Louisiana, 1978," Louisiana Academy of Sciences, 1982.

"Private and Public Sector Economics of Lignite Development in Texas," Southern Agricultural Economics Association, 1983.

"Fiscal Impacts of Declining Revenue Bases," American Agricultural Economics Association, 1983.

"Classical Economics: The Issue of Profitability in a Slave Economy," Academy of Louisiana Economist, 1983.

"Factors Influencing Educational Performance in Louisiana," Louisiana Academy of Science, 1984.

"Employment Multipliers for the Southeast Alaska Economy," Academy of Louisiana Economists, 1984.

"Employment Multipliers for the Southeast Alaska Economy: A Differentiated Export Base Analysis," Southern Agricultural Economics Association, 1985.

"An Economic Base Analysis of the Southcentral Louisiana Economy 1964-1982," Mid-South Academy of Economics and Finance, 1986.

"An Economic Analysis of the Louisiana Petroleum Based Economy 1964-1982," Southwestern Federation of Administrative Disciplines (SWFAD), 1986.

"Economic Outlook for the Louisiana Economy 1986," Conference of Louisiana Colleges and Universities (CLCU) 1986.

"An Econometric Analysis of Residential Real Estate Prices in Southcentral Louisiana: An Hedonic Approach," Southwestern Federation of Administrative Disciplines (SWFAD), 1987.

"Petroleum and Southcentral Louisiana Employment Multipliers: An Application of a Distributed Lag Model," Southern Agricultural Economics Association Annual Meeting, 1988.

"An Application of the Distributed Lag Model in Estimating Employment Multipliers for the Southcentral Louisiana Petroleum Economy 1964-1984," Southwestern Federation of Administrative Disciplines (SWFAD), 1988.

"An Economic-Demographic Analysis of the South Central Louisiana Petroleum Economy 1964-1995," Southwest Social Science Convention, 1988.

"Career Paths for CEOs of Commercial Banks in the 1980s," Southwestern Federation of Administrative Disciplines (SWFAD), 1988.

"Student Evaluation of Faculty: A Causal Marketing Approach" Midwest Business Administration Association, 1988.

"An Estimation of the Input Output Relationship Between School Inputs, Family Inputs, Community Inputs and Basic Skills Test Results for Louisiana," Southwestern Federation of Administrative Disciplines (SWFAD), 1989.

"The Impact of Deregulation on the Selection and Performance of Commercial Bank Chief Executive Officers," Southwestern Social Science Convention, 1989.

"An Economic Analysis of the Relation Between School District Inputs and Basic Skills Test Results for Louisiana," Southern Agricultural Economics Association Annual Meeting, February 3-7, 1990

"The Impact of Financial Market Deregulation on the Selection of Commercial Bank Chief Executive Officers," Southwestern Federation of Administrative Disciplines (SWFAD) February 28 - March 3, 1990.

"An Estimation of the Variables Influencing Student Performance in the College of Business Administration," Midsouth Academy of Economics and Finance Annual Meeting Shreveport, Louisiana, February 6-9, 1991.

"An Estimation of the Educational Production Function at the Micro level for Accounting and Economics," Southwestern Federation of Administrative Disciplines (SWFAD), 1991.

"An Economic Analysis of the Arkansas-Louisiana-Mississippi Economy," Midsouth Academy of Economics and Finance Annual Meeting Mobile, Alabama, February 19-22, 1992.

"An Estimation of the Educational Production Function for Accounting Students at a Public Historically Black College in Louisiana," Midsouth Academy of Economics and Finance Annual Meeting Mobile, Alabama, February 19-22, 1992.

"An Estimation of the Educational Production Function in Accounting for Minority Students in Louisiana," Southwestern Federation of Administrative Disciplines (SWFAD), March 4-7, 1992, San Antonio, Texas.

"An Analysis of Business School Dean's Perceptions Concerning AACSB Accreditation Criteria," Southwestern Federation of Administrative Disciplines (SWFAD), March 2-7, 1993, New Orleans, Louisiana.

"Security Analysis and Market Efficiency," Midwest Business Administration Association (MBAA), March 24-26, 1993, Chicago, Illinois.

"Student Performance in Introductory Accounting Courses: Emphasis on Minority Status," Southwestern Federation of Administrative Disciplines (SWFAD), March 2-5, 1994, Dallas, Texas.

"An Analysis of Business Problems Encountered by Majority and Minority Small Business Owners in Louisiana, Midsouth Academy of Economics and Finance, February 15-18, 1995, Biloxi, Mississippi.

An Estimation of the Influence of Gender and Race on Student Academic Performance," Midsouth Academy of Economics and Finance, February 15-18, 1995, Biloxi, Mississippi.

"An Analysis of Managerial Characteristics for Majority and Minority Small Business Owners in Louisiana," Southwestern Federation of Administrative Disciplines (SWFAD), 1-4, 1995, Houston, Texas.

"An Analysis of the Variables Influencing Small Business Owners' Attitude Toward Risk, Midsouth Academy of Economics and Finance, February 7-10, 1996, Atlanta, Georgia.

"Variables Influencing Minority Student Performance in Tax Accounting Classes," Midsouth Academy of Economics and Finance, February 7-10, 1996, Atlanta, Georgia.

"An Estimation of the Educational Production Function for Minority Students in Principles of Economics," Midsouth Academy of Economics and Finance, February 7-10, 1996, Atlanta, Georgia.

"Problems Encountered by Majority and Minority Small Business Owners in Louisiana," Southwestern Federation of Administrative Disciplines (SWFAD), March 6-9, 1996, San Antonio, Texas.

"An Estimation of the Educational Production Function for Principles of Economics Students," Southwestern Federation of Administrative Disciplines (SWFAD), March 6-9, 1996, San Antonio, Texas.

"Minority Student Performance in the Principles of Macroeconomics Course," American Agricultural Economics Association, Annual Meeting, July 28-31, 1996, San Antonio, Texas.

An Estimation of the Influence of Student Personality on Test Performance in Economics for Minority Students, Academy of Economics and Finance, Lafayette, LA February 1997.

A Multinomial Analysis of Small Business Owners' Attitudes Toward Risk, Academy of Economics and Finance, Lafayette, LA February 1997.

An Ordered Probit Analysis of the Influence of Education on Small Business Owners' Attitudes Toward Risk in Louisiana, Southwestern Federation of Administrative Disciplines (SWFAD), March 11-15, 1997, New Orleans, Louisiana.

The Influence of Student Personality Type on Performance in Principles of Economics, Southwestern Federation of Administrative Disciplines (SWFAD), March 11-15, 1997, New Orleans, Louisiana.

Variables Influencing Student Performance in the First Economics Course at an HBCU, National Economics Association, Annual Meeting, January 3, 1998, Chicago, Illinois.

Does Student Exposure to Experimental Auction Markets Improve Performance in Economics at an HBCU? National Economics Association, Annual Meeting, January 3, 1999, New York, New York.

The Impact of Experimental Activities in Strengthening Economics Education at an HBCU. Southwestern Federation of Administrative Disciplines. March 11, 1999, Houston, Texas.

"Preparing Tomorrows Businesses Today," Opportunities for Louisiana Businesses Panel, "Role of the Universities in Economic Development." Louisiana Legislative Black Caucus, 2005 Economic Development Conference, June 13, 2005, Pennington Center Baton Rouge, Louisiana.

“The Entrepreneurial Process” Training of Small Business Trainers Workshop, Makerere University Business School, December 12, 2005, Kampala, Uganda.

“Using the Case Method of Teaching, Training of Small Business Trainers Workshop, Makerere University Business School, December 13, 2005, Kampala, Uganda.

“Overview of U.S. Small Business Environment” Small Business Workshop, Makerere University Business School, December 14, 2005, Kampala, Uganda.

Role of the Universities in Entrepreneurship Development.” Small Business Workshop, Makerere University Business School, December 15, 2005, Kampala, Uganda.

Presentation on Economic Development and Small Business Innovative Research, SBIR Program, February 17, 2006, Louisiana Tech University, Ruston, Louisiana.

“Disaster and Black Business Development: Recovering from Katrina,” (with Andrew Muhammad, Ashagre Yigletu), Dubois Institute Spring Conference, Southern Center for Studies in Public Policy and Clark Atlanta University School of Business April 6-7, 2006, Atlanta, Georgia.

“Role of HBCU Universities in Minority Business Development: Recovering from Katrina (with Andrew Muhammad and Ashagre Yigletu), Understanding the Impact of Natural Disasters on Communities and MBEs, Presentation at the Minority Business Development Agency National Conference, June 6-9, 2006, New Orleans, Louisiana.

Higher Education Roundtable: An Institutional Perspective – Successes and Challenges Involving Higher Education in International Affairs and Development, 2006 International Development Partnerships Activity Conference, United Negro College Fund Special Programs Corporation, June 26-29, 2006, Cape Town, South Africa.

“Tourism and Economic Development in East Africa: The Case of Uganda,” (with Andrew Muhammad, Audrey Kahara-Kawuke, Tamwisigire Caleb and Ashagre Yigletu). National Economics Association Annual Meeting, January 5, 2007, Chicago, Illinois.

Higher Education Roundtable – Accelerating the Presence of Higher Education in Global Decision-Making and the Exchange of Ideas: Constraints, Challenges and Rewards: What works? What Does Not? The 2007 Annual International Development Partnerships Activity Conference and Symposium on Strengthening Faculty and Student Participation in International Programs and Activities. August 15-17, 2007, Ritz-Carlton Hotel, Washington D.C.

Entrepreneurship Education and the Role of University in the Transformation, Entrepreneurship Conference, Makerere University Business School, Kampala Uganda, December 13, 2007

The Influence of Socio-Economic Factors on Educational Performance for Elementary School Children in Louisiana with a Focus on New Orleans, National Economics Association, Annual Meeting, Sunday January 6, 2008. (With Sung No and Ashagre Yigletu). New Orleans, Louisiana.

Role of HBCUs: Business Education Programs in Changing Global Business Environments Panel. New Realities in Business School Curricula, Cultural Perspectives in Marketing Conference, New Orleans, Louisiana, January 18, 2008.

The Financial Crisis in the USA, Entrepreneurship Conference, Makerere University Business School, Kampala Uganda, December 11, 2009.

Survey Results on Entrepreneurship Education at Historically Black Colleges and Universities, Presented to OFC Venture Fund Program for Dean and Faculty Development in Entrepreneurship, Atlanta, GA April 2010.

New Realities in Entrepreneurship Education at Historically Black Colleges and Universities, presented to OFC Venture Fund Program for Dean and Faculty Development in Entrepreneurship, Atlanta, GA April 2011 with Toni Jackson, Sung No, Saviour Nwachukwu, and Ashagre Yigletu.

New Realities in Entrepreneurship Education at Historically Black Colleges and Universities, Presented to HBCU Business Deans Round Table June 2011, Orlando, Florida June 2011.

Entrepreneurship Education at HBCUs, Entrepreneurship Conference, Makerere University Business School, Kampala Uganda, December 2011 with Sung No, Saviour Nwachukwu, Aloyce Kaliba and Ashagre Yigletu.

Entrepreneurship Education at Historically Black Colleges And Universities: Call For A New Mission, Paper Presented At The Washington Business Research Forum In Collaboration with Howard University and the National HBCU Business Deans Roundtable, Washington, D.C., January 8-9, 2012, with Sung No, Saviour Nwachukwu, Aloyce Kaliba And Ashagre Yigletu.

Back to The Future: Entrepreneurship Education at Historically Black Colleges Paper Presented at the Minority Serving Institutions Research Partnership Consortium, University of Texas Pan American, McAllen, Texas, February 2012 with Sung No, Saviour Nwachukwu, Aloyce Kaliba and Ashagre Yigletu.

Leadership Skills Needed for Success at Historically Black Colleges and Universities (HBCUs): A View from the HBCU Business School Deans' Perspective, Pan-African

Enterprise Research Council, September 9-11, 2015, Atlanta, Georgia. with, Sung No, Saviour Nwachukwu, Kimberly Powell, Melanie Rey, and Ashagre Yigletu.

Fostering Entrepreneurial Activities in High Poverty Communities, Washington Business Research Forum, Washington D.C. March 4-5, 2016, with Ghirmay S. Ghebreyesus, Sung C. No, and Aloyce Kaliba.

Fostering Innovation in HBCU Schools of Business Throughout the Nation. Presentation for Congressional Black Caucus Foundation ALC 16, September 16, 2016, Washington, D.C.

Southern University College of Business, EDA University Center Presentation and Discussions, Austin Region EDA University Center Conference, Louisiana Tech University, Ruston, Louisiana, March 8-10, 2017, with Ghirmay S. Ghebreyesus, Sung C. No, and Aloyce Kaliba,

University Economic Development Association (UEDA). Annual Meeting. Presentation on Creating Neighborhood Developers was selected as among the Best Practices Award at the 2018 Program.

No, Sung No, Donald Andrews, Ghirmay Ghebreyesus, and Eric Porter, "Creating Sustainable Neighborhood Developers' Program." Paper presented at the 10th International Conference on Economics, Trade and Development, Seoul, the Republic of Korea, May 27-29, 2020.

Educational Association of University Centers (EAUC). Presentation on Working with Tribal Communities Topic: EDA / EAUC indigenous dialogue - lessons to learn from UC's September 30, 2020

No, Sung No, Donald Andrews, and Ghirmay Ghebreyesus, and Eric Porter, "The Quantum Computing Analysis of Business Expansion Decision among Small, Minority Business Owners." Paper presented (**Virtual**) at the 96th Western Economic Association, International, June 27-July 1, 2021.

DISCUSSANT:

Southwest Federation of Administrative Disciplines 1985, 1986, 1987, 1988, 1989, 1990, 1991, 1992, 1993, 1994, 1995, 1996, 1997, 1998, 1999

Mid-South Academy of Economics and Finance
1986, 1991, 1994, 1995, 1996, 1997, 1998

Southwestern Social Science Association
1983, 1988

COURSES INSTRUCTED: SOUTHERN UNIVERSITY

Agricultural Economics	Economics
Agricultural Economics 211 Principles of Agricultural Economics	Economics 200 & 210 Macro & Micro Prin.
Agricultural Economics 311	Economics 310
Farm Management and Cost Studies	Macroeconomics
Agricultural Economics 333 Agricultural Credits and Finance	Economics 311 Microeconomics
Agricultural Economics 411 National Agricultural Policies	Economics 342 Labor Economics
Agricultural Economics 465 Agricultural and Economic Development	Economics 301 Business Statistics
	Economics 515 Managerial Economics
	Management 455 Environmental Management
	Finance 435 Risk & Insurance

COURSES INSTRUCTED: NICHOLLS STATE UNIVERSITY

Economics 251, 252, & 255 Principles of Economics	Finance 328 Principles of Insurance
Economics 325 Labor Economics	Economics 375 Microeconomic Theory
Economics 438 Economics and Development	Economics 376 Macroeconomic Theory
Economics 510 Economic Analysis	

MAJOR UNIVERSITY AND SCHOOL COMMITTEE ASSIGNMENTS:

Curriculum Committee (Department, Nicholls State University)
Grievance Committee (College, Nicholls State University)
Scholarship Committee (College, Nicholls State University)
AACSB Self-Study Committee Standard I (College, Nicholls State University)
Graduate Council (Nicholls State University)
Insurance Committee (Nicholls State University)
Scholarship Committee (Nicholls State University)
Academic Vice-President Search Committee (Nicholls State University)
Presidential Advisory Committee (Nicholls State University)
Chairperson Research Council (Nicholls State University)

Dean for College of Business Search Committee (College, Nicholls State University)
Chair AACSB Intellectual Contributions Committee (College, Nicholls State University)
AACSB Strategic Planning Committee (College, Nicholls State University)
SACS Steering Committee (Nicholls State University)
Coordinator SACS Administrative Process Area (Nicholls State University)
SACS Research Committee (Nicholls State University)
SACS Economics and Finance Self-Study (Department, Nicholls State University)
AACSB Resource Planning Committee (College, Nicholls State University)
Academic Program Review Committee (Nicholls State University)
AACSB Intellectual Contributions Committee (College-SU)
Community College Impact Assessment (University-SU)
Co-Chair AACSB Self-Evaluation Report Committee (College-SU) Dean for School of
Public Policy Search Committee (University-SU)
Associate Vice Chancellor for Research and Dean of the Graduate School Search
Committee (University-SU)
Faculty Senate (University-SU)
AACSB Intellectual Contributions Committee (Acting Chair) (College- SU)
Strategic Planning Council (College-SU)
Assessment Committee for SACS Accreditation (University-SU)
Institutional Effectiveness Committee for SACS Accreditation (University-SU)
Vice-Chancellor for Research Search Committee (University-SU)
Information and Technology Security Taskforce (University-SU)
Chair Dean of the Graduate School Search Committee (University-SU)
Chair Dean of International Education Search Committee (University- SU)
Member Southern University Budget Review Committee (University-SU)
Member Search Committee Senior Associate Vice Chancellor Academic Affairs
Member Search Committee Associate Vice Chancellor Student Affairs
Chair Search Committee Dean of the Graduate School

GRADUATE COURSEWORK:

University of Florida

I. Agricultural Economics

Foundations of Agricultural Policies
Intermediate Agricultural Production Economics
Economics of Agricultural Production
Consumption and Demand
Agricultural Policies
Science and Research Methodology

II. Economic Theory

Macro Economics Theory I
Micro Economics Theory
Price Theory
Macro Economics Theory II
State and Local Finance
Fiscal and Monetary Policy
Labor Economics

III. Resource Economics

Land Tenure and Taxation in Agriculture
Natural Resource Economics

IV. Quantitative Methods

Sample Survey Design
Methods of Statistics
Activity of Economics Design
Elementary Econometrics
Quantitative Analysis in Agricultural Economics

Texas A & M University

I. Agricultural Economics

Economics of Environmental Issues Relating to Agriculture
Economic Development in Rural Areas
Capital Market in Agriculture
Financial Planning for the Farm Firm
Resources Allocation in Agriculture
Operations Research Methods in Agricultural Economics
Special Topics in Agricultural Policy

II. Economic Theory

History of Economic Thought I
History of Economic Thought II
Regional Science I
Micro Economic Theory I
Macro Economic Theory I

III. Finance

Financial Management
Analysis of Money and Capital Markets
Management of Financial Intermediaries

IV. Quantitative Methods

Mathematical Economics
Econometrics
Econometric Theory and Programming
Statistics in Research I
Least Squares and Regression Analysis
Input-Output Analysis

ADDITIONAL STUDY:

University of Virginia

Business Management Institute

Louisiana State University

Investments
Real Estate
Risk Management and Insurance

Georgia State University and BellSouth Foundation

Southeast Master Teacher Program

Florida A&M University

IMPLAN Training Group Input-Output Regional Economic Model

Tennessee State University

IMPLAN Training Group Input-Output Regional Economic Model

University of Michigan

Inter-university Consortium for Political and Social Research (ICPSR) Summer Program in Quantitative Methods, 1995. Courses taken included Regression Analysis, Maximum Likelihood Estimation, Mathematics for Social Science and Introduction to Computing.

Tennessee State University

Nissan-HBCU 1995 Summer Institute on Entrepreneurship. One-week intensive lecture series and case analysis on entrepreneurship and the African American business community.

University of Michigan

Inter-university Consortium for Political and Social Research (ICPSR) Summer Program in Quantitative Methods, 1996. Courses taken included Multi-Dimensional Scaling and Categorical Data Analysis and Grant Writing.

University of Michigan

Inter-university Consortium for Political and Social Research (ICPSR) Summer Program in Quantitative Methods, 1997. Courses taken included Multivariate Statistical Methods and Spatial Analysis/Geographic Information Systems.

Stanford University

Course on Personnel Economics in 1999

Babson College

Course on Entrepreneurship Education in 2003

Reunion Programs in 2004, 2005, 2006

Indiana University

Center for International Business Education and Research
Study Tour to Brazil May 29 – June 7, 2011

University of Connecticut

Center for International Business Education and Research
Study Tour to Australia January 4 – January 17, 2014

University of South Carolina
Center for International Business Education and Research
Study Tour to Southern Africa May 2015 – June 2015.

Massachusetts Institute of Technology (MIT)
HBCU/Tech June Working Group Meeting June 25-26, 2019
MIT Campus, Boston, MA

Babson College
Babson Academy for the Advancement of Global Entrepreneurial Learning
Building an Entrepreneurship Education Ecosystem
Online Program
January 4-22, 2021

Massachusetts Institute of Technology (MIT)
Entrepreneurship Development Program, January 22-27, 2023
MIT Sloan School of Management
MIT Campus, Boston, MA

Faculty Development:

In 1981 and 1983, participated in faculty development programs such as serving as Industry Economist for NOAA's National Marine Fisheries Service, Northwest and Alaska Fisheries Service in Seattle, Washington.

In 1991 participated in the Master Teacher project at Georgia State University,

AACSB Continuous Improvement Symposium Philadelphia, Pennsylvania, October 1995.

HBCU Business School Alliance, Case Writing Workshop, Newark, Delaware, October 1995.

Inter-University Consortium on Political and Social Research, University of Michigan, Summer, 1995.

Nissan-HBCU Institute on Entrepreneurship, Tennessee State University, Summer 1995.

Using Experimental Economics in the Classroom, College of Business Nicholls State University, Nicholls State Thibodaux, LA February 9-10, 1995.

Inter-University Consortium on Political and Social Research, University of Michigan, Summer, 1996.

American Agricultural Economics Association Annual Meeting, July 1996, San Antonio, Texas.

E-mail and Internet Workshop, Southern University, College of Engineering, September 1996.

Attended the International Business Program at the Universities of South Carolina (1996).

International Education in the Twenty First Century: The Mission and Challenge to Minority Populations, Southern University, Baton Rouge, October 3-5, 1996.

U.S. Department of Transportation, Education Conference, October 28-29, 1996, University of Tennessee, Knoxville, Tennessee.

Faculty Development Workshop on "Internationalization of Existing Business Curricula". November 1-2, 1996, Southern University and A & M College, College of Business, Baton Rouge, Louisiana.

"Customers, Opportunities and Competitiveness: A Faculty Conference." The Office of Research and Strategic Initiatives Southern University, January 16, 1997, Baton Rouge.

Economics and Finance Teacher Training Program, Academy of Economics and Finance, February 15, 1997, Lafayette, Louisiana.

"Training Teachers to Teach Entrepreneurship," 1997 Entrepreneurship Summit I, April 2, 1997, Jackson State University, Universities Center, Jackson, Mississippi.

AACSB Annual Meeting, "Lessons from High Performance Organizations," Boston Massachusetts, April 13-16, 1997.

"Strengthening Economics Education at Historically Black Colleges and Universities," A Faculty Development Conference Sponsored by the Ford Foundation, the National Science Foundation, Benedict College and Morehouse Research Institute, April 17-20, 1997, Benedict College, Columbia, South Carolina.

"Competing in the World of Research and Sponsored Programs," A Grant Proposal Development Workshop, April 28-29, 1997, Hosted by the SUBR Office of Grants and Sponsored Programs, Baton Rouge, Louisiana.

SUPERCOMM '97, "Connect with the Future: A New Era in Communications," June 1-5, 1997, Ernest N. Morial Convention Center, New Orleans, Louisiana

"Home Page Design Workshop," June 14, 1997, Center for Science, Engineering and Technology, Southern University, Baton Rouge, Louisiana.

Inter-University Consortium on Political and Social Research, University of Michigan,
June 23 - August 15, 1997.

Faculty Development in International Business: Financial Management, July 20-25, 1997,
Daniel Management Center, College of Business Administration, University of South
Carolina.

BOR Support Fund "Hands-on" Proposal Workshop, Office of Grants and Sponsored
Programs, Southern University, August 23, 1997.

Implementing Institutional Effectiveness to Meet Southern Association of Colleges and
Schools Requirements, Southern University, September 5, 1997.

Attended the Allied Social Science Annual Meeting, the National Economics Association
Annual Meeting, and the meeting of the grant recipients for the Morehouse Research
Institute/Ford Foundation on Integrating Race and Gender into the Economics Curricula,
January 2-4, 1998, Chicago, Illinois.

Economics and Finance Teacher Training Program, Academy of Economics and Finance,
February 14, 1998, Montgomery, Alabama.

Developed and organized a faculty development workshop on integrating race and gender
into the economics curricula. Sponsored by the Ford Foundation and the Morehouse
Research Institute. This program was hosted by Southern University, Jackson State
University and Dillard University. Dr. Susan Feiner from the University of Southern
Maine, editor of the book entitled, Race and Gender in the American Economy: Views
from Across the Spectrum provided the keynote address. Other presenters at the seminar
include Dr. Lisa Saunders from the University of Massachusetts and Dr. Scott Simkins
from North Carolina A&T. This seminar was held March 13 and 14, 1998 on the Baton
Rouge Campus of Southern University.

Participated in the Iowa Electronic Markets Inter-Disciplinary Educational Alliance
Conference, Chicago Illinois, April 3-5, 1998.

Co-Conducted Economic and Finance Faculty Open Round Table (EFFORT) Workshop
entitled Experimental Economics: The Futures Exchange Using the Iowa Electronic
Market (IEM), Southern University Baton Rouge, April 17, 1998.

Participant and presenter in the Applications and Technologies for Web-Based Instruction
Workshop, Environmental Technology Consortium Technical Qualifications Program,
May 18-22, 1998, Sponsored by the Office of Research and Strategic Initiatives, Southern
University Baton Rouge.

Accepted for participation in the Multi-City Study of Urban Inequality Workshop, Funded by the Ford Foundation at the Inter-university Consortium for Political and Social Research at University of Michigan, Ann Arbor, Michigan, June 15-19, 1998.

Attended University Partnership Program at General Telephone and Electronics (GTE) Corporation. August 4-6, 1998, Dallas, Texas.

Attended Student Summer Internship Program Review at John Deere Corporation Headquarters, August 14-15, 1998, Moline, Illinois.

Attended Nationwide Leadership Program at Nationwide Corporation Headquarters, July 16-17, 2019, Columbus, Ohio.

Attended CIA Student Recruitment Program at Headquarters, August 10, 2019, McLean, Virginia.

Attended Enbridge Corporation Student Recruitment Program at US Headquarters, August 19, 2019, Houston, Texas.

Attended AACSB Workshops on Continuous Improvement, 1998-2005, 2007, and 2009.

Attended AACSB Dean's Conference 2010-2022

Attended AACSB International Conference and Annual Meetings, 1998-2022

Served on 15 AACSB Peer Review Teams 2000-2022

Served on Beta Gama Sigma National Board of Directors from 2016 to 2021

Presented review of Entrepreneurial Training and Technical Assistance Program (ETTAP) at the Office of Small and Disadvantaged Business Utilization, United States Department of Transportation, Second Annual Meeting, October 19-21, 1998

Developed and organized in conjunction with Dr. Yigletu, a speaker's program on integrating race, gender and entrepreneurship into the economics curricula. Speakers have included Dr. Williene Johnson Vice President of the Federal Reserve Bank of New York, (October 2, 1998) and Dr. John Sibley Butler, Professor of Management and Sociology at the University of Texas at Austin (October 31, 1998). Sponsored by the Ford Foundation and the Morehouse Research Institute.

Attended A National Conference on Fatherhood, African American Fathers, November 4-6, 1998. Hosted by the Morehouse Research Institute and the Institute for American Values, Sponsored in part by the Ford Foundation. Morehouse College, Atlanta, Georgia.

Attended the Competitive Edge Regional Grant Proposal Development Conference, November 12-13, 1998, Louisiana State University, Baton Rouge, Louisiana.

Attended the Multi-City Study of Urban Inequality at the University of Michigan (1998),

Attended the Personnel Economics Program at Stanford University (1999),

Presentation on the Knowledge Economy. Summer Institute for Future Global Leaders in the Caribbean, University of the Virgin Islands (2000).

Presentation on the Iowa Electronic Market to faculty at the University of the Virgin Islands (2001).

Attended the International Business Program at the University of Memphis (2002-2005).

Attended the 2003 Price Babson Entrepreneurship program at the University of California at Berkeley,

AACSB International Advisory Council Conference 2003, Dallas, Texas.

Attended the 2003 Reflect and 2004 and 2005 Entrepreneurship Summit Programs at Babson College in Boston, Massachusetts.

OFC Venture Fund Program for Dean and Faculty Development in Entrepreneurship (2005-2014).

HBCU National Schools of Business Deans Summit Programs (2003-2020).

AACSB International, Business Deans Conference, February (2007- 2019).

AACSB International, International Conference and Annual Meeting, April (1996- 2020).

AACSB International, Global Accreditation Conference, Fall (2019, 2020).

AACSB International, Mentor Training Workshop, September 30, 2009, Baltimore, Maryland.

U.S. Department of Education, Business and International Education (BIE) Program, Annual Meeting October 2010, Tampa, Florida.

University of Indiana Center for International Business Education and Research (CIBER) Study Tour to Brazil. May 29-June 7, 2011.

Developed Brazil Opportunity Leadership Development (BOLD) Project to create MOUs with two universities in Brazil May 2012.

American Council on Education (ACE). Institute on Internationalization at HBCUs, July 18-19, 2013, Washington, DC.

University of Connecticut Center for International Business Education and Research (CIBER) Study Tour to Australia 2013.

University of South Carolina Center for International Business Education and Research (CIBER) Study Tour to Southern Africa (South Africa, Botswana, Namibia, Zambia) 2015.

Delta Regional Authority, Delta Entrepreneurship Network: Roundtable Lunch. Memphis, Tennessee, July 25, 2017

SACS-COC 2017 Annual Meeting, "Students Are the Heart of Education, Dallas, Texas, December 2-5, 2017.

University Economic Development Association (UEDA), Annual Meetings 2015-2019.

Attended Covey Training on the Seven Habits of Effective Students Workshop
Southern University Baton Rouge, Louisiana August 13-14, 2019

AACSB Certificate of Recognition for Commitment to Volunteer and Support to AACSB 2019-20.

AACSB Peer Review Team Chair Training Certificate of Completion February 2, 2020

Quality Matters Applying the QM Rubric (APPQMR) Certificate of Completion May 14, 2020

International Business Pedagogy Webinars 2020 Hosted by Georgia State University-CIBER

International Business Webinar: China's economy and business environment post Covid-19, Hosted by Georgia State University-CIBER, May 12, 2020

Babson Academy, Building an Entrepreneurship Education Ecosystem, January 4-22, 2021.

Understanding Contemporary China, Certificate of Participation, Hosted by Georgia State University-CIBER March 2021

International Business Webinar Series Designing & Executing World-Class DBA Program
Featuring Dr. Lars Mathiassen, Georgia State University, US Dr. Jorge Carneiro, FGV, Brazil
Dr. Timothy Devinney, University of Manchester, UK, Thursday, July 15, 2021

The Economics of Business Environment in Africa: Current Realities and Challenges, Certificate of Participation, Hosted by Georgia State University-CIBER November 2021

Babson Academy One Hour Entrepreneurship Educator Webinar Series: Cultivating Entrepreneurial Youth Leadership: A Playbook for a Post-Pandemic World, scheduled for 9:00 AM on January 27, 2022.

Babson Academy One Hour Entrepreneurship Educator Webinar Series: The Power of Entrepreneurship in Engineering and Technology Education, scheduled for 9:00 AM on September 22, 2022.

Grants Funded:

Entrepreneurial Training and Technical Assistance Program (ETTAP), Funded for \$80,000 by U. S. Department of Transportation, Office of Small and Disadvantaged Business Utilization 1995-97. (Andrews and Birkett)

Enhancement of Economics Instruction, Research and Learning LEQSF Grant \$100,000 1996-97. (Osagie and Andrews)

Internationalizing Existing Business Curricula LEQSF Grant \$37,000 1996-97. (Yigletu and Andrews)

Entrepreneurial Training and Technical Assistance Program II (ETTAP-II), Funded for \$60,000 by U.S. Department of Transportation, Office of Small and Disadvantaged Business Utilization 1997-98. (Andrews and Birkett)

Strengthening Economics Education at HBCUs to Enhance Economic Literacy and Increase the Supply of African American Economists Grant, funded by the Morehouse Research Institute and the Ford Foundation for \$18,000, 1998-1999 (Andrews and Yigletu).

Iowa Electronic Markets Inter-Disciplinary Educational Alliance Training Project. Funded by the University of Iowa Grant in the College of Business. Funds accounts for student trading on the Iowa Electronic Futures Market. This course is part of the IEM*IDEA project sponsored by the US Department of Education's FIPSE program (1998-2002).

Enhancing the Undergraduate Program in Agricultural Economics Through Computer-Assisted Instruction, funded for \$54,000 by the Board of Regents Enhancement Support Fund (1998-1999). Joint project by the Agricultural Economics and the Business Economics programs. (Meyinsse, Andrews and Jones)

Developing the 21st century classroom: Integrating Information Technology for expanding the Scholarship of teaching and Learning Economics and Finance Through Computer Laboratory Instruction, funded for \$101,000 by the Board of Regents Enhancement

Support Fund (2002-2003). Project by the Business Economics programs. (Andrews and Yigletu)

Served as the co-principal investigator of the United Negro College Fund/International Development Program (UNCF/IDP) Project in Uganda, Africa (2003-2006) that had the goal to enhance the Makerere University Business School's programs in Kampala.

Ford Partnership for Advanced Study (PAS) Project for Summer Outreach to local high school 2004-2006 (\$20,000).

Ford Partnership for Advanced Study (PAS) Project for Summer Outreach to local high school 2006-2008 (\$30,000).

Served as the co-principal investigator on a U.S. Department of Education Title VI, Part B Grant, (\$185,000), to Enhance International Business Education at Southern University and with the University of Orizaba in Mexico (2005-2007).

Served as the co-principal investigator on a U.S. Department of Education Title VI, Part B Grant (\$185,000), to Enhance International Business Education at Southern University and with the Makerere University Business School's programs in Kampala University (2007-2009). Assisted students to study abroad in South Africa, Uganda and Senegal in 2007 and 2008.

Director of the College of Business Enhancement Project, which was funded by Title III for \$1.5 million from 2002-2007. The project provided funding to establish the Financial Analysis and Securities Trading (FAST) Laboratory. This laboratory provides the necessary hardware and software to simulate real world trading in financial securities.

Director of the E-Business Grant Project in the College of Business funded by the Center for Information and Technology Innovation (2001-2006). This project provided for the technology equipment enhancements and the construction of two e-business instructional laboratories. In addition, two professors were hired to provide expertise in establishing the E-Business/Supply Chain Management degree program. Grant funded for \$220,000 per year.

Served as the Director of the College of Business Global Communications Project, which was funded by Title III for \$1.8 million from 2008-2012. The project provided funding to establish the Global Communications Facility (GCF) Laboratory. This laboratory provides the necessary hardware and software to provide global communications for increasing the instructional, research and outreach capabilities in the College.

Served as the Director of the College of Business Enhancing Information Technology Project, which was funded by Title III for \$1.2 million from 2013-2018. The project provided funding to enhance information technology in the college for instruction. This project provides the necessary hardware and software to provide world class information

and communications technology for increasing the instructional, research and outreach capabilities in the College.

Served as the Director of the Southern University College of Business Effective Leadership Program, which was funded by The Louisiana Disaster Recovery Foundation for \$200,000. This project provides servant leadership training for 25 mid-career leaders in the Hurricanes Katrina and Rita Impacted Area. February 1, 2008, to January 31, 2009.

Served as the co-principal investigator on a U.S. Department of State, Bureau of Educational and Cultural Affairs Grant (\$385,000), Promoting the Role of Entrepreneurship, Market Economy and Democratic Values in Economic Development through People-to-People Exchanges: Partnership between Southern University Baton Rouge, Louisiana and Makerere University Business School Kampala Uganda (2008-2010).

Served as contributor on a U.S. Department of State, Bureau of Educational and Cultural Affairs Grant (\$385,000), Leadership Skills of Young Professionals through the Development of Entrepreneurial and Business Management Skills and Two-Way Exchanges: Partnership between Southern University Baton Rouge, Louisiana and the University of Liberia, Monrovia, Liberia. (2009-2011).

Served as Contributor to Southern University Business and Disaster Recovery Center (SUBDRC) Project. Funded by U.S. Department of Commerce EDA \$1,000,000 (2012).

Established Mentor-Protégé Program with Global Resource Solutions (GRS) and CEES with National Security Agency, 2013,

Serves as Principal Investigator on a U.S. Department of Commerce, Economic Development Administration Grant (\$102,000 per year for five years), University Center for Economic Development, Southern University Baton Rouge, Louisiana (2013-2018).

Partner with University of Connecticut CIBER Grant Project for Program and Faculty Development Opportunities. 2015-2019t

Serves as Principal Investigator on the Delta Regional Authority, HBCU Entrepreneurial Ecosystem Initiative Grant (\$24,000 in Support Services), Southern University Baton Rouge, Louisiana (2016-2017).

Serve as Investigator on Seed Grant with Nexus-LA, Developing the HBCU Entrepreneurship Ecosystem, Funded by i6 EDA Seed Grant Fall 2016.

Serves as Principal Investigator on a U.S. Department of Commerce, Economic Development Administration Grant (\$102,000 per year for five years), University Center for Economic Development, Southern University Baton Rouge, Louisiana (2018-2023).

Serves as Principal Investigator on a U.S. Department of Commerce, Economic Development Administration Grant (\$150,000 per year for two years), Supplemental Grant COVID-19, University Center for Economic Development, Southern University Baton Rouge, Louisiana (2020-2022).

Serve as Principal Investigator on U.S. Department of Education, Business and International Education Grant (\$95,000 per year for two years). Promoting International Business Education by Enhancing Export Readiness and Digital Entrepreneurship Skills of Minority and Women-owned Businesses, Through Academic Exchange Partnership Between, Southern University A&M College, Baton Rouge and Kwame Nkrumah University of Science and Technology, Kumasi, Ghana (2021-2023).

Serve as Principal Investigator U.S. Department of Commerce, Minority Business Development Agency (MBDA) Accelerating Entrepreneurship Education Across the Southern University and A&M College Campus by Establishing the Entrepreneurship Institute for Strengthening Innovation, Venture Creation and Global Competitiveness, Minority Colleges and Universities Support to Entrepreneurship for Undergraduate Students Grant (\$601,422 for two years), College of Business, Southern University Baton Rouge, Louisiana (2022-2024).

Alliant Insurance Foundation Grant for Creation of a Degree Program for Risk Management and Insurance (\$1,330,000 for three years), College of Business, Southern University Baton Rouge, Louisiana (2022-2024). Project involves curriculum and program development along with scholarship support to students.

Creating Digital Leaders Plan Grant \$3,029,000 via the Connecting Minority Communities (CMC) grant to SULC by the National Telecommunication and Information Administration (NTIA) awarded on January 26, 2023. To address the needs of the students and the communities, SULC developed the *Creating Digital Leaders Plan*. Through this grant, SULC will be able to: 1) build the Broadband infrastructure and IT capacity of SULC and the Southern University Landmass to support over 9,000 individuals; 2) **partner with the College of Business (COB) to build skills and IT workforce capacity through STEAM programs offered to 33 community organizations (high schools, churches, community centers, libraries), and members of the community;** 3) stimulate the adoption and community use of broadband services by accessing tele-law via the clinical legal programs with a concentration on disaster preparedness, business formation and entrepreneurship, and business technical assistance for thousands of individuals; 4) provide need-based students with the resources needed to compete in a digital age; and 5) provide subsidized broadband access and technology equipment to low income and in-need high schools, churches, community centers, libraries, and members of the community. With the technological advancements and digital resource improvements, SULC will not only serve the Baton Rouge area considerably, but its successes can be replicated anywhere in the country, using the documented best practices from the "*Creating Digital Leaders Plan*" model.

Community Service:

Coordinated Career Awareness Program for 100 Black Men Inc., May 31, 1997. Program provided five career areas for over 120 youth from ages 8 to 15 on medicine, banking, law enforcement, education and entrepreneurship.

Developed and provided a town meeting for entrepreneurs with the topic of the meeting being, "Successfully Competing in the Transportation Industry," January 29, 1997, at Southern University in Baton Rouge, LA. Activity was part of the Transportation Grant from U.S. Department of Transportation. Provided information to Small and Disadvantaged Business Entrepreneurs on bonding and lending.

Assisted Business Reporter with Story on Nurturing Small Business. The Advocate Business Section. Sunday August 27, 1995. As a result of Entrepreneurship in Nissan-HBCU Program at Tennessee State University in Summer of 1995.

Assisted Business Reporter with Story on Minimum Wage Hike Plan. The Advocate Front Page, Baton Rouge, LA Friday April 26, 1996.

Radio Talk Show KQXL FM 106.5, "Question of the Day" Issues Concerns Minimum Wage Legislation, Fall 1996

Radio Talk Show KQXL FM 106.5, "Question of the Day" Implications of Minimum Wage Implementation, September 8, 1997.

Radio Talk Show KQXL FM 106.5, "Question of the Day" Race and Gender in the American Economy, March 13, 1998.

Coordinated Career Awareness Program for 100 Black Men Inc., May 30, 1998, at Southern University. Program provided career areas for over 200 youth from grades 5 to 12 on medicine, banking, law enforcement, and education.

Member Steering Committee for Project Success Proposal to assist in job training, internships and placement assistance for women on welfare attempting to transition into the workforce in Baton Rouge. Coordinated by Willie Spooner and Associates and the Baton Rouge Chamber of Commerce (1998).

Radio Talk Show KQXL FM 106.5, "Teen Talk" Finance and Romance, October 1998.

Coordinated and provided a transportation workshop for entrepreneurs with the objective of the meeting being to provide information on doing business with the Department of Transportation, November 5, 1998, at Southern University in Baton Rouge, LA. Activity was part of the Transportation Grant from U.S. Department of Transportation. This project was in conjunction with the Region VI Liaison Outreach Service Program (LOSP).

Andrews served as principal investigator on the A New Realities for Minority Business Conference at Southern University, supported by the U.S. Departments of the Interior, Commerce, Defense and EPA in April 2000.

Co-principal investigator on a U.S. Department of Education Title VI, Part B Grant, to Enhance International Business Education at Southern University, project director for a grant from the U.S. Department of Transportation, Office of Small and Disadvantaged Business Utilization concerning entrepreneurship training (ETTAP).

Major developer of the First Minority Serving Academic Institutions (MSI) Conference held at Southern University-BR in 2003, Jackson State University in 2004, University of Texas Pan American in 2006 and Dillard University in 2008. He serves on the Board of Directors of the MSIRP Consortium.

International experience as a member of the People-to-People Delegation to the People's Republic of China in 1987. In the Summer 2000, he visited universities in Ghana, Uganda, Namibia and South Africa as part of the International Business Education Title VI-B Grant project to expand trade opportunities. Andrews visited Russia and Armenia as part of a UNCF/IDP USAID project to establish a business school curriculum at the State Engineering University of Armenia in Spring 2001.

Assisted students to study abroad at the University of the U.S. Virgin Islands (2002-2007) and in Mexico. International projects have provided him the opportunity to develop a greater understanding of the role and importance of higher education in moderating the economic and cultural differences in the world community.

Hosted TV Talk Show Baton Rouge Business Network TV Southern University College of Business edition. Provided information on programs in the College of Business Fall 2007.

Worked to develop the Southern University College of Business "Gala on the Bluff" fundraiser for scholarships and faculty development 2003-2016. Annually raises \$50,000 in scholarship funds for Southern University College of Business Students.

Andrews served as the Chair of the National HBCU Business School Deans Roundtable in 2005.

Andrews served as the Chair of the National HBCU Business School Deans Roundtable in 2015-16.

Andrews served as the Secretary of the National Economics Association 2003-2009.

In January of 2008, we at Southern University in Baton Rouge received accreditation maintenance for an additional six years from AACSB International.

In October of 2010, we hosted members of the Kampala, Uganda City Council including the speaker for a visit to the City of Baton Rouge.

Major contributor to the Effective Leadership Program for Louisiana with Former U.S. Ambassador to South African James Joseph at the Center for Leadership and Public Values at Duke University and the University of Cape Town (2008-2012).

In January of 2008, we at Southern University in Baton Rouge received accreditation maintenance for an additional five years from AACSB International.

In January of 2013, we at Southern University in Baton Rouge received accreditation maintenance for an additional six years from AACSB International.

Career Awareness Program for 100 Black Men Inc Presentation on African American History for youth from ages eight to 15 on business and entrepreneurship, February (2008 - 2014).

LPB and Southern University BLACK AMERICA SINCE MLK: AND STILL, I RISE panel discussant Wednesday, November 9, 2016, in the Cotillion Ballroom in the Smith-Brown Memorial Union at Southern University. Also partnering in presenting this event are the La Capitale Chapter of The Links Incorporated and the 100 Black Men of Metro Baton Rouge.

Assisted students to study abroad in China as part of the 100,000 Strong Program (2014) and in Brazil UNIP International Business School Brazil program on Strategy and Marketing for Emerging Countries (2016).

Conference Developer on a U.S. Department of Commerce, Economic Development Administration Grant University Center for Economic Development, Southern University Baton Rouge, Louisiana. Each year since 2014 we hold a major conference on economic development for our stakeholders.

1. Advancing Entrepreneurship and Innovation, June 19-21, 2014.
2. Advancing Leadership in Economic Development Conference, June 11-13, 2015.
3. The Role of Universities as Anchors in Advancing Sustainable Innovation in Economic Development June 16-18, 2016.
4. Advancing Economic and Entrepreneurial Development in Disaster Recovery: The Role of Talent, Innovation and Place in Building Community Resiliency, June 15-17, 2017.
5. Enhancing Innovative and Entrepreneurial Ecosystems for Economic Development June 21-23, 2018.

6. Louisiana Rural Economic Development Summit (LaRuE), Marksville, LA in cooperation with the Southern University Law School and the Tunica Biloxi Tribe of Louisiana July 7-9, 2019.

Provided assistance to Baton Rouge North Economic Development District, 2015-2019.

Served as Co-Chair of Baton Rouge Mayor Broome's Transition Sub-committee on Economic Development and Enterprise, January 2017.

Creating Neighborhood Developers Conference and Education Course, Developed Education Series to Provide Knowledge on Becoming Neighborhood Developers in Response to Great Flood of 2016. Spring 2017.

Member Baton Rouge Chamber of Commerce Canvass Delegation to Cincinnati, Ohio May 2018

Creating Neighborhood Developers Conference and Education Course, Developed Education Series to Provide Knowledge on Becoming Neighborhood Developers in Response to Great Flood of 2016. Spring 2019.

Creating Neighborhood Developers Education Course, Developed Education Series to Provide Knowledge on Becoming Neighborhood Developers in Monroe, Louisiana. Fall, 2019.

Creating Neighborhood Developers Education Course, Developed Virtual Education Series to Provide Knowledge on Becoming Neighborhood Developers in Baton Rouge, Louisiana. Fall, 2020.

Coordinated with Southern University Law Center - Chancellor Pierre the Program Site for the LSU Stephenson Entrepreneurship Institute, Bootcamp for Entrepreneurs Fall 2020

Guest Speaker Urban Restoration Enhancement Corporation, Ignite Fellowship ACT Program. Certificate of Appreciation December, 2021.

Member OneRouge, Coalition Leadership Council. Community organization to create opportunity and reduce poverty in Baton Rouge, Louisiana 2021-2022.

Serve on Board to establish a grocery store in North Baton Rouge's Scotlandville Community. January, 2022.



Office of Academic Affairs

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

March 5, 2024

President-Chancellor Dennis J. Shields
4th Floor, JS Clark Administration Building
Baton Rouge, LA 70813

Re: Request for Two Commencement Ceremonies

Dear President-Chancellor Shields:

I had the grand opportunity to lead the Fall 2023 Southern University and A&M College Commencement Exercise. Based on my observations, I would like to advocate for the implementation of two separate commencement ceremonies, one dedicated to undergraduate students and another tailored to graduate students, but both on the same day. The rationale behind this proposal stems from the distinctive academic journeys and achievements of both undergraduate and graduate students. Each group has invested years of dedication and hard work into their respective programs, culminating in significant milestones deserving of individual recognition and celebration.

Firstly, undergraduate students represent the foundation of our university community. For many, their graduation marks the culmination of their initial academic pursuits and sets the stage for future endeavors. By hosting a dedicated ceremony for undergraduates, we can create an environment that highlights their achievements and fosters a sense of camaraderie among peers as they boldly celebrate their achievements.

On the other hand, graduate students embark on a more specialized and rigorous academic path. Their accomplishments often involve advanced research, professional development, and contributions to their respective fields. A separate commencement ceremony for graduate students would provide an opportunity to showcase their unique contributions and honor their scholarly achievements in a more focused setting.

Moreover, dividing the commencement ceremonies would address logistical concerns such as overcrowding, time constraints, and ensuring that each graduate receives the recognition they deserve. It would also allow for more personalized experiences, including speeches, awards, and acknowledgments tailored to the specific accomplishments of each group. By embracing the diversity of academic pursuits within our university, we can create a more inclusive and meaningful graduation experience for all students. I believe that implementing two

commencement ceremonies, one for undergraduate students and one for graduate students, would uphold the university's commitment to excellence and celebrate the diverse achievements of our student body.

Thank you for consideration of this proposal. I am confident that by working together, we can ensure that our commencement ceremonies reflect the academic integrity and individual achievements of every graduate.

Sincerely,

A handwritten signature in blue ink that reads "John K. Pierre" followed by a circled "Esq.".

John K. Pierre, Esq.
Interim Executive Vice President

Approved: _____
President-Chancellor Dennis J. Shields

Mission Statement

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

FACILITIES AND PROPERTY COMMITTEE

(Following Academic Affairs Committee)

Board of Supervisors' Meeting Room
J. S. Clark Administration Bldg. 2nd Floor
Baton Rouge, LA.

AGENDA

1. Call to Order
2. Roll Call
3. Adoption of the Agenda
4. Public Comments
5. Informational Item(s)
 - A. Global Gateway Village Southern University Development Concept (SUS)
 - B. Facilities Update (SUS)
6. Other Business
7. Adjournment

MEMBERS

Atty Edwin Shorty - Chairman, Atty Domoine Rutledge – Vice-Chair,
Mr. Paul Matthews, Mrs. Ann Smith, Dr. Leon Tarver, II and Dr. Rani Whitfield
Mr. Myron K. Lawson - Ex Officio

Southern University System

Active Capital Improvement Project Tracking

Planning and Design

Bidding and Contracting

CMAR Selection

Construction

Lead Projects

Project Title	FY2023-24				FY2024-25				FY2025-26				FY2026-27				1Q
	1Q	2Q	3Q	4Q	1Q	2Q	3Q	4Q	1Q	2Q	3Q	4Q	1Q	2Q	3Q	4Q	
Seabank Stabilization	Construction	Construction	Construction	Construction	Construction	Construction	Construction	Construction	Construction	Construction	Construction	Construction	Construction	Construction	Construction	Construction	
Complex	Construction	Construction	Construction	Construction	Construction	Construction	Construction	Construction	Construction	Construction	Construction	Construction	Construction	Construction	Construction	Construction	
Professional Accountancy	Construction	Construction	Construction	Construction	Construction	Construction	Construction	Construction	Construction	Construction	Construction	Construction	Construction	Construction	Construction	Construction	
College of Nursing) Renovation and	Construction	Construction	Construction	Construction	Construction	Construction	Construction	Construction	Construction	Construction	Construction	Construction	Construction	Construction	Construction	Construction	
Mount HVAC Units, 1st, 2nd, and	Construction	Construction	Construction	Construction	Construction	Construction	Construction	Construction	Construction	Construction	Construction	Construction	Construction	Construction	Construction	Construction	
Rooms and Public	Construction	Construction	Construction	Construction	Construction	Construction	Construction	Construction	Construction	Construction	Construction	Construction	Construction	Construction	Construction	Construction	
The Cafeteria, University Center, Dining Upgrades	Construction	Construction	Construction	Construction	Construction	Construction	Construction	Construction	Construction	Construction	Construction	Construction	Construction	Construction	Construction	Construction	
Education and Recreation	Construction	Construction	Construction	Construction	Construction	Construction	Construction	Construction	Construction	Construction	Construction	Construction	Construction	Construction	Construction	Construction	
Including New Gymnasium	Construction	Construction	Construction	Construction	Construction	Construction	Construction	Construction	Construction	Construction	Construction	Construction	Construction	Construction	Construction	Construction	
Science Building Renovation	Construction	Construction	Construction	Construction	Construction	Construction	Construction	Construction	Construction	Construction	Construction	Construction	Construction	Construction	Construction	Construction	
Analytics Center	Construction	Construction	Construction	Construction	Construction	Construction	Construction	Construction	Construction	Construction	Construction	Construction	Construction	Construction	Construction	Construction	
Upgrades to Existing Law Library	Construction	Construction	Construction	Construction	Construction	Construction	Construction	Construction	Construction	Construction	Construction	Construction	Construction	Construction	Construction	Construction	
Shelter	Construction	Construction	Construction	Construction	Construction	Construction	Construction	Construction	Construction	Construction	Construction	Construction	Construction	Construction	Construction	Construction	



Southern University System

Active Capital Improvement Project Tracking

Planning and Design

Bidding and Contracting

CMAR Selection

Construction

5

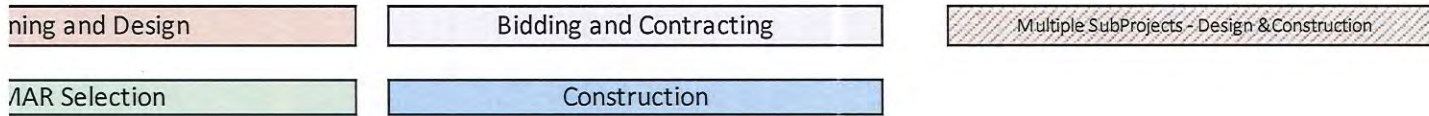
Project Title	FY2023-24				FY2024-25				FY2025-26				FY2026-27				1Q
	1Q	2Q	3Q	4Q	1Q	2Q	3Q	4Q	1Q	2Q	3Q	4Q	1Q	2Q	3Q	4Q	
	Planning and Design			Bidding and Contracting	Construction												
	Planning and Design			Bidding and Contracting	Construction												
and Welcome Center				Bidding and Contracting	Construction												
3		Planning and Design	Bidding and Contracting	Construction													
obby		Bidding and Contracting	Construction														
Amphitheatre		Bidding and Contracting	Construction														



Southern University System

Active Capital Improvement Project Tracking

New FY24 Projects in the Capital Outlay Act (Act 465/2023)



Outlay Projects

Project Title	FY2023-24				FY2024-25				FY2025-26				FY2026-27			
	1Q	2Q	3Q	4Q	1Q	2Q	3Q	4Q	1Q	2Q	3Q	4Q	1Q	2Q	3Q	4Q
University Laboratory School Complex																
Power Lines																

5

Project Title	FY2023-24				FY2024-25				FY2025-26				FY2026-27			
	1Q	2Q	3Q	4Q	1Q	2Q	3Q	4Q	1Q	2Q	3Q	4Q	1Q	2Q	3Q	4Q
Student Welcome Center, Phase II																
Student Center, Entrepreneurship and Student Center																
Health Building																
Assessing Facility Expansion																





3rd Floor, J.S. Clark Administration Building
Post Office Box 9820
Baton Rouge, Louisiana 70813
Office: 225-771-2360

March 4, 2024

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

RE: Global Gateway Village Southern University Development Concept

Dear President Shields:

The F. G. Clark Activity Center has a seating of 7,500, and A. W. Mumford Stadium has 25,000 seating, all located on the Southern University-Baton Rouge Landmass. Adjacent to Mumford Stadium, ten acres of land is currently underdeveloped and provides the best space for visibility and branding opportunities for Southern University.

Mr. Kenneth Dawson, Executive Director of Facilities for the Southern University System, has been approached with a concept to develop a sports mixed-use development that could be a gateway between industry, education, and government. This would be an ideal area where current Southern University students, faculty, and alumni can be engaged with the world in unique learning, live, work, and play mixed-use development.

The impetus for engaging in a rigorous discussion about the attractiveness of such a mixed-use development is the need for more academic and student life space closer to other campus facilities. There is a desire to foster student and faculty interaction with industry leaders, campus visitors, and the local community. Potential sports mixed-use development could be a gateway to the campus and the world. It could serve as a beacon to propel Southern University and A&M College into a next-generation global campus. This can be accomplished by using existing goals and objectives of the Southern University-Baton Rouge Master Plan and incorporating key components of the plan into the potential mixed-use development.

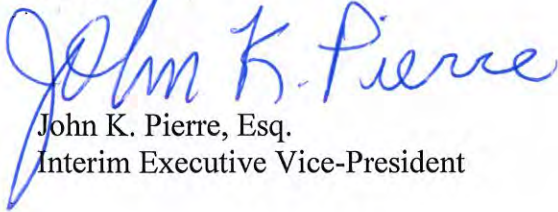
Discussion of this concept is immediately necessary as the Tiger Athletic Foundation is currently engaging in conversations and negotiations with Louisiana State University (LSU) and East Baton Rouge City-Parish authorities to develop sports based-mixed use facilities on the campus of LSU, the City-Parish

Memorial Stadium site, and a redesign of the Baton Rouge River Center. These plans could have a major impact on Southern University and the North Baton Rouge Community.

I would appreciate it if this requested concept could be placed on the agenda under the Facilities Committee of the Southern University Board of Supervisors for its March 22, 2024, meeting as an informational item for discussion.

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

Sincerely,

A handwritten signature in blue ink that reads "John K. Pierre". The signature is written in a cursive style with a large initial "J".

John K. Pierre, Esq.
Interim Executive Vice-President

Mission Statement

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

FINANCE COMMITTEE **(Following Facilities and Property Committee)** Board of Supervisors' Meeting Room J. S. Clark Administration Bldg. 2nd Floor Baton Rouge, LA.

AGENDA

1. Call to Order
2. Roll Call
3. Adoption of the Agenda
4. Public Comments
5. Action Item(s)
 - A. Request Approval to Establish an Academic Cloud-Based Systems Fee (SULC)
 - B. Request Approval to Increase Non-Resident Fees for the 2024-2025 Academic Year (SULC)
6. Informational Item(s)
 - A. Interim Financial Report
7. Other Business
8. Adjournment

MEMBERS

Dr. Arlanda Williams- Chairman, Ms. Ann Smith – Vice-Chair,
Mr. Sam Gilliam, Mrs. Christy Reeves, Atty. Domoine Rutledge, and Dr. Leon Tarver, II
Mr. Myron K. Lawson - Ex Officio



SOUTHERN UNIVERSITY LAW CENTER

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

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

February 27, 2024

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

RE: Request to increase non-resident fees for the 2024-2025 academic year

Dear President Shields:

To carefully plan and reliably budget for the 2024-2025 academic year, the Southern University Law Center (SULC) will have to increase the nonresident fee. This fee will properly capture the cost of education provided to nonresident law students. Based upon a review of the financial projections by Terry Hall, Vice-Chancellor for Finance and Administration, and Ms. Demetria George, Associate Vice-Chancellor for Financial Affairs, there is a need to set the non-resident fee at \$7,500 per year for the 2024-2025 academic year.

The nonresident fee for law students has remained constant for years. In most states, the nonresident fee equals or exceeds resident tuition. Resident tuition for in-state students at SULC is currently \$8,717. The nonresident fee is \$6,800 for first-year students and \$6,300 for 2nd and 3rd-year students. With the increase in the nonresident fee, this fee does not equal or exceed in-state/resident tuition. The percentage of SULC students who are nonresident is currently 40%, and more than 60% of current applicants for admission into SULC are nonresidents for the fall 2024 semester.

If this increase in nonresident fee is approved, the total tuition and fees for nonresident students at SULC will be \$16,217 per semester. The total tuition and fees for nonresident students at the Paul M. Hebert Law Center at Louisiana State University is \$19,554 per semester. The cost of legal education at SULC even with the proposed increase in nonresident fee is still modest and affordable.

I am requesting that this proposed increase in nonresident fee be presented to the Southern University Board of Supervisors at its March 22, 2024, meeting for review and approval.

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

Sincerely,

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

These services and systems are important to SULC's general operations. These systems and services will produce the following:

- Improve automation and management of manual systems,
- Increase the level of data capture to manage student and related organizational performance,
- Improve and update access to academic content and communication methods between students, faculty, and administrative personnel,
- Increase the level of internal academic policy compliance, and
- Improve accreditation compliance (e.g. ABA, AALS, SACSCOC, etc.).

To continue these state-of-the-art services, SULC will need to impose a \$200 per semester academic cloud-based systems fee on law students beginning in the fall 2024 semester.

I request that this fee proposal be presented to the Southern University Board of Supervisors for consideration and approval at their March 22, 2024, board meeting.

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

Sincerely,

A handwritten signature in blue ink that reads "John K. Pierre". The signature is written in a cursive, flowing style.

John K. Pierre, Esq.

Chancellor and Vanue B. Lacour Endowed Law Professor



SOUTHERN UNIVERSITY LAW CENTER

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(225) 771-2552
FAX (225) 771-2474

February 26, 2024

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

RE: Request to establish an Academic Cloud-Based Systems Fee

Dear President Shields:

In 2018, the Southern University Law Center (SULC) began investing in state-of-the-art cloud-based systems to assist in managing academic activities and associated data that includes the following:

- Exam soft for exam administration,
- Watermark/Live text for assessment administration,
- Watermark Catalogue Curriculum and Syllabus Management,
- A plus attendance tracking management system,
- Canvas learning management system,
- Panopto video content management system,
- Zoom video conferencing,
- Appoint Link Grade Capture Management System,
- DocuSign electronic signature and document workflow system,
- Explorance Blue Course Evaluation Survey Management and Archiving System,
- Survey Monkey general survey generation system,
- Mix digital display system,
- Abode Acrobat Pro and creative cloud system.

The investment for these services accelerated between 2020-2023 and was financed by the CARES Act, which is no longer available. The estimated annual cost for these services is \$300,000. The expiration of the CARES Act funding sources means that SULC needs to shift these costs to students.

Southern University System
General Operating Budget Interim Financial Statement
For Fiscal Year Ending June 30, 2024
As of February 24, 2024

Executive Summary

Attached is a summary of the Southern University System fiscal year 2023-2024 general operating budget financial activities for the month ending January 31, 2024. The Southern University System is reporting a \$598,762 increase in revenues. The increase primarily resulted from a gain in self-generated revenues.

Southern University Board and System Administration

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

Southern University Baton Rouge Campus

The Baton Rouge Campus projected Fall 2023 and Spring 2024 tuition exceeded the amount budgeted by \$3,885,583. The Baton Rouge Campus is using these funds to offset the increase cost in other charges and scholarships.

Southern University Law Center

The Law Center has a \$1,379,929 projected shortfall in Fall 2023 and Spring 2024 tuition as compared to the approved budget. The Law Center has reduced personal services, travel, supplies, and other charges expenditures to balance the operating budget for the fiscal year.

Southern University News Orleans Campus

The New Orleans Campus has an \$1,047,629, projected shortfall in self-generated revenue as compared to the approved budget. The New Orleans Campus has reduced personal services, supplies, and other charges to balance the operating budget for the fiscal year.

Southern University Shreveport Campus

The Shreveport Campus has a \$859,264 projected shortfall in Fall 2023 and Spring 2024 tuition as compared to the approved budget. The Shreveport Campus has reduced personal services to balance their operating budget for the fiscal year.

Southern University Agricultural Research and Extension Center

The Agricultural Research and Extension Center is funded from state appropriations and federal funds and there is no projected shortfall in revenues.

Summary

Based on the information above the campuses have made the appropriate adjustments to maintain a balance budget as of January 31, 2024. Revenues and expenditures will be monitored during the remainder of the 2023-2024 fiscal year to allow for a balanced operating budget.

Southern University System
General Operating Budget Interim Financial Statement
For Fiscal Year Ending June 30, 2024
As of February 29, 2024

	FY24 Budget	Actual	Projected	Total FY24	Over/(Under) Budget	% Actual to Budget
Revenues						
General Fund Direct	\$ 66,400,531	\$ 41,500,331	\$ 24,900,200	\$ 66,400,531	\$ -	62.5%
Statutory Dedicated	5,051,115	1,452,283	3,598,832	5,051,115	-	28.8%
Federal	3,654,209	859,176	2,795,033	3,654,209	-	23.5%
Self Generated						
Tuition - Fall 2023	35,457,617	34,713,763	-	34,713,763	(743,854)	97.9%
Tuition - Spring 2024	33,473,960	30,916,618	325,000	31,241,618	(2,232,342)	92.4%
Tuition - Summer	4,321,912	2,359,364	2,566,485	4,925,849	603,937	54.6%
Out-of-State Fees	16,682,867	18,783,365	169,218	18,952,583	2,269,716	112.6%
Other	21,332,244	12,251,267	9,105,942	21,357,209	24,965	57.4%
Interagency Transfer	4,476,791	2,622,263	2,530,868	5,153,131	676,340	58.6%
Total Revenues	\$ 190,851,246	\$ 145,458,431	\$ 45,991,577	\$ 191,450,008	\$ 598,762	76.2%
Expenditures						
Salaries	\$ 90,739,457	\$ 62,317,558	\$ 25,831,318	\$ 88,148,876	\$ (2,590,581)	68.7%
Other Compensation	394,759	197,645	211,916	409,561	14,802	50.1%
Related Benefits	38,496,101	24,641,069	12,669,160	37,310,229	(1,185,872)	64.0%
Total Personal Services	\$ 129,630,317	\$ 87,156,272	\$ 38,712,394	\$ 125,868,666	\$ (3,761,651)	67.2%
Travel	1,490,311	640,098	704,299	1,344,397	(145,914)	43.0%
Operating Services	17,932,095	11,418,306	8,066,433	19,484,739	1,552,644	63.7%
Supplies	2,136,272	939,635	1,164,413	2,104,048	(32,224)	44.0%
Total Operating Expenses	\$ 21,558,678	\$ 12,998,038	\$ 9,935,146	\$ 22,933,184	\$ 1,374,506	60.3%
Professional Services	2,727,372	1,754,863	504,612	2,259,476	(467,896)	64.3%
Other Charges	12,367,665	1,354,251	9,650,059	11,004,310	(1,363,355)	10.9%
Debt Services						
Interagency Transfers	7,865,134	4,646,967	3,997,875	8,644,841	779,707	59.1%
Total Other Charges	\$ 22,960,171	\$ 7,756,081	\$ 14,152,546	\$ 21,908,627	\$ (1,051,544)	33.8%
General Acquisitions	425,342	121,002	304,340	425,342	-	28.4%
Library Acquisitions	562,649	402,457	168,644	571,102	8,453	71.5%
Major Repairs	2,495,314	517,275	1,978,039	2,495,314	-	20.7%
Total Acquisitions/Major Repairs	\$ 3,483,305	\$ 1,040,734	\$ 2,451,023	\$ 3,491,758	\$ 8,453	29.9%
Scholarships	13,218,775	17,079,523	168,250	17,247,773	4,028,998	129.2%
Total Expenditures	\$ 190,851,246	\$ 126,030,649	\$ 65,419,359	\$ 191,450,008	\$ 598,762	66.0%

**Southern University Board and System Administration
General Operating Budget Interim Financial Statement
For Fiscal Year Ending June 30, 2024
As of February 29, 2024**

	FY24 Budget	Actual	Projected	Total FY24	Over/(Under) Budget	% Actual to Budget
Revenues						
General Fund Direct	\$ 5,265,886	\$ 3,291,182	\$ 1,974,704	\$ 5,265,886	\$ -	62.5%
Statutory Dedicated	200,000	-	200,000	200,000	-	0.0%
Federal						
Self Generated						
Tuition - Fall 2023		-	-			
Tuition - Spring 2024		-	-			
Tuition - Summer		-	-			
Out-of-State Fees		-	-			
Other		-	-			
Interagency Transfer		-	-			
Total Revenues	\$ 5,465,886	\$ 3,291,182	\$ 2,174,704	\$ 5,465,886	\$ -	60.2%
Expenditures						
Salaries	\$ 1,930,302	\$ 1,233,531	\$ 696,771	\$ 1,930,302	\$ -	63.9%
Other Compensation	64,500	34,664	29,836	64,500	-	53.7%
Related Benefits	825,606	376,412	449,194	825,606	-	45.6%
Total Personal Services	\$ 2,820,408	\$ 1,644,607	\$ 1,175,801	\$ 2,820,408	\$ -	58.3%
Travel	365,000	116,363	248,637	365,000	-	31.9%
Operating Services	244,000	88,595	155,405	244,000	-	36.3%
Supplies	131,000	59,172	71,828	131,000	-	45.2%
Total Operating Expenses	\$ 740,000	\$ 264,130	\$ 475,870	\$ 740,000	\$ -	35.7%
Professional Services	151,000	90,000	61,000	151,000	-	59.6%
Other Charges	1,587,077	-	1,587,077	1,587,077	-	0.0%
Debt Services		-	-			
Interagency Transfers	97,401	-	97,401	97,401		
Total Other Charges	\$ 1,835,478	\$ 90,000	\$ 1,745,478	\$ 1,835,478	\$ -	4.9%
General Acquisitions	70,000	4,798	65,202	70,000	-	6.9%
Library Acquisitions		-	-			
Major Repairs		-	-			
Total Acquisitions/Major Repairs	\$ 70,000	\$ 4,798	\$ 65,202	\$ 70,000	\$ -	6.9%
Scholarships		-	-			
Total Expenditures	\$ 5,465,886	\$ 2,003,535	\$ 3,462,351	\$ 5,465,886	\$ -	36.7%

Southern University Baton Rouge Campus
General Operating Budget Interim Financial Statement
For Fiscal Year Ending June 30, 2024
As of February 29, 2024

	FY24 Budget	Actual	Projected	Total FY24	Over/(Under) Budget	% Actual to Budget
Revenues						
General Fund Direct	\$ 26,039,530	\$ 16,274,705	\$ 9,764,825	\$ 26,039,530	\$ -	62.5%
Statutory Dedicated	1,773,886	731,705	1,042,181	1,773,886	-	41.2%
Federal	-	-	-	-	-	-
Self Generated						
Tuition - Fall 2023	21,974,488	22,936,551	-	22,936,551	962,063	104.4%
Tuition - Spring 2024	21,244,676	20,403,634	325,000	20,728,634	(516,042)	96.0%
Tuition - Summer	2,201,756	1,591,893	1,074,726	2,666,619	464,863	72.3%
Out-of-State Fees	11,222,140	13,520,500	-	13,520,500	2,298,360	120.5%
Other	11,338,306	5,639,348	5,698,958	11,338,306	-	49.7%
Interagency Transfer	4,476,791	2,622,263	2,530,868	5,153,131	676,340	58.6%
Total Revenues	\$ 100,271,573	\$ 83,720,598	\$ 20,436,559	\$ 104,157,156	\$ 3,885,583	83.5%
Expenditures						
Salaries	\$ 45,802,691	\$ 32,586,716	\$ 13,215,975	\$ 45,802,691	\$ -	71.1%
Other Compensation	201,377	119,012	82,365	201,377	-	59.1%
Related Benefits	19,883,952	14,635,742	5,248,210	19,883,952	-	73.6%
Total Personal Services	\$ 65,888,020	\$ 47,341,470	\$ 18,546,550	\$ 65,888,020	\$ -	71.9%
Travel	325,870	129,934	195,936	325,870	-	39.9%
Operating Services	10,688,986	4,832,651	5,856,335	10,688,986	-	45.2%
Supplies	937,411	425,201	512,210	937,411	-	45.4%
Total Operating Expenses	\$ 11,952,267	\$ 5,387,786	\$ 6,564,481	\$ 11,952,267	\$ -	45.1%
Professional Services	1,101,480	954,040	260,079	1,214,119	112,639	86.6%
Other Charges	3,935,631	186,682	4,213,890	4,400,572	464,941	4.7%
Debt Services	-	-	-	-	-	-
Interagency Transfers	4,913,719	2,475,099	2,438,620	4,913,719	-	50.4%
Total Other Charges	\$ 9,950,830	\$ 3,615,821	\$ 6,912,589	\$ 10,528,410	\$ 577,580	36.3%
General Acquisitions	62,032	41,484	20,548	62,032	-	66.9%
Library Acquisitions	137,649	7,319	130,330	137,649	-	-
Major Repairs	62,000	-	62,000	62,000	-	0.0%
Total Acquisitions/Major Repairs	\$ 261,681	\$ 48,802	\$ 212,879	\$ 261,681	\$ -	18.6%
Scholarships	12,218,775	15,451,779	75,000	15,526,779	\$ 3,308,004	126.5%
Total Expenditures	\$ 100,271,573	\$ 71,845,658	\$ 32,311,498	\$ 104,157,156	\$ 3,885,583	71.7%

Southern University Law Center
General Operating Budget Interim Financial Statement
For Fiscal Year Ending June 30, 2024
As of February 29, 2024

	FY24 Budget	Actual	Projected	Total FY24	Over/(Under) Budget	% Actual to Budget
Revenues						
General Fund Direct	\$ 6,705,340	\$ 4,190,838	\$ 2,514,502	\$ 6,705,340	\$ -	62.5%
Statutory Dedicated	191,980	77,230	114,750	191,980	-	40.2%
Federal	-	-	-	-	-	-
Self Generated						
Tuition - Fall 2023	5,376,929	4,825,707	-	4,825,707	(551,222)	89.7%
Tuition - Spring 2024	5,035,879	4,465,335	-	4,465,335	(570,544)	88.7%
Tuition - Summer	767,123	188,084	718,113	906,197	139,074	24.5%
Out-of-State Fees	4,913,227	4,321,807	169,218	4,491,025	(422,202)	88.0%
Other	4,324,709	4,065,464	284,210	4,349,674	24,965	94.0%
Interagency Transfer	-	-	-	-	-	-
Total Revenues	\$ 27,315,187	\$ 22,134,466	\$ 3,800,792	\$ 25,935,258	\$ (1,379,929)	81.0%
Expenditures						
Salaries	\$ 15,343,775	\$ 11,484,735	\$ 3,543,059	\$ 15,027,794	\$ (315,981)	74.8%
Other Compensation	-	-	-	-	-	-
Related Benefits	5,925,444	3,616,046	2,189,325	5,805,371	(120,073)	61.0%
Total Personal Services	\$ 21,269,219	\$ 15,100,781	\$ 5,732,384	\$ 20,833,165	\$ (436,054)	71.0%
Travel	505,000	277,441	73,000	350,441	(154,559)	54.9%
Operating Services	1,815,326	1,350,011	500,000	1,850,011	34,685	74.4%
Supplies	280,000	147,081	50,001	197,081	(82,919)	52.5%
Total Operating Expenses	\$ 2,600,326	\$ 1,774,532	\$ 623,001	\$ 2,397,533	\$ (202,793)	68.2%
Professional Services	1,250,000	493,918	15,000	508,918	(741,082)	39.5%
Other Charges	981,125	277,988	302,648	580,636	(400,489)	28.3%
Debt Services	-	-	-	-	-	-
Interagency Transfers	264,517	340,271	324,735	665,006	400,489	128.6%
Total Other Charges	\$ 2,495,642	\$ 1,112,177	\$ 642,383	\$ 1,754,560	\$ (741,082)	44.6%
General Acquisitions	-	-	-	-	-	-
Library Acquisitions	300,000	261,686	38,314	300,000	-	87.2%
Major Repairs	-	-	-	-	-	-
Total Acquisitions/Major Repairs	\$ 300,000	\$ 261,686	\$ 38,314	\$ 300,000	\$ -	87.2%
Scholarships	650,000	650,000	-	650,000	-	100.0%
Total Expenditures	\$ 27,315,187	\$ 18,899,177	\$ 7,036,081	\$ 25,935,258	\$ (1,379,929)	69.2%

Southern University New Orleans Campus
General Operating Budget Interim Financial Statement
For Fiscal Year Ending June 30, 2024
As of February 29, 2024

	FY24 Budget	Actual	Projected	Total FY24	Over/(Under) Budget	% Actual to Budget
Revenues						
General Fund Direct	\$ 9,734,448	\$ 6,084,034	\$ 3,650,414	\$ 9,734,448	\$ -	62.5%
Statutory Dedicated	552,652	209,625	343,027	552,652	-	37.9%
Federal	-	-	-	-	-	-
Self Generated						
Tuition - Fall 2023	4,144,256	3,382,566	-	3,382,566	(761,690)	81.6%
Tuition - Spring 2024	3,760,661	3,166,064	-	3,166,064	(594,597)	84.2%
Tuition - Summer	815,662	258,845	556,817	815,662	-	31.7%
Out-of-State Fees	366,000	674,658	-	674,658	308,658	184.3%
Other	4,498,838	2,055,307	2,443,531	4,498,838	-	45.7%
Interagency Transfer		-	-		-	-
Total Revenues	\$ 23,872,517	\$ 15,831,098	\$ 6,993,790	\$ 22,824,888	\$ (1,047,629)	66.3%
Expenditures						
Salaries	\$ 12,602,295	\$ 8,090,692	\$ 3,294,506	\$ 11,385,198	\$ (1,217,097)	64.2%
Other Compensation	-	14,802	-	14,802	14,802	
Related Benefits	5,040,918	2,593,414	1,962,504	4,555,918	(485,000)	51.4%
Total Personal Services	\$ 17,643,213	\$ 10,698,908	\$ 5,257,010	\$ 15,955,918	\$ (1,687,295)	60.6%
Travel	20,000	14,635	5,365	20,000	-	73.2%
Operating Services	2,069,190	2,970,706	616,443	3,587,149	1,517,959	143.6%
Supplies	214,000	32,987	117,474	150,461	(63,539)	15.4%
Total Operating Expenses	\$ 2,303,190	\$ 3,018,328	\$ 739,282	\$ 3,757,610	\$ 1,454,420	131.0%
Professional Services	99,892	30,788	12,501	43,288	(56,604)	
Other Charges	3,152,024	290,121	1,141,878	1,431,999	(1,720,025)	9.2%
Debt Services		-	-	-		
Interagency Transfers	299,198	678,416	-	678,416	379,218.11	226.7%
Total Other Charges	\$ 3,551,114	\$ 999,324	\$ 1,154,379	\$ 2,153,703	\$ (1,397,411)	28.1%
General Acquisitions	-	-	-	-	-	0.0%
Library Acquisitions	125,000	133,453	-	133,453	8,452.68	106.8%
Major Repairs	-	-	-	-	-	
Total Acquisitions/Major Repairs	\$ 125,000	\$ 133,453	\$ -	\$ 133,453	\$ 8,453	106.8%
Scholarships	250,000	824,204	-	824,204	574,204	329.7%
Total Expenditures	\$ 23,872,517	\$ 15,674,218	\$ 7,150,671	\$ 22,824,888	\$ (1,047,629)	65.7%

**Southern University Shreveport Campus
General Operating Budget Interim Financial Statement
For Fiscal Year Ending June 30, 2024
As of February 29, 2024**

	FY24 Budget	Actual	Projected	Total FY24	Over/(Under) Budget	% Actual to Budget
Revenues						
General Fund Direct	\$ 7,531,907	\$ 4,707,438	\$ 2,824,469	\$ 7,531,907	\$ -	62.5%
Statutory Dedicated	529,902	77,230	452,672	529,902	-	14.6%
Federal		-	-			
Self Generated						
Tuition - Fall 2023	3,961,944	3,568,939	-	3,568,939	(393,005)	90.1%
Tuition - Spring 2024	3,432,744	2,881,585	-	2,881,585	(551,159)	83.9%
Tuition - Summer	537,371	320,543	216,828	537,371	-	59.7%
Out-of-State Fees	181,500	266,400	-	266,400	84,900	146.8%
Other	1,170,391	491,148	679,243	1,170,391	-	42.0%
Interagency Transfer		-	-			
Total Revenues	\$ 17,345,759	\$ 12,313,283	\$ 4,173,212	\$ 16,486,495	\$ (859,264)	71.0%
Expenditures						
Salaries	\$ 8,728,932	\$ 4,708,692	\$ 2,962,737	\$ 7,671,429	\$ (1,057,503)	53.9%
Other Compensation	-	-	-	-	-	0.0%
Related Benefits	3,868,603	1,978,198	1,309,606	3,287,804	(580,799)	51.1%
Total Personal Services	\$ 12,597,535	\$ 6,686,890	\$ 4,272,343	\$ 10,959,233	\$ (1,638,302)	53.1%
Travel	43,000	36,645	15,000	51,645	8,645	85.2%
Operating Services	2,592,161	1,538,936	1,053,225	2,592,161	-	59.4%
Supplies	102,500	151,734	65,000	216,734	114,234	148.0%
Total Operating Expenses	\$ 2,737,661	\$ 1,727,315	\$ 1,133,225	\$ 2,860,540	\$ 122,879	63.1%
Professional Services	20,000	112,151	125,000	237,151	217,151	560.8%
Other Charges	426,000	586,738	131,480	718,218	292,218	137.7%
Debt Services		-	-			
Interagency Transfers	1,464,563	805,259	659,304	1,464,563	-	55.0%
Total Other Charges	\$ 1,910,563	\$ 1,504,148	\$ 915,784	\$ 2,419,932	\$ 509,369	78.7%
General Acquisitions	-	-	-	-	-	0.0%
Library Acquisitions	-	-	-	-	-	0.0%
Major Repairs	-	-	-	-	-	0.0%
Total Acquisitions/Major Repairs	\$ -	\$ -	\$ -	\$ -	\$ -	0.0%
Scholarships	100,000	153,540	93,250	246,790	146,790	153.5%
Total Expenditures	\$ 17,345,759	\$ 10,071,893	\$ 6,414,602	\$ 16,486,495	\$ (859,264)	58.1%

Southern University Agricultural Research and Extension Center
General Operating Budget Interim Financial Statement
For Fiscal Year Ending June 30, 2024
As of February 29, 2024

	FY24 Budget	Actual	Projected	Total FY24	Over/(Under) Budget	% Actual to Budget
Revenues						
General Fund Direct	\$ 11,123,420	\$ 6,952,134	\$ 4,171,286	\$ 11,123,420	\$ -	62.5%
Statutory Dedicated	1,802,695	356,494	1,446,201	1,802,695	-	19.8%
Federal	3,654,209	859,176	2,795,033	3,654,209	-	23.5%
Self Generated						
Tuition - Fall 2023	-	-	-	-	-	-
Tuition - Spring 2024	-	-	-	-	-	-
Tuition - Summer	-	-	-	-	-	-
Out-of-State Fees	-	-	-	-	-	-
Other	-	-	-	-	-	-
Interagency Transfer	-	-	-	-	-	-
Total Revenues	\$ 16,580,324	\$ 8,167,804	\$ 8,412,520	\$ 16,580,324	\$ -	49.3%
Expenditures						
Salaries	\$ 6,331,462	\$ 4,213,191	\$ 2,118,271	\$ 6,331,462	\$ -	66.5%
Other Compensation	128,882	29,167	99,715	128,882	-	22.6%
Related Benefits	2,951,578	1,441,258	1,510,320	2,951,578	-	48.8%
Total Personal Services	\$ 9,411,922	\$ 5,683,616	\$ 3,728,306	\$ 9,411,922	\$ -	60.4%
Travel	231,441	65,080	166,361	231,441	-	28.1%
Operating Services	522,432	637,407	(114,975)	522,432	-	122.0%
Supplies	471,361	123,460	347,901	471,361	-	26.2%
Total Operating Expenses	\$ 1,225,234	\$ 825,947	\$ 399,287	\$ 1,225,234	\$ -	67.4%
Professional Services	105,000	73,967	31,033	105,000	-	70.4%
Other Charges	2,285,808	12,723	2,273,085	2,285,808	-	0.6%
Debt Services	-	-	-	-	-	-
Interagency Transfers	825,736	347,921	477,815	825,736	-	42.1%
Total Other Charges	\$ 3,216,544	\$ 434,611	\$ 2,781,933	\$ 3,216,544	\$ -	13.5%
General Acquisitions	293,310	74,720	218,590	293,310	-	25.5%
Library Acquisitions	-	-	-	-	-	-
Major Repairs	2,433,314	517,275	1,916,039	2,433,314	-	21.3%
Total Acquisitions/Major Repairs	\$ 2,726,624	\$ 591,995	\$ 2,134,629	\$ 2,726,624	\$ -	21.7%
Scholarships	-	-	-	-	-	-
Total Expenditures	\$ 16,580,324	\$ 7,536,169	\$ 9,044,155	\$ 16,580,324	\$ -	45.5%

Mission Statement

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

GOVERNANCE COMMITTEE

(Following Finance Committee)

Board of Supervisors' Meeting Room
J. S. Clark Administration Bldg. 2nd Floor
Baton Rouge, LA.

AGENDA

1. Call to Order
2. Roll Call
3. Adoption of the Agenda
4. Public Comments
5. Action Item(s)
 - A. Request Approval of the Updated Naming Policy (SUS)
6. Other Business
7. Adjournment

MEMBERS

Rev. Dr. Samuel Tolbert - Chairman, Dr. Rani Whitfield – Vice-Chair,
Dr. Leon Tarver, Ms. Christy Reeves, Miss Nadia Foster, Atty. Edwin Shorty
Mr. Myron K. Lawson - Ex Officio



POLICY TITLE
Naming Policy

POLICY NUMBER
9-002

Responsible Unit: <i>Office of Institutional Advancement</i>	Effective Date: <i>03/22/2024</i>
Responsible Official: <i>Chief Advancement Officer</i>	Last Reviewed Date: <i>06/86</i>
Policy Classification: <i>Institutional Advancement</i>	Origination Date: <i>06/86</i>

I. POLICY STATEMENT AND RATIONALE

The naming of buildings, facilities, grounds, and organizational units of the Southern University System (the System) for individuals, businesses, or groups who have made significant contributions is an honored tradition of higher education. Naming a unit is to be approached with thought and concern for how that action will be viewed in the retrospect of decades. The purpose of naming facilities, in addition to scholarships, endowments and specialized programs is to bring honor and distinction to the System and to provide appropriate recognition to an individual, family, corporation, or non-profit organization that by virtue of their monetary contributions and their dedication and service to the System, have set an example in the community and in the State for others to follow.

II. POLICY SCOPE AND AUDIENCE

Buildings, portions of buildings, including but not limited to, classrooms, auditoriums, laboratories, lounges, fountains, and other features on the System's grounds, as well as scholarships, endowments, and specialized programs, may be considered for naming tributes. Buildings named for their general purpose or function are only subject to this policy if the naming tribute acknowledges and/or includes this general purpose or function. The audience includes all individuals, family, group or individual affiliated or non-affiliated entities, corporation, or non-profit organizations.

This Policy shall supersede and replace all prior policies regarding the naming of buildings, facilities, grounds, and organizational units of the Southern University System.

III. POLICY COMPLIANCE

This policy applies to all University facilities governed by the Southern University System Board of Supervisors (SUS Board).

The SUS Board of Supervisors shall have the final authority for all naming tributes.

IV. POLICY DEFINITIONS

Facilities/Portions of Facilities: Newly constructed buildings, existing buildings or portions of facilities such as classrooms, lobbies, hallways, bathrooms, atriums, auditoriums, laboratories, lounges, fountains, commons use spaces and other features on the Universities' grounds.

Endowments: A financial asset donation made to a non-profit group, fiscal agents or institution in the form of monetary gift, investment funds or other property that has a stated purpose at the bequest of the donor. Most endowments are designed to keep the principal amount intact while using the investment income from dividends for charitable efforts.

Scholarships: A scholarship is an award of financial aid for a student, faculty member or staff person to further his or her education. Scholarships are awarded based upon various criteria, which the Universities within the System shall reflect the values and purposes of the donor or founder of the award. Scholarship money is not required to be repaid.

Special Program: Special Program funding is awarded to provide financial assistance in support of or to start a program or service initiative consistent with the System's mission, goals and values. Special Program funding also reflects the values and purposes of the donor or founder of the award. Special Program funding is not required to be repaid.

Guidelines

1. University Facilities and Academic Units may be named to honor a living individual in accordance with State statutes.
2. Official signage identifying the naming tribute shall include the name of the University.
3. Naming tribute on a building or portion of a building in no way implies a right of use by the honoree.
4. The Southern University System must enter into a signed agreement with donors/honorees for naming tributes that are consistent with its naming policy and all applicable state laws and Board policies. No tribute agreements shall in any way limit future opportunities for contributions to the Southern University System.
5. Southern University System reserves the right to rename buildings, portions of buildings, including but not limited to, classrooms, auditoriums, laboratories, lounges,

fountains, common uses spaces and other features on the University's grounds as well as scholarships, endowments and specialized programs in the event of natural disasters, change of function, or dishonor brought by the donor/honoree.

6. The Guidelines set forth in this policy statement shall not be deemed all-inclusive.
7. The System reserves the right to consider all factors regarding the privilege of name association with the program, fund or physical aspect of the University as particular acts and circumstances warrant. Decisions will be made consistent with the state mission of the Southern University System.

V. POLICY IMPLEMENTATION PROCEDURES

University Office of Institutional Advancement

The Office of Institutional Advancement at each University within the System manages the donor-funded naming opportunity process at that University.

Naming Process

The following steps outline the process for naming the System's property, facility, academic or non-academic program, including college, school, department, institute or center. Before discussing naming opportunities or soliciting gifts for such opportunities from donors, development officers (or anyone working directly with donors) must secure approval from the Chancellor (or his/her designee).

Recommendations for approval can be made by the campus to the Chancellor or directly from the SUS Board of Supervisors. Donors and honorees should be informed that final approval of naming opportunities rests with the SUS Board of Supervisors.

The tribute agreement will designate the length of the naming rights. Where practicable, facilities named after persons also shall be appropriately marked with a functional designation for easy recognition by the public. The providing of functional names in the absence of personal names continues to be left to the discretion of the University administration. Facilities may be named for a negotiated period of approximately ten (10) years or less.

Proposals for philanthropic naming of facility shall be accompanied by sufficient documentation of the gift, along with a completed facility naming form. Proposals for honorific naming of facility shall be accompanied by sufficient documentation of the distinction, along with a completed facility naming form.

VI. POLICY RELATED INFORMATION

Pertinent Statutes:

Louisiana Revised Statute 42:267

Louisiana Revised Statute 17:3351(G)

Louisiana Revised Statute 17:3390

Secondary Sources:

Louisiana Attorney General Opinion 86-814

Louisiana Attorney General Opinion 00-66

VII. POLICY HISTORY AND REVIEW CYCLE

This is a new System Policy. The effective date of this policy is determined by the approval dates of the Southern University System Board of Supervisors. This policy is subject to review in accordance with the Southern University System five-year policy review cycle.

VIII. POLICY URL

This policy will be posted at [www.sus.edu/SU Board/ Board Policies](http://www.sus.edu/SU_Board/Board_Policies) upon approval of the Southern University Board of Supervisors.

IX. POLICY APPROVAL

Dennis J. Shields

President-Chancellor, Southern University and A&M College System

Effective Date of Policy

The Honorable Myron K. Lawson

Chair - Southern University System Board of Supervisors

Effective Date of Policy

Mission Statement

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

LEGAL AFFAIRS COMMITTEE

(Following Governance Committee)

Board of Supervisors’ Meeting Room
J. S. Clark Administration Bldg. 2nd Floor
Baton Rouge, LA.

AGENDA

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

A. Request Approval of Contracts, Amendments, Agreements, Grants, etc... Equal to or Greater than \$300,000.00.

Title	Description	Amount	Campus
1. LAMAR Company Contract (LDH Essence/COVID-19 Campaign)	This campaign serves as a crucial component of the Ag Center’s initiative to enhance public health through increased awareness of COVID-19 vaccinations and immunizations. LAMAR is tasked with outdoor advertising to include digital advertising featuring images, photographs, graphics, text, data, or other such media.	\$398,814.00	SUAREC

- 6. Other Business
- 7. Adjournment

MEMBERS

Tony Clayton– Chair, Atty. Domoine Rutledge – Vice Chair
Atty. Edwin Shorty, Mr. Jyron Young, Ms. Christy O. Reeves, and Ms. Maple L. Gaines
Mr. Myron K. Lawson – Ex Officio



Southern University and A&M College System

J.S. Clark Administration Building
4th Floor
Baton Rouge, Louisiana 70813

Office of The
President-Chancellor
(225) 771-4092

Fax Number
(225) 771-5522

February 28, 2024

Mr. Dennis J. Shields
President-Chancellor
J.S. Clark Administration Building, 4th Floor
Baton Rouge, LA 70813

RE: The Lamar Company (SUAREC)

Dear President Shields,

This correspondence is regarding the attached Billboard Advertising Contract which has been reviewed and approved by The Office of General Counsel.

This campaign serves as a crucial component of the Ag Center's initiative to enhance public health through increased awareness of COVID-19 vaccinations and immunizations. LAMAR is tasked with displaying and maintaining outdoor advertising in a good and workmanlike manner. This includes digital advertising featuring images, photographs, graphics, text, data, or other such media. Board approval is warranted.

Please let me know if you have any questions or concerns.

Thank you,

A handwritten signature in blue ink, appearing to read "Christ Beaner".

Christ Beaner
Associate General Counsel
Southern University System

Five Campuses, One Vision...Global

Excellence

WWW.SUS.EDU



"Linking Citizens of Louisiana with Opportunities for Success"

Southern University and A & M College System
AGRICULTURAL LAND-GRANT CAMPUS

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

Purchasing Department
Southern University
CC: Linda Antoine, Director of Purchasing
RE: Lamar Billboard Purchase

Dear Ms. Linda Antoine,

I am writing to provide a detailed justification for the proposed expenditure of \$398,814 on a statewide billboard campaign, as outlined in our scope of work for the LDH Essence/COVID-19 grant. This campaign is a crucial component of the Ag Center's initiative to enhance public health through increased awareness of COVID-19 vaccinations and immunizations. By leveraging high-traffic billboard placements across the state from January to May, we aim to significantly amplify our message, encouraging widespread vaccine uptake among diverse communities.

As COVID-19 continues to impact many vulnerable communities, this initiative is a commitment to safeguarding the health of our community. The visibility and reach afforded by the billboards are unparalleled, offering an effective medium to combat vaccine hesitancy and misinformation. This campaign not only supports public health efforts but also reinforces Southern University's leadership and dedication to the well-being of our state's residents.

We believe that this initiative will yield substantial public health benefits, contributing to a healthier, more informed community. If you require any additional information, please contact me at jasmin_plowe@suagcenter.com or 2257714456.

Sincerely,

Jasmin Mathews, MPH
Assistant Public Health Specialist
Southern University Ag Center

Approved:

De'Shoin York, Ph.D.
Vice Chancellor for Extension

Orlando McMeans, Ph.D.
Chancellor-Dean

Baton Rouge
 16560 Old Perkins Road
 Baton Rouge, LA 70810
 Phone: 225-752-0200
 Fax: 225-755-0482



CONTRACT # 3902012

Date: 7/19/2022
 New/Renewal: RENEWAL
 Account Executive: Austen Sims
 Phone: 225-752-0200

CONTRACTED DIRECTLY BY ADVERTISER	
Customer #	753141-0
Name	SOUTHERN UNIVERSITY AG CENTER
Address	B. A. LITTLE DRIVE, H ST
City/State/Zip	BATON ROUGE, LA 70813
Contact	Lakeeshia Gidden Lusk
Email Address	lakeeshia_giddens@suagcenter.com
Phone #	(225) 771-2160
Fax #	
P.O./ Reference #	
Advertiser/Product	SOUTHERN UNIVERSITY AG CENTER
Campaign	

Production/Other Services							
Department	Plant	Production Type	Misc	Service Dates	# Service Periods	Invest Per Period	Cost
Vinyl	010 Baton Rouge, LA	production for bulletins		01/01/24	1	\$33,080.00	\$33,080.00
Total Production/Other Services Costs:							\$33,080.00

Space										
# of Panels: 85										Billing Cycle: Every 4 weeks
Panel # TAB ID	Market	Location	Illum	Media Type	Size	Misc	Service Dates	# Service Periods	Invest Per Period	Cost
13051 408312	003-DES ALLEMANDS, LA	4218 HWY 90 EAST NEXT TO DAQUIRI SHOP	Yes	Perm Bulletin	10' 6" x 36' 0"		01/01/24-05/19/24	5	\$800.00	\$4,000.00
15002 626518	003-MORGAN CITY, LA	HWY 90 1.5 MI E/O MLK BLVD #1	Yes	Perm Bulletin	10' 6" x 36' 0"		01/01/24-05/19/24	5	\$800.00	\$4,000.00
41594 406565	003-HOUMA, LA	1504 EAST TUNNEL BLVD (@ MAY ST.)	Yes	Perm Bulletin	10' 6" x 36' 0"		01/01/24-05/19/24	5	\$800.00	\$4,000.00
70010 406587	003-HOUMA, LA	1107 WEST TUNNEL BLVD	Yes	Perm Bulletin	10' 6" x 36' 0"		01/01/24-05/19/24	5	\$800.00	\$4,000.00
10898 30969573	010-PORT ALLEN, LA	I-10 W/O PORT ALLEN	Yes	Perm Bulletin	28' 0" x 36' 0"		01/01/24-05/19/24	5	\$3,000.00	\$15,000.00
10976 30974452	010-BRUSLY, LA	LA 1 1.1 MILE S/O I-10	Yes	Perm Bulletin	23' 0" x 23' 0"		01/01/24-05/19/24	5	\$1,000.00	\$5,000.00
11652 30471919	010-BATON ROUGE, LA	AIRLINE @ HANKS DR. E/S	Yes	Perm Bulletin	10' 6" x 36' 0"		01/01/24-05/19/24	5	\$1,250.00	\$6,250.00
18024 157388	010-BATON ROUGE, LA	I-12 1500' E/O AIRLINE S/S W/F	Yes	Perm Bulletin	14' 0" x 48' 0"		01/01/24-05/19/24	5	\$3,000.00	\$15,000.00
18098 157428	010-BATON ROUGE, LA	AIRLINE @ HARRY DRIVE E/S S/F	Yes	Perm Bulletin	14' 0" x 48' 0"		01/01/24-05/19/24	5	\$1,000.00	\$5,000.00
18135 157452	010-BATON ROUGE, LA	I-10 @ PERKINS EXIT W/F	Yes	Perm Bulletin	14' 0" x 48' 0"		01/01/24-05/19/24	5	\$4,000.00	\$20,000.00
70029 157710	010-BATON ROUGE, LA	I-10 S/S APPROX. 2 MI E/O PECUE OVERPASS	Yes	Perm Bulletin	14' 0" x 48' 0"		01/01/24-05/19/24	5	\$2,600.00	\$13,000.00
70222 7405037	010-BAKER, LA	HWY 19 E/S 125' W/O WASHINGTON ST	Yes	Perm Bulletin	10' 6" x 36' 0"		01/01/24-05/19/24	5	\$1,200.00	\$6,000.00
84152 544643	010-GONZALES, LA	S/S I-10 .5 Mile E/O Hwy 30 EXIT 177 F/W	Yes	Perm Bulletin	14' 0" x 48' 0"		01/01/24-05/19/24	5	\$3,000.00	\$15,000.00
16911 149154	082- ALEXANDRIA/PINEV ILLE, LA	HWY 28 WEST @ HEYMAN LANE	Yes	Perm Bulletin	10' 6" x 36' 0"		01/01/24-05/19/24	5	\$850.00	\$4,250.00
18062 149252	082- ALEXANDRIA/PINEV ILLE, LA	E/S I-49 3400 FT S/O PINEVILLE EXP F/S	Yes	Perm Bulletin	10' 6" x 36' 0"		01/01/24-05/19/24	5	\$1,200.00	\$6,000.00
18208 149306	082- ALEXANDRIA/PINEV ILLE, LA	I-49 .4 MI N/O AIRBASE RD E/S	Yes	Perm Bulletin	10' 6" x 36' 0"		01/01/24-05/19/24	5	\$1,000.00	\$5,000.00
19237 148337	082- ALEXANDRIA/PINEV ILLE, LA	I-49 .5 MI N/O FLORA CYPRESS EXIT E/S LHR	Yes	Perm Bulletin	10' 6" x 36' 0"		01/01/24-05/19/24	5	\$1,000.00	\$5,000.00
18281 389303	083-RAYVILLE, LA	S/S I-20 600 FT E/O HWY 137 RAYVILLE	Yes	Perm Bulletin	14' 0" x 48' 0"		01/01/24-05/19/24	5	\$750.00	\$3,750.00
20204 808090	083-MONROE/WEST MONROE, LA	N/S I-20 .5 MILES W/O STELLA	Yes	Perm Bulletin	14' 0" x 40' 0"		01/01/24-05/19/24	6	\$1,100.00	\$5,500.00

INITIALS *AL*



ENTERED
 JAN 03 2024
 BY: *C*

Baton Rouge
 16560 Old Perkins Road
 Baton Rouge, LA 70810
 Phone: 225-752-0200
 Fax: 225-755-0482



CONTRACT # 3902012

Date: 7/19/2022
 New/Renewal: RENEWAL
 Account Executive: Austen Sims
 Phone: 225-752-0200

Account #	Address	Description	Yes/No	Permit Type	Dimensions	Start Date	End Date	Quantity	Unit Price	Total Price
30835444	7823 072-SHREVEPORT, LA	MANSFIELD E/S 900' S/O INNER LOOP P1(N)JL	Yes	Perm Bulletin	14' 0" x 48' 0"	01/01/24	05/19/24	5	\$1,200.00	\$6,000.00
	8732 072-SHREVEPORT, 4263 LA	I-20 N/S 900' W/O COMMON SNG-F/E	Yes	Perm Bulletin	14' 0" x 48' 0"	01/01/24	05/19/24	5	\$2,000.00	\$10,000.00
	8761 072-SHREVEPORT, 4663 LA	YOUREE E/S 300' N/O KINGS SNG-F/S	Yes	Perm Bulletin	14' 0" x 48' 0"	01/01/24	05/19/24	5	\$1,900.00	\$9,500.00
	8872 072-SHREVEPORT, 4238 LA	I-20 S/S 500' E/O JEWELL P2-F/W	Yes	Perm Bulletin	14' 0" x 48' 0"	01/01/24	05/19/24	5	\$1,600.00	\$8,000.00
	33092 072-BOSSIER CITY, 8787 LA	I-20 S/S 1 MI. E/O AIRLINE	Yes	Perm Bulletin	14' 0" x 48' 0"	01/01/24	05/19/24	5	\$1,200.00	\$6,000.00
30836805	14146 080-LAKE CHARLES, LA	E/S I-210 N/O LEGION	Yes	Perm Bulletin	14' 0" x 48' 0"	01/01/24	05/19/24	5	\$500.00	\$2,500.00
	14912 080-IOWA, LA 367120	N/S I-10 MM 45.7 MILE E/O HWY 185 LOC#2	Yes	Perm Bulletin	10' 6" x 36' 0"	01/01/24	05/19/24	5	\$800.00	\$4,000.00
	15324 080-LEESVILLE, LA 367183	E/S HWY 171 4.7 MILES N/O ROSEFINE	Yes	Perm Bulletin	10' 6" x 36' 0"	01/01/24	05/19/24	5	\$1,300.00	\$6,500.00
	80025 080-VINTON, LA 387784	S/S I-10 MM 8 W/O HWY 108-VINTON	No	Perm Bulletin	18' 6" x 48' 0"	01/01/24	05/19/24	5	\$800.00	\$4,000.00
	1031 090-NEW IBERIA, LA 367887	W/S US 90 S/O LA 88, LOC 3 F/N	Yes	Perm Bulletin	12' 0" x 40' 0"	01/01/24	05/19/24	5	\$750.00	\$3,750.00
	5457 090-LAFAYETTE, LA 368866	W/S I-49 N/O LA 728 OVRPAS LOC 4 F/N IND	Yes	Perm Bulletin	10' 6" x 36' 0"	01/01/24	05/19/24	5	\$1,000.00	\$5,000.00
	8486 090-LAFAYETTE, LA 368955	E/S US 90 S/O SOUTH PARK, LOC 3 F/S	Yes	Perm Bulletin	10' 6" x 36' 0"	01/01/24	05/19/24	5	\$1,300.00	\$6,500.00
	8213 090-BREAUX BRIDGE, LA 7407185	S/S I-10 E/O LA 31 OVERPASS LOC 1 F/E	Yes	Perm Bulletin	24' 0" x 36' 0"	01/01/24	05/19/24	5	\$1,000.00	\$5,000.00
30594924	8284 090-LAFAYETTE, LA 30594924	W/S AMBASSADOR S/O ROBLEY FN	Yes	Perm Bulletin	10' 6" x 36' 0"	01/01/24	05/19/24	5	\$1,300.00	\$6,500.00
	13072 090-LAFAYETTE, LA 580533	N/S JOHNSTON @ LEONNE ST (ABLE GLASS F/E	Yes	Perm Bulletin	12' 0" x 40' 0"	01/01/24	05/19/24	5	\$1,300.00	\$6,500.00
	20510 090-OPELOUSAS, 368352 LA	W/S I-49 N/O CRESSWELL LANE, LOC 2 F/S	Yes	Perm Bulletin	12' 0" x 40' 0"	01/01/24	05/19/24	5	\$750.00	\$3,750.00
	1008 215-HAMMOND, LA 289289	S/S I-12 .3 MILES E/O RANGE RD (3) F/W	Yes	Perm Bulletin	10' 6" x 36' 0"	01/01/24	05/19/24	5	\$1,350.00	\$6,750.00
	7139 215-HAMMOND, LA 50592371	N/S OF W. THOMAS ST .4 MI W/O HWY 51	Yes	Perm Bulletin	10' 6" x 36' 0"	01/01/24	05/19/24	5	\$1,300.00	\$6,500.00
	41575 215-HAMMOND, LA 289519	W/S I-55 S @ FURSELLEY SERV RD	Yes	Perm Bulletin	10' 6" x 36' 0"	01/01/24	05/19/24	5	\$850.00	\$4,250.00
	6530 227-WESTBANK, LA 544680	N/S Westbank Expy 250' W/O Stumpf Blvd F/W	Yes	Perm Bulletin	14' 0" x 48' 0"	01/01/24	05/19/24	5	\$2,200.00	\$11,000.00
	8552 227-KENNER, LA 544704	S/S I-10 .9 mile W/O Veterans Blvd Exit 225 F/E	Yes	Perm Bulletin	14' 0" x 48' 0"	01/01/24	05/19/24	5	\$2,300.00	\$11,500.00
	8703 227-NEW ORLEANS, 544749 LA	N/S I-10 .5 MILE E/O I-610 Exit 238 F/E	Yes	Digital Bulletin	14' 0" x 48' 0"	01/01/24	05/19/24	5	\$3,500.00	\$17,500.00
	8726 227-NEW ORLEANS, 30910980 LA	N/S I-10 @ City Park Ave	Yes	Digital Bulletin	14' 0" x 48' 0"	01/01/24	05/19/24	5	\$3,750.00	\$18,750.00
	8728 227-NEW ORLEANS, 30989880 LA	N/S I-10 0.2 Miles E/O Pontchartrain Expressway Interchange F/E	Yes	Digital Bulletin	14' 0" x 48' 0"	01/01/24	05/19/24	5	\$3,750.00	\$18,750.00
	13051 003-DES 406312 ALLEMANDS, LA	4218 HWY 90 EAST NEXT TO DAQUIRI SHOP	Yes	Perm Bulletin	10' 6" x 36' 0"	05/20/24	08/02/24	1	\$400.00	\$400.00
	15002 003-MORGAN CITY, 626518 LA	HWY 90 1.5 MI E/O MLK BLVD #1	Yes	Perm Bulletin	10' 6" x 36' 0"	05/20/24	08/02/24	1	\$400.00	\$400.00
	41594 003-HOUMA, LA 406585	1504 EAST TUNNEL BLVD (@ MAY ST.)	Yes	Perm Bulletin	10' 6" x 36' 0"	05/20/24	08/02/24	1	\$400.00	\$400.00
	70010 003-HOUMA, LA 406687	1107 WEST TUNNEL BLVD	Yes	Perm Bulletin	10' 6" x 36' 0"	05/20/24	08/02/24	1	\$400.00	\$400.00
	10888 010-PORT ALLEN, 30989573 LA	I-10 W/O PORT ALLEN	Yes	Perm Bulletin	26' 0" x 36' 0"	05/20/24	08/02/24	1	\$1,500.00	\$1,500.00
	10976 010-BRUSLY, LA 30974452	LA 1 1.1 MILE S/O I-10	Yes	Perm Bulletin	23' 0" x 23' 0"	05/20/24	08/02/24	1	\$500.00	\$500.00
	11552 010-BATON ROUGE, 30471919 LA	AIRLINE @ HANKS DR. E/S	Yes	Perm Bulletin	10' 6" x 36' 0"	05/20/24	08/02/24	1	\$825.00	\$825.00
	18024 010-BATON ROUGE, 157388 LA	I-12 1500' E/O AIRLINE S/S W/F	Yes	Perm Bulletin	14' 0" x 48' 0"	05/20/24	08/02/24	1	\$1,500.00	\$1,500.00
	18098 010-BATON ROUGE, 157428 LA	AIRLINE @ HARRY DRIVE E/S S/F	Yes	Perm Bulletin	14' 0" x 48' 0"	05/20/24	08/02/24	1	\$500.00	\$500.00
	18135 010-BATON ROUGE, 157452 LA	I-10 @ PERKINS EXIT W/F	Yes	Perm Bulletin	14' 0" x 48' 0"	05/20/24	08/02/24	1	\$2,000.00	\$2,000.00

INITIALS

AL



Baton Rouge
 16580 Old Parkins Road
 Baton Rouge, LA 70810
 Phone: 225-752-0200
 Fax: 225-755-0482



CONTRACT # 3902012

Date: 7/18/2022
 New/Renewal: RENEWAL
 Account Executive: Austen Sims
 Phone: 225-752-0200

Account #	Address	Location	Size	Year	Permit	Dimensions	Start Date	End Date	Rate	Total
70029 157710	010-BATON ROUGE, LA	I-10 S/S APPROX .2 MI E/O PECUE OVERPASS	Yes	Perm Bulletin	14' 0" x 48' 0"	05/20/24-08/02/24	1	\$1,250.00	\$1,250.00	
70222 7408037	010-BAKER, LA	HWY 19 E/S 125' W/O WASHINGTON ST	Yes	Perm Bulletin	10' 6" x 36' 0"	05/20/24-06/02/24	1	\$1,500.00	\$1,500.00	
16911 149154	062-ALEXANDRIA/PINEVILLE, LA	HWY 28 WEST @ HEYMAN LANE	Yes	Perm Bulletin	10' 6" x 36' 0"	05/20/24-08/02/24	1	\$425.00	\$425.00	
18092 149232	062-ALEXANDRIA/PINEVILLE, LA	E/S I-49 3400 FT S/O PINEVILLE EXP F/S	Yes	Perm Bulletin	10' 6" x 36' 0"	05/20/24-08/02/24	1	\$800.00	\$800.00	
19206 149306	062-ALEXANDRIA/PINEVILLE, LA	I-49 .4 MI N/O AIRBASE RD E/S	Yes	Perm Bulletin	10' 6" x 36' 0"	05/20/24-08/02/24	1	\$500.00	\$500.00	
19237 149337	062-ALEXANDRIA/PINEVILLE, LA	I-49 .5 MI N/O FLORA CYPRESS EXIT E/S LHR	Yes	Perm Bulletin	10' 6" x 36' 0"	05/20/24-08/02/24	1	\$500.00	\$500.00	
16281 368303	063-RAYVILLE, LA	S/S I-20 600 FT E/O HWY 137 RAYVILLE	Yes	Perm Bulletin	14' 0" x 48' 0"	05/20/24-06/02/24	1	\$375.00	\$375.00	
20204 606036	063-MONROE/WEST MONROE, LA	N/S I-20 .5 MILES W/O STELLA	Yes	Perm Bulletin	14' 0" x 48' 0"	05/20/24-06/02/24	1	\$550.00	\$550.00	
7823 30835444	072-SHREVEPORT, LA	MANSFIELD E/S 800' S/O INNER LOOP F1(N)L	Yes	Perm Bulletin	14' 0" x 48' 0"	05/20/24-08/02/24	1	\$600.00	\$600.00	
8732 4263	072-SHREVEPORT, LA	I-20 N/S 900' W/O COMMON SNG-F/E	Yes	Perm Bulletin	14' 0" x 48' 0"	05/20/24-06/02/24	1	\$1,000.00	\$1,000.00	
8761 4863	072-SHREVEPORT, LA	YOUREE E/S 300' N/O KINGS SNG-F/S	Yes	Perm Bulletin	14' 0" x 48' 0"	05/20/24-08/02/24	1	\$800.00	\$800.00	
8872 4238	072-SHREVEPORT, LA	I-20 S/S 500' E/O JEWELLA P2-F/W	Yes	Perm Bulletin	14' 0" x 48' 0"	05/20/24-08/02/24	1	\$800.00	\$800.00	
33092 8787	072-BOSSIER CITY, LA	I-20 S/S 1 MI E/O AIRLINE	Yes	Perm Bulletin	14' 0" x 48' 0"	05/20/24-06/02/24	1	\$800.00	\$800.00	
14146 30838905	080-LAKE CHARLES, LA	E/S I-210 N/O LEGION	Yes	Perm Bulletin	14' 0" x 48' 0"	05/20/24-08/02/24	1	\$280.00	\$250.00	
14912 367120	080-IOWA, LA	N/S I-10 MM 45 .7 MILE E/O HWY 165 LOC#2	Yes	Perm Bulletin	10' 6" x 36' 0"	05/20/24-06/02/24	1	\$400.00	\$400.00	
15324 367193	080-LEESVILLE, LA	E/S HWY 171 4.7 MILES N/O ROSEPINE	Yes	Perm Bulletin	10' 6" x 36' 0"	05/20/24-08/02/24	1	\$650.00	\$650.00	
90025 367784	080-VINTON, LA	S/S I-10 MM 8 W/O HWY 106-VINTON	No	Perm Bulletin	19' 6" x 48' 0"	05/20/24-08/02/24	1	\$400.00	\$400.00	
1031 367987	090-NEW IBERIA, LA	W/S US 90 S/O LA 88, LOC 3 F/N	Yes	Perm Bulletin	12' 0" x 40' 0"	05/20/24-06/02/24	1	\$375.00	\$375.00	
5457 388886	090-LAFAYETTE, LA	W/S I-49 N/O LA 726 OVRPAS LOC 4 F/N IND	Yes	Perm Bulletin	10' 6" x 36' 0"	05/20/24-06/02/24	1	\$500.00	\$500.00	
6486 368955	090-LAFAYETTE, LA	E/S US 90 S/O SOUTH PARK, LOC 3 F/S	Yes	Perm Bulletin	10' 6" x 36' 0"	05/20/24-06/02/24	1	\$650.00	\$650.00	
9213 7407185	090-BREAUX BRIDGE, LA	S/S I-10 E/O LA 91 OVERPASS LOC 1 F/E	Yes	Perm Bulletin	24' 0" x 36' 0"	05/20/24-08/02/24	1	\$500.00	\$500.00	
9284 30594924	090-LAFAYETTE, LA	W/S AMBASSADOR S/O ROBLEY F/N	Yes	Perm Bulletin	10' 6" x 36' 0"	05/20/24-08/02/24	1	\$650.00	\$650.00	
15072 580533	090-LAFAYETTE, LA	N/S JOHNSTON @ LEONNE ST (ABLE GLASS F/E	Yes	Perm Bulletin	12' 0" x 40' 0"	05/20/24-06/02/24	1	\$650.00	\$650.00	
28510 368352	090-OPELOUSAS, LA	W/S I-49 N/O CRESSWELL LANE, LOC 2 F/S	Yes	Perm Bulletin	12' 0" x 40' 0"	05/20/24-08/02/24	1	\$375.00	\$375.00	
1009 289289	215-HAMMOND, LA	S/S I-12 .3 MILES E/O RANGE RD (3) F/W	Yes	Perm Bulletin	10' 6" x 36' 0"	05/20/24-06/02/24	1	\$675.00	\$675.00	
7139 50592371	215-HAMMOND, LA	N/S OF W. THOMAS ST .4 MI W/O HWY 61	Yes	Perm Bulletin	10' 6" x 36' 0"	05/20/24-06/02/24	1	\$650.00	\$650.00	
41575 289519	216-HAMMOND, LA	W/S I-95 S @ PURSELLEY SERV RD	Yes	Perm Bulletin	10' 6" x 36' 0"	05/20/24-08/02/24	1	\$425.00	\$425.00	
6330 544890	227-WESTBANK, LA	N/S Westbank Expy 250' W/O Stumpf Blvd F/W	Yes	Perm Bulletin	14' 0" x 48' 0"	05/20/24-06/02/24	1	\$1,100.00	\$1,100.00	
6552 544704	227-KENNER, LA	S/S I-10 .9 mile W/O Veterans Blvd Exit 225 F/E	Yes	Perm Bulletin	14' 0" x 48' 0"	05/20/24-08/02/24	1	\$1,150.00	\$1,150.00	
6703 544749	227-NEW ORLEANS, LA	N/S I-10 .5 MILE E/O I-610 Exit 230 F/E	Yes	Digital Bulletin	14' 0" x 48' 0"	05/20/24-06/02/24	1	\$1,750.00	\$1,750.00	
6726 30910980	227-NEW ORLEANS, LA	N/S I-10 @ City Park Ave.	Yes	Digital Bulletin	14' 0" x 48' 0"	05/20/24-06/02/24	1	\$1,875.00	\$1,875.00	
6728 30966680	227-NEW ORLEANS, LA	N/S I-10 0.2 Miles E/O Pontchartrain Expressway Interchange F/E	Yes	Digital Bulletin	14' 0" x 48' 0"	05/20/24-06/02/24	1	\$1,875.00	\$1,875.00	

Total Space Coals: \$388,875.00

INITIALS

AL



Baton Rouge
 16560 Old Perkins Road
 Baton Rouge, LA 70810
 Phone: 225-752-0200
 Fax: 225-755-0482



CONTRACT # 3902012

Date: 7/19/2022
 New/Renewal: RENEWAL
 Account Executive: Austen Sims
 Phone: 225-752-0200


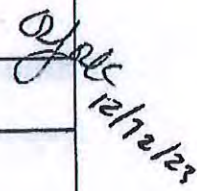
Total Cost: \$389,835.00

Special Considerations:

Advertiser authorizes and instructs The Lamar Companies (Lamar) to display in good and workmanlike manner, and to maintain for the terms set forth above, outdoor advertising displays described above or on the attached list. In consideration thereof, Advertiser agrees to pay Lamar all contracted amounts within thirty (30) days after the date of billing. Advertiser acknowledges and agrees to be bound by the terms and conditions on all pages of this contract.

The Agency representing this Advertiser in the contract executes this contract as an agent for a disclosed principal, but hereby expressly agrees to be liable jointly and severally and in solidio with Advertiser for the full and faithful performance of Advertiser's obligations hereunder. Agency waives notice of default and consents to all extensions of payment.

The undersigned representative or agent of Advertiser hereby warrants to Lamar that he/she is the Media Buyer (Officer/Title) of the Advertiser and is authorized to execute this contract on behalf of the Advertiser

Customer:	SOUTHERN UNIVERSITY AG CENTER	
Signature:		
	(signature above)	
Name:	Orlando F. McMeans	
	(print name above)	
Date:	12/14/2023	
	(date above)	

THE LAMAR COMPANIES	This contract is NOT BINDING UNTIL ACCEPTED by a Lamar General Manager.	
		1/8/24
ACCOUNT EXECUTIVE: Austen Sims	GENERAL MANAGER	DATE

STANDARD CONDITIONS

- Late Artwork:** The Advertiser must provide or approve art work, materials and installation instructions ten (10) days prior to the initial Service Date. In the case of default in furnishing or approval of art work by Advertiser, billing will occur on the initial Service Date.
- Copyright/Trademark:** Advertiser warrants that all approved designs do not infringe upon any trademark or copyright, state or federal. Advertiser agrees to defend, indemnify and hold Lamar free and harmless from any and all loss, liability, claims and demands, including attorney's fees arising out of the character contents or subject matter of any copy displayed or produced pursuant to this contract.
- Payment Terms:** Lamar will, from time to time at intervals following commencement of service, bill Advertiser at the address on the face hereof. Advertiser will pay Lamar within thirty (30) days after the date of invoice. If Advertiser fails to pay any invoice when it is due, in addition to amounts payable thereunder, Advertiser will promptly reimburse collection costs, including reasonable attorney's fees plus a monthly service charge at the rate of 1.5% of the outstanding balance of the invoice to the extent permitted by applicable law. Delinquent payment will be considered a breach of this contract. Payments will be applied as designated by the Advertiser; non designated payments will be applied to the oldest invoices outstanding.
- Service Interruptions:** If Lamar is prevented from posting or maintaining any of the spaces by causes beyond its control of whatever nature, including but not limited to acts of God, strikes, work stoppages or picketing, or in the event of damage or destruction of any of the spaces, or in the event Lamar is unable to deliver any portion of the service required in this contract, including buses in repair, or maintenance, this contract shall not terminate. Credit shall be allowed to Advertiser at the standard rates of Lamar for such space or service for the period that such space or service shall not be furnished or shall be discontinued or suspended. In the case of illumination, should there be more than a 50% loss of illumination, a 20% pro-rata credit based on four week billing will be given. If this contract requires illumination, it will be provided from dusk until 11:00p.m. Lamar may discharge this credit, at its option, by furnishing advertising service on substitute space, to be reasonably approved by Advertiser, or by extending the term of the advertising service on the same space for a period beyond the expiration date. The substituted or extended service shall be of a value equal to the amount of such credit.
- Entire Agreement:** This contract, all pages, constitutes the entire agreement between Lamar and Advertiser. Lamar shall not be bound by any stipulations, conditions, or agreements not set forth in this contract. Waiver by Lamar of any breach of any provision shall not constitute a waiver of any other breach of that provision or any other provision.

INITIALS OL



Baton Rouge
16560 Old Perkins Road
Baton Rouge, LA 70810
Phone: 225-752-0200
Fax: 225-755-0482



CONTRACT # 3902012

Date: 7/19/2022
New/Renewal: RENEWAL
Account Executive: Avalen Sims
Phone: 225-752-0200

6. Copy Acceptance: Lamar reserves the right to determine if copy and design are in good taste and within the moral standards of the individual communities in which it is to be displayed. Lamar reserves the right to reject or remove any copy either before or after installation, including immediate termination of this contract.

7. Termination: All contracts are non-cancellable by Advertiser without the written consent of Lamar. Breach of any provisions contained in this contract may result in cancellation of this contract by Lamar.

8. Materials/Storage: Production materials will be held at customer's written request. Storage fees may apply.

9. Installation Lead Time: A leeway of five (5) working days from the initial Service Date is required to complete the installation of all non-digital displays.

10. Customer Provided Production: The Advertiser is responsible for producing and shipping copy production. Advertiser is responsible for all space costs involved in the event production does not reach Lamar by the established Service Dates. These materials must be produced in compliance with Lamar production specifications and must come with a 60 day warranty against fading and tearing.

11. Bulletin Enhancements: Cutouts/extensions, where allowed, are limited in size to 6 feet above, and 2 feet to the sides and 1 foot below normal display area. The basic fabrication charge is for a maximum 12 months.

12. Assignment: Advertiser shall not sublet, resell, transfer, donate or assign any advertising space without the prior written consent of Lamar.

13. Digital Provisions: Lamar will strive to provide Advertisers with 100% of the time they contract. However, due to problems with power interruptions, emergency governmental warnings (e.g. Amber Alerts) or other unforeseen interruptions, Lamar is guaranteeing copy will be displayed an average of 92.5% of the time contracted. If a location should be lost during the period of display for any reason, a digital location of equal advertising value will be substituted or credit issued for the loss of service. For purposes of determining whether a credit is due, the average number of guaranteed impressions per day will be measured over the duration of the contract, e.g., during a four week contract, the available impressions during the entire four week term of the contract will be calculated and 92.5% of that number will be used as the basis to determine whether a credit is due the Advertiser. If Lamar has provided 92.5% or greater of available impressions, then no credit will be due.

14. Customer Supplied Content (iSpots) License and Indemnity Agreement

Copyright/Trademark: Advertiser warrants that all approved designs do not infringe upon any trademark or copyright, state or federal. Advertiser agrees to defend, indemnify and hold Lamar free and harmless from any and all loss, liability, claims and demands, including attorney's fees arising out of the character, contents or subject matter of any copy displayed or produced pursuant to this contract.

14(a) - Customer Supplied Content - When Advertiser desires to purchase digital advertising from Lamar featuring images, photographs, graphics, text, data, or other such media ("Customer Supplied Content (CSC)") that will be provided by Advertiser, some of which may be owned and/or provided, directly or indirectly, by a third party (hereinafter "Third Party Customer Supplied Content or Third Party CSC"):

(i) the Advertiser shall be solely responsible to ensure the appropriateness and inoffensive or otherwise innocuous nature of the CSC or Third Party CSC.

(ii) Advertiser acknowledges that Advertiser is solely responsible for acquiring, licensing, and/or purchasing any Third Party CSC and/or has the authority to use and to license CSC and Third Party CSC.

(iii) Advertiser warrants that the CSC and/or Third Party CSC will comply with all applicable local, state and federal laws and regulations.

(iv) Advertiser shall be solely responsible for the truthfulness, accuracy, integrity, and lawfulness of the CSC and/or Third Party CSC.

(v) Advertiser shall defend, cover, indemnify and hold Lamar harmless for all loss, expense or damages, of whatever nature, which may be incurred by Lamar as a result of any claims or actions in connection with Lamar's or Lamar's affiliates and subsidiaries for use of the CSC or Third Party CSC. Claims or Actions shall specifically include but not be limited to the CSC's or Third Party CSC's public appropriateness. The foregoing duty to defend, cover and indemnify shall include, without limitation, a duty to pay any attorneys' fees and other costs of defense incurred by Lamar and its affiliates or subsidiaries.

(vi) Advertiser hereby grants to Lamar a paid up, non-exclusive, royalty-free license to use, reproduce, display, perform and modify the CSC and Third Party CSC, on its digital displays or to adapt the CSC and Third Party CSC for such use. The license granted herein includes the right to prepare works which may be considered derivative works of the CSC and/or Third Party CSC or any intellectual property contained therein. Additionally, Advertiser grants to Lamar such trademark license rights as may be necessary for Lamar to use the CSC and Third Party CSC on its digital displays.

Southern University and A&M College

By _____

Dennis J. Shields, President-Chancellor, SUS

Southern University Board of Supervisors

Approved by _____

INITIALS

DL



MAP #1

SOUTHERN UNIVERSITY SNAP ED - 12.6.23



SU 602(R 9/94)

Department

SU Ag Center
Building/Room

Cooperative Ext

Telephone Number

2257714456

PURCHASE REQUISITION
PURCHASE DEPARTMENT
SOUTHERN UNIVERSITY

- BATON ROUGE
- NEW ORLEANS
- LAW CENTER
- SHREVEPORT
- Ag Research & Extension Center

Date of Requisition

2/28/23

Date Shipped

Immediately

Requisition No.

RO074303

M.C. 1,30.24

RECEIVED
FEB 28 2023
SU-AG-REC

SO 001007

Requestor's Name: Jasmin Mathews

jasmin_plowe@suagcenter.com

PO072868

Item No.	Description	Quantity	Unit Price	Amount
	Billboard advertising for LDH Grant for service dates 01/01/2024-06/02/2024			\$ -
	Contract # 3902012			\$ -
1	Production for bulletins	1	\$ 33,060.00	\$ 33,060.00
2	Vinyl poster lease 10X36 @\$800	5	\$ 800.00	\$ 4,000.00
2	Vinyl poster lease 10X36 @\$800	5	\$ 800.00	\$ 4,000.00
3	Vinyl poster lease 10X36 @\$800	5	\$ 800.00	\$ 4,000.00
4	Vinyl poster lease 10X36 @\$800	5	\$ 800.00	\$ 4,000.00
5	Vinyl poster lease 26X36 @ \$3000	5	\$ 3,000.00	\$ 15,000.00
6	Vinyl poster lease 23x23 @\$1000	4	\$ 1,000.00	\$ 4,000.00
7	Vinyl poster lease 10X36 @\$1250	5	\$ 1,250.00	\$ 6,250.00
8	Vinyl poster lease 14X48 @\$3000	5	\$ 3,000.00	\$ 15,000.00
9	Vinyl poster lease 14X48 @\$1000	5	\$ 1,000.00	\$ 5,000.00
10	Vinyl poster lease 14X48 @\$4000	5	\$ 4,000.00	\$ 20,000.00
11	Vinyl poster lease 14X48 @\$1200	5	\$ 1,200.00	\$ 6,000.00
12	Vinyl poster lease 10X36 @\$2600	5	\$ 2,600.00	\$ 13,000.00
13	Vinyl poster lease 14X48 @\$3000	5	\$ 3,000.00	\$ 15,000.00
14	Vinyl poster lease 10X36 @\$850	5	\$ 850.00	\$ 4,250.00
15	Vinyl poster lease 10X36 @\$1200	5	\$ 1,200.00	\$ 6,000.00
16	Vinyl poster lease 10X36 @1000	5	\$ 1,000.00	\$ 5,000.00
17	Vinyl poster lease 10X36 @1000	5	\$ 1,000.00	\$ 5,000.00
18	Vinyl poster lease 14X48 @\$750	5	\$ 750.00	\$ 3,750.00
19	Vinyl poster lease 14X40 @\$1100	5	\$ 1,100.00	\$ 5,500.00
20	Vinyl poster lease 14X40 @\$1200	5	\$ 1,200.00	\$ 6,000.00
21	Vinyl poster lease 14X48 @\$1900	5	\$ 1,900.00	\$ 9,500.00
22	Vinyl poster lease 14X48 @\$1600	5	\$ 1,600.00	\$ 8,000.00
23	Vinyl poster lease 14X48 @\$1800	5	\$ 1,800.00	\$ 9,000.00
24	Vinyl poster lease 14X48 @\$1200	5	\$ 1,200.00	\$ 6,000.00
25	Vinyl poster lease 14X48 @\$500	5	\$ 500.00	\$ 2,500.00
26	Vinyl poster lease 10X36 @\$800	5	\$ 800.00	\$ 4,000.00
27	Vinyl poster lease 10X36 @\$1300	5	\$ 1,300.00	\$ 6,500.00
28	Vinyl poster lease 19X48 @\$800	5	\$ 800.00	\$ 4,000.00
29	Vinyl poster lease 12X40 @\$750	5	\$ 750.00	\$ 3,750.00
30	Vinyl poster lease 10X36 @\$1000	5	\$ 1,000.00	\$ 5,000.00
31	Vinyl poster lease 10X36 @\$1300	5	\$ 1,300.00	\$ 6,500.00
32	Vinyl poster lease 24X36 @\$1000	5	\$ 1,000.00	\$ 5,000.00
33	Vinyl poster lease 10X36 @\$1300	5	\$ 1,300.00	\$ 6,500.00
34	Vinyl poster lease 12X40 @\$1300	5	\$ 1,300.00	\$ 6,500.00

RECEIVED

FEB 2 2024 08:51

JAN 31 2024

Office of the Chancellor-Dean
SUAREC/CAFCS

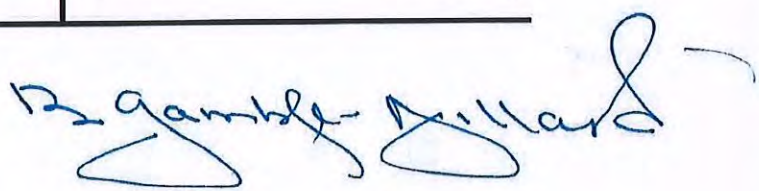
B Gamble-Jillard

2.7.2023

3335	Vinyl poster lease 12X40 @\$750	✓ 5	\$ 750.00	\$ 3,750.00
3436	Vinyl poster lease 10X36 @\$1350	✓ 5	\$ 1,350.00	\$ 6,750.00
3537	Vinyl poster lease 10X36 @\$1300	✓ 5	\$ 1,300.00	\$ 6,500.00
3638	Vinyl poster lease 10X36 @\$850	✓ 5	\$ 850.00	\$ 4,250.00
3739	Vinyl poster lease 14X48 @\$2200	✓ 5	\$ 2,200.00	\$ 11,000.00
3840	Vinyl poster lease 14X48 @\$2300	✓ 5	\$ 2,300.00	\$ 11,500.00
3941	Vinyl poster lease 14X48 @\$3500	✓ 5	\$ 3,500.00	\$ 17,500.00
4042	Vinyl poster lease 14X48 @\$3750	✓ 5	\$ 3,750.00	\$ 18,750.00
4143	Vinyl poster lease 14X48 @\$3750	✓ 5	\$ 3,750.00	\$ 18,750.00
4244	Vinyl poster lease 23X23 @\$679	✓ 1	\$ 679.00	\$ 679.00
4345	Vinyl poster lease 10X36 @\$400	✓ 1	\$ 400.00	\$ 400.00
4446	Vinyl poster lease 10X36 @\$400	✓ 1	\$ 400.00	\$ 400.00
4547	Vinyl poster lease 10X36 @\$400	✓ 1	\$ 400.00	\$ 400.00
4648	Vinyl poster lease 10X36 @\$400	✓ 1	\$ 400.00	\$ 400.00
4749	Vinyl poster lease 26X36 @\$1500	✓ 1	\$ 1,500.00	\$ 1,500.00
4850	Vinyl poster lease 10X36 @\$625	✓ 1	\$ 625.00	\$ 625.00
4951	Vinyl poster lease 14X48 @\$1500	✓ 1	\$ 1,500.00	\$ 1,500.00
5052	Vinyl poster lease 14X48 @\$500	✓ 1	\$ 500.00	\$ 500.00
5153	Vinyl poster lease 14X48 @\$2000	✓ 1	\$ 2,000.00	\$ 2,000.00
5254	Vinyl poster lease 10X36 @\$600	✓ 1	\$ 600.00	\$ 600.00
5355	Vinyl poster lease 14X48 @\$1300	✓ 1	\$ 1,300.00	\$ 1,300.00
5456	Vinyl poster lease 10X36 @\$1500	✓ 1	\$ 1,500.00	\$ 1,500.00
5557	Vinyl poster lease 10X36 @\$425	✓ 1	\$ 425.00	\$ 425.00
5658	Vinyl poster lease 10X36 @\$600	✓ 1	\$ 600.00	\$ 600.00
5759	Vinyl poster lease 10X36 @\$500	✓ 1	\$ 500.00	\$ 500.00
5860	Vinyl poster lease 10X36 @\$500	✓ 1	\$ 500.00	\$ 500.00
5961	Vinyl poster lease 14X48 @\$375	✓ 1	\$ 375.00	\$ 375.00
6062	Vinyl poster lease 14X40 @\$550	✓ 1	\$ 550.00	\$ 550.00
6163	Vinyl poster lease 14X48 @\$600	✓ 1	\$ 600.00	\$ 600.00
6264	Vinyl poster lease 14X48 @\$950	✓ 1	\$ 950.00	\$ 950.00
6365	Vinyl poster lease 14X48 @\$800	✓ 1	\$ 800.00	\$ 800.00
6466	Vinyl poster lease 14X48 @\$900	✓ 1	\$ 900.00	\$ 900.00
6567	Vinyl poster lease 14X48 @\$600	✓ 1	\$ 600.00	\$ 600.00
6668	Vinyl poster lease 14X48 @\$250	✓ 1	\$ 250.00	\$ 250.00
6769	Vinyl poster lease 10X36 @\$400	✓ 1	\$ 400.00	\$ 400.00
6870	Vinyl poster lease 10X36 @\$650	✓ 1	\$ 650.00	\$ 650.00
6971	Vinyl poster lease 19X48 @\$400	✓ 1	\$ 400.00	\$ 400.00
7072	Vinyl poster lease 12X40 @\$375	✓ 1	\$ 375.00	\$ 375.00
7173	Vinyl poster lease 10X36 @\$500	✓ 1	\$ 500.00	\$ 500.00
7274	Vinyl poster lease 10X36 @\$650	✓ 1	\$ 650.00	\$ 650.00
7375	Vinyl poster lease 24X36 @\$500	✓ 1	\$ 500.00	\$ 500.00
7476	Vinyl poster lease 10X36 @\$650	✓ 1	\$ 650.00	\$ 650.00
7577	Vinyl poster lease 12X40 @\$650	✓ 1	\$ 650.00	\$ 650.00
7678	Vinyl poster lease 12X40 @\$375	✓ 1	\$ 375.00	\$ 375.00
7779	Vinyl poster lease 10X36 @\$675	✓ 1	\$ 675.00	\$ 675.00
7880	Vinyl poster lease 10X36 @\$650	✓ 1	\$ 650.00	\$ 650.00
7981	Vinyl poster lease 10X36 @\$425	✓ 1	\$ 425.00	\$ 425.00
8082	Vinyl poster lease 14X48 @\$1100	✓ 1	\$ 1,100.00	\$ 1,100.00

7983	Vinyl poster lease 14X48 @\$1150	ea ✓ 1	\$ 1,150.00	\$ 1,150.00
8084	Vinyl poster lease 14X48 @\$1750	✓ 1	\$ 1,750.00	\$ 1,750.00
8185	Vinyl poster lease 14X48 @\$1875	✓ 1	\$ 1,875.00	\$ 1,875.00
8286	Vinyl poster lease 14X48 @\$1875	✓ 1	\$ 1,875.00	\$ 1,875.00
Vendor: Lamar				\$ -
16560 Old Perkins Rd				\$ -
Baton Rouge, LA 70810				\$ -
Account Executive: Austen Sims				\$ -
Phone: 225-752-0200				\$ -
			Total	

FUND	ORGN	ACCT. NO	PROGR	AMOUNT	APPROVALS
624095-62050-72010-63000				348,814	Requisitioned By Cassim Mathews 1/26/24
					Approved By Joshua Q. Y 1/30/24
SOUTHERN UNIVERSITY SYSTEM					Pres. V.-Pres. Etc. [Signature] 2/1/24
I certify that the above purchase(s) is (are) allowable under the terms and conditions of the appropriation, budget or award agreement and in accordance with federal, state, local, and university policies.					Purchasing Linda [Signature]
Allowability/Compliance Verified/Encumbered/Funds Available					Availability of Funds Date 2/16/24
Doc. I.D. #:					
By: [Signature]				Date: 2/2/24	Signed
Expiration Date: 5/15/24					


 2.7.2024



Purchasing Department

Purchasing Department
P.O. Box 9534
Baton Rouge, LA 70813
Phone: (225) 771-4580
Fax: (225) 771-2026

SMALL PURCHASE JUSTIFICATION

PROCUREMENT METHOD

LOUISIANA REVISED STATUTE 39:1596

BILL BOARD ADVERTISEMENTS

The attached request may be approved under Louisiana Small Purchases Guidelines: Louisiana Revised Statute 39:1956; exceptions for no competitive process.

Statute states: "Advertising, where permitted by law, and the head of an agency or designee certifies that specific media is required to reach targeted audiences".

Requesting Department: Southern University Agricultural Research and Extension Center (SU Ag Center)

Purpose: Reach communities by providing information for health and wellness awareness and may also increase enrollment by reaching potential students.

Approved by Linda Antoine 8/27/2024
Linda Antoine, Director Date

Enclosures



EXECUTIVE DEPARTMENT
EXECUTIVE ORDER NUMBER JBE 2020 – 21

SMALL PURCHASE PROCEDURES

- WHEREAS,** the Louisiana Procurement Code, in R.S. 39:1596, authorizes the governor to establish procedures for the procurement of small purchases with the caveat that “procurement requirements shall not be artificially divided so as to constitute a small purchase under this Section”;
- WHEREAS,** the Louisiana Procurement Code exempts small purchases from the competitive sealed bidding requirements of the code;
- WHEREAS,** Louisiana businesses are a driving force in the Louisiana economy;
- WHEREAS,** Executive Order No. JBE 17-18, signed July 31, 2017, established the procedure for the procurement of small purchases in accordance with the statutory guidelines of the Louisiana Procurement Code; and
- WHEREAS,** it is necessary to update the guidelines established in Executive Order Number JBE 17-18 through the issuance of a replacement executive order.

NOW THEREFORE I, JOHN BEL EDWARDS, Governor of the State of Louisiana, by virtue of the authority vested by the Constitution and laws of the State of Louisiana, do hereby order and direct as follows:

- SECTION 1:** All departments, institutions, boards, commissions, budget units, and agencies of the executive branch of state government, and the officers and employees thereof, (hereafter “agency”) shall observe, be guided by, and implement the specific directives on small purchase procedures set forth in this Order. This Order in no way affects or changes the purchasing authority delegated to an agency by the chief procurement officer as defined in R.S. 39:1556. No provision of this Order shall be construed as a limitation on the number of quotations to be solicited prior to making a purchase or procurement. Louisiana businesses, especially certified small entrepreneurships and certified veteran-owned small entrepreneurships should be utilized to the greatest extent possible when soliciting prices.
- SECTION 2:** Unless the context clearly indicates otherwise, the words and terms used in this Order shall be defined as follows:
- A. “Small purchases” means (1) any procurement of supplies or operating services not exceeding thirty thousand dollars (\$30,000), or (2) any procurement of those items listed in Section 5 of this Order, which are exempt from the competitive sealed bidding requirements of the Louisiana Procurement Code, as provided in that Section.
 - B. “Small Entrepreneurship” means a business currently certified as a small entrepreneurship by the Department of Economic Development, in accordance with the Provisions of the Louisiana Initiative for Small Entrepreneurships (Hudson Initiative), R.S. 39:2006; or a business currently certified as a small and emerging business by the Department of Economic Development, in accordance with the Provisions of the Small and Emerging Business Development Program, R.S. 51:941, *et seq.*;

- C. "Veteran-Owned Small Entrepreneurship" means a business currently certified as a veteran or service-connected disabled veteran-owned small entrepreneurship by the Department of Economic Development, in accordance with the provisions of the Louisiana Initiative for Veteran and Service-Connected Disabled Veteran-Owned Small Entrepreneurships (The Veteran Initiative), R.S. 39:2176;
- D. "Authorized dealer" means a company that is specifically authorized by the manufacturer to sell and/or provide service for its products; and
- E. "Louisiana authorized dealer" means a company that satisfies the requirements of a resident business as defined in R.S. 39:1556 and is specifically authorized by the manufacturer to sell and/or provide service for its products.

SECTION 3: The following items are not subject to the procedures set forth in this Order:

- A. Those items covered by an existing state contract;
- B. Labor and Material contracts which exceed ten thousand dollars (\$10,000); and
- C. Professional, personal, consulting and social (PPCS) service contracts.

SECTION 4: Except as otherwise provided in this Order, all small purchases shall be made in accordance with the following minimum procedures:

- A. No competitive process is required for purchases not exceeding ten thousand dollars (\$10,000) per single purchase transaction.
- B. Price quotations shall be solicited from three (3) or more bona fide, qualified vendors for purchases exceeding ten thousand dollars (\$10,000) but not exceeding twenty thousand dollars (\$20,000).
 - 1. Quotations may be made by telephone, facsimile, written, or other means and shall be awarded on the basis of the lowest responsive quotation. Whenever possible, at least one (1) of the bona fide, qualified vendors shall be a certified small entrepreneurship or a certified veteran-owned small entrepreneurship. Agency files shall document and list all solicited vendors and each vendor's contact person, summarize quotations received, indicate the successful vendor and state the reason why any lower quotation was rejected. Agency files should also contain written confirmation of the quotation from the successful vendor.
 - 2. When the price is determined to be reasonable, the requirement to solicit three (3) quotations may be waived when purchasing from a certified small entrepreneurship or a certified veteran-owned small entrepreneurship. Reasonable is a best-value determination based on price, delivery, service, and/or any other related factors. This determination is to be maintained in the file.
 - 3. The requirement to solicit at least one (1) certified small entrepreneurship or certified veteran-owned small entrepreneurship is waived for procurements posted on LaPAC, Louisiana's internet based system for posting vendor opportunities and award information.
- C. Price quotations shall be solicited from five (5) or more bona fide, qualified vendors for purchases exceeding twenty thousand (\$20,000) but not exceeding thirty thousand dollars (\$30,000).
 - 1. Quotations may be made by facsimile or written means and shall be awarded on the basis of the lowest responsive price quotation received. Whenever possible, at least two (2) of the bona fide, qualified vendors shall be certified small entrepreneurships or certified veteran-owned small entrepreneurships. Agency files shall document and list all solicited vendors and each vendor's response, summarize quotations received, indicate the awarded quotation, and state the reason why any lower quotation was rejected.

2. When the price is determined to be reasonable, the requirement to solicit five (5) quotations may be waived when purchasing from a certified small entrepreneurship or a certified veteran-owned small entrepreneurship. Reasonable is a best-value determination based on price, delivery, service, and/or any other related factors. This determination is to be maintained in the file.
3. The requirement to solicit at least two (2) certified small entrepreneurships or certified veteran-owned small entrepreneurships is waived for procurements posted on LaPAC, Louisiana's internet based system for posting vendor opportunities and award information.
4. A minimum of three (3) working days shall be allowed for receipt of quotations.
5. All written or facsimile solicitations shall include the closing date, time, and all pertinent competitive specifications, including quantities, units of measure, packaging, delivery requirements, ship-to location, terms and conditions, and other information sufficient for a supplier to make an acceptable quotation. Precautionary measures shall be taken to safeguard the confidentiality of vendor responses prior to the closing time for receipt of quotations. No quotation shall be evaluated using criteria not disclosed in the solicitation.

SECTION 5:

The following items are considered small purchases and may be procured in the following manner:

A. No competitive process is required for the following items:

1. Repair parts for equipment obtained from the original equipment manufacturer or an authorized dealer. A Louisiana authorized dealer shall be used if practicable. This provision does not apply to the stocking of parts;
2. Equipment repairs obtained from the original equipment manufacturer or an authorized dealer. A Louisiana authorized dealer shall be used if practicable;
3. Vehicle repairs not covered by a competitive state contract or the state fleet maintenance repair contract, obtained from an authorized dealer. A Louisiana authorized dealer shall be used if practicable.
4. Vehicle body repairs covered by insurance recovery and in accordance with insurance requirements;
5. Livestock procured at public auction or from an individual which has purebred certification approved by the Department of Agriculture & Forestry;
6. Purchasing or selling transactions between state budget units and other governmental agencies;
7. Publications, including electronic publications and subscriptions, and/or copyrighted materials purchased directly from the publisher or copyright holder;
8. Publications and/or copyrighted materials purchased by libraries or text rental stores from either subscription services or wholesale dealers which distribute for publishers and/or copyright holders;
9. Public utilities and services provided by local governments;
10. Prosthetic devices, implantable devices, and devices for physical restoration which are not covered by a competitive state contract;
11. Non-customized training, including educational instructor fees, and related resources (except equipment) used to enhance the performance of state employees and good standing of state agencies, including memberships in and accreditations by professional societies and organizations;

12. Procurements for clients of blind and vocational rehabilitation programs not covered by competitive state contract which are federally funded at a rate of at least 78.7%, regulated by Title 34, Parts 361, 365, 370, and 395 of the Code of Federal Regulations, and in accordance with OMB Circular A-102;
13. Materials, supplies, exhibitor fees, and exhibit booths for conferences, seminars, and workshops, or similar events (business, educational, promotional, cultural, etc.) for participation in promotional activities which enhance economic development or further the department's mission, duties and/or functions, with the approval of the department secretary, or agency equivalent, if not covered by competitive state contract;
14. Wire, related equipment, time and material charges to accomplish repairs, adds, moves, and/or changes to telecommunications systems not exceeding two thousand five hundred dollars (\$2,500);
15. Working class animals trained to perform special tasks, including but not limited to, narcotics detection, bomb detection, arson investigation, and rescue techniques;
16. Food, materials, and supplies for teaching and per course training not exceeding thirty thousand dollars (\$30,000) where the purchasing, preparing, and serving of food are part of the regularly prescribed course;
17. Renewal of termite service contracts;
18. Purchase of supplies, operating services, or equipment for Louisiana Rehabilitation Services, Traumatic Head and Spinal Cord Injury Trust Fund Program. Although competitive bidding is not required under this paragraph, whenever practicable, three (3) quotations from bona fide, qualified vendors should be obtained. Whenever possible, at least one (1) of the bona fide, qualified vendors shall be a certified small entrepreneurship or a certified veteran-owned small entrepreneurship;
19. Purchasing of clothing at retail necessary to individualize clients at state developmental centers in compliance with Federal Regulations for ICF/MR facilities;
20. Health insurance for the managers of Randolph-Sheppard programs, as defined by 20 U.S.C. §107, et seq., and paid from income generated by unmanned vending locations;
21. Purchases made to resell as part of a merchandising program with the written approval on file from the secretary of the department, or agency equivalent, when it is not practical or feasible to obtain competitive price quotations;
22. Commercial Internet Service not exceeding one thousand five hundred dollars (\$1,500) per subscription per year;
23. Advertising, where permitted by law and the head of an agency or designee certifies that specific media is required to reach targeted audiences;
24. Scientific and laboratory supplies and equipment when procured by colleges and universities for laboratory or scientific research not to exceed thirty thousand dollars (\$30,000) per transaction;
25. Publication of articles, manuscripts, etc. in professional scientific, research, or educational journals/media and/or the purchase of reprints not;
26. Livestock sperm and ova;
27. Royalties and license fees for use rights to intellectual property, such as but not limited to: patents, trademarks, service marks, copyrights, music, artistic works, trade secrets, industrial designs, domain names, etc.;

28. Equipment moves by the original equipment manufacturer or authorized dealer to ensure equipment operation to original equipment manufacturer specifications, calibration, warranty, etc. not to exceed thirty thousand dollars (\$30,000) per transaction;
 29. Mailing list rentals or purchases;
 30. Art Exhibition rentals and/or loan agreements and associated costs of curatorial fees, transportation, and installation;
 31. Registered breeding stock whose purchase price and quality has been approved by the Commissioner of Agriculture and Forestry and a specialist of Louisiana State University to be designated by the head of the College of Agriculture; and
 32. Other livestock whose purchase price and quality has been approved by the Commissioner of Agriculture and Forestry, provided that the cost per head does not exceed \$1,500.
- B. For the following items, when the purchase is in excess of the limit prescribed by Subsection 4.A of this Order, telephone, written, or facsimile price quotations shall be solicited, where feasible, from at least three (3) bona fide, qualified vendors. Whenever possible, at least one (1) of the bona fide, qualified vendors shall be a certified small entrepreneurship or a certified veteran-owned small entrepreneurship.
1. Farm products including, but not limited to, fresh vegetables, milk, eggs, fish, or other perishable foods, when it is determined that market conditions are unstable and the competitive sealed bidding process is not conducive for obtaining the lowest prices;
 2. Food, materials, and supplies needed for:
 - a. Operation of boats and/or facilities in isolated localities where only limited outlets of such supplies are available and the cost of the food, materials, and supplies do not exceed thirty thousand dollars (\$30,000); and/or
 - b. Juvenile detention homes and rehabilitation facilities/homes where the number of inmates, students, or clients is unstable and unpredictable;
 3. Convention and meeting facilities including security services if applicable, provided that any associated food or lodging must be in accordance with Policy & Procedure Memorandum No. 49 -- General Travel Regulations;
 4. Gasoline and fuel purchases not covered by competitive state contract;
 5. Equipment for blind operated facilities not covered by competitive state contract;
 6. Livestock feed commodities, including but not limited to soybean meal, cottonseed meal, and oats not exceeding thirty thousand dollars (\$30,000);
 7. Seed commodities, including but not limited to rye grass, soybean seed, corn seed, cotton seed, etc. as well as related fertilizers, herbicides, insecticides, and fungicides when not covered by competitive state contract;
 8. FAA PMA approved aircraft parts and/or repairs, inspections, and modifications performed by an FAA-certified mechanic and/or at an FAA certified repair station in accordance with FAA requirements with approval by the head of the agency or head of Office of Aircraft Services, Division of Administration;
 9. Air and bus charters in accordance with PPM 49, including group travel that does not qualify for commercial rates available to individual travelers.

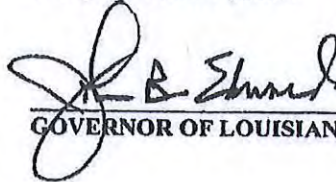
SECTION 6:

In the absence of a good faith business basis, no purchase or procurement shall be artificially divided within a cost center, or its equivalent, to avoid the competitive process or the solicitation of competitive sealed bids.

- SECTION 7:** All departments, commissions, boards, offices, entities, agencies, and officers of the state of Louisiana, or any political subdivision thereof, are authorized and directed to cooperate in the implementation of this Order.
- SECTION 8:** Executive Order Number JBE 17-18 is hereby rescinded.
- SECTION 9:** This Order is effective upon signature and shall continue in effect until amended, modified, terminated, or rescinded by the governor, or terminated by operation of law.



IN WITNESS WHEREOF, I have set my hand officially and caused to be affixed the Great Seal of the State of Louisiana in the City of Baton Rouge, on this 9th day of November, 2020.


GOVERNOR OF LOUISIANA

ATTEST BY THE
SECRETARY OF STATE


SECRETARY OF STATE

Mission Statement

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

STUDENT AFFAIRS COMMITTEE

(Following Legal Affairs Committee)

Board of Supervisors' Meeting Room
J. S. Clark Administration Bldg. 2nd Floor
Baton Rouge, LA.

AGENDA

1. Call to Order
2. Roll Call
3. Adoption of the Agenda
4. Public Comments
5. Informational Item(s)
 - A. Enrollment Updates
6. Other Business
7. Adjournment

MEMBERS

Dr. Rani Whitfield – Chair, Mr. Raymond Fondel – Vice Chair
Mrs. Ann Smith, Mr. Jyron Young, Ms. Zazell Dudley, and Ms. Maple Gaines
Mr. Myron K. Lawson – Ex Officio

Mission Statement

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

PERSONNEL AFFAIRS COMMITTEE

(Following Student Affairs Committee)

Board of Supervisors’ Meeting Room
 J. S. Clark Administration Bldg. 2nd Floor
 Baton Rouge, LA.

AGENDA

1. Call to Order
2. Roll Call
3. Adoption of the Agenda
4. Public Comments
5. Action Item(s)
 - A. Request Approval to Extend Ms. Latrinka Cook’s Interim Position Until the SUS Board of Supervisors Approve Her New Position (SUBR)
 - B. Request Approval for Leave with Pay for Assistant Professor Olden Wright from January 6, 2024, to September 2024 (SUSLA)
 - C. Request Approval of Personnel Action on Positions Equal to or Greater than \$60,000.00 (SUNO)

Name	Position/Department	Description	Waived/Search	Salary		Funding Source
				Previous	Suggested	
1. Janel Green	Comptroller <i>Office of the Comptroller</i>	New Appointment Existing Position	<i>Search</i>	\$100,000.00	\$ 105,000.00	State

- D. Request Approval of Personnel Action on Positions Equal to or Greater than \$60,000.00 (SUBR)

Name	Position/Department	Description	Waived/Search	Salary		Funding Source
				Previous	Suggested	
1. Latrinka Cook	Asst to the Associate Dean/MBA Director <i>Malveaux Master of Business Admin</i>	New Appointment Existing Position	<i>Search</i>	N/A	\$60,000.00	State

2. Kamilla Fair	Assistant Registrar <i>Academic Affairs</i>	New Appointment Existing Position	Search	\$69,628.00	\$68,000.00	State
3. Opeyemi P. Ojauni	Post-Doctoral Research Manager <i>Graduate School</i>	New Appointment New Position	Search	N/A	\$75,000.00	State/Federal
4. Sherman Pittman	Program Director <i>Dept of Accounting, Finance & Econ</i>	New Appointment Temp Position	<i>N/A</i>	N/A	\$72,929.00	Grant
5. Ashley Sensley	Director of Development <i>College of Humanities & Interdisciplinary Studies</i>	New Appointment New Position	Search	N/A	\$ 85,000.00	State
6. Barbara Woods	SU Online Technology Director <i>Academic Affairs</i>	New Appointment New Position	Search	N/A	\$85,000.00	State

E. Request Approval of Personnel Action on Positions Equal to or Greater than \$60,000.00 (SUAREC)

Name	Position/Department	Description	Waived/Search	Salary		Funding Source
				Previous	Suggested	
1. Marlin Ford	Asst Research Professor/ Urban Ag Specialist <i>Research Extension</i>	Salary Adjustment	<i>N/A</i>	\$ 93,600.00	\$ 105,000.00	Federal
2. Tamika Porter	Comptroller <i>Finance</i>	New Appointment Existing Position	Waived	\$100,628.00	\$91,000.00	State

F. Request Approval of Personnel Action on Positions Equal to or Greater than \$60,000.00 (SUSLA)

Name	Position/Department	Description	Waived/Search	Salary		Funding Source
				Previous	Suggested	
1. Kenneth Lee	Chief of Police <i>University Police</i>	New Appointment Existing Position	Search	\$66,040.00	\$85,000.00	State

G. Request Approval of Personnel Action on Positions Equal to or Greater than \$60,000.00 (SULC)

Name	Position/Department	Description	Waived/Search	Salary		Funding Source
				Previous	Suggested	
1. Angela Gaines	Facilities Director/ ADA Coordinator <i>Institutional Support</i>	Rehire Additional Duties Existing Position	<i>N/A</i>	\$113,400.00	\$113,400.00	State

6. Informational Item(s)

A. Update on Employee Evaluations from each Campus (SUS)

7. Other Business

8. Adjournment

MEMBERS

Mr. Sam Gilliam - Chairman, Mrs. Christy Reeves-Vice-Chair,
Atty. Tony Clayton, Ms. Zazell Dudley, Dr. Leon Tarver, II, and Dr. Arlanda Williams,
Mr. Myron K. Lawson - Ex Officio



SOUTHERN UNIVERSITY AT NEW ORLEANS

6400 Press Drive

New Orleans, LA

70126

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www.suno.edu

Office of the Chancellor

March 6, 2024

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

Dear President-Chancellor Shields:

I am requesting approval to hire Ms. Janel E. Green as the Comptroller for Southern University at New Orleans (SUNO). Support of this appointment would immediately provide maximization of productivity and the improvement of processes to maintain consistent controls over the University's accounting and financial operations. Ms. Green will be paid out of the general fund with an annual salary of \$105,000. Her anticipated start date is April 1, 2024.

Ms. Green has over 20 years of experience in finance, forecasting, planning & analytics in higher education, not-for-profit, as well as other industries. Her skills have proven to be transferable and a great fit for the Comptroller's vacancy at SUNO. She has a demonstrated record of consistently providing financial leadership with strong business acumen. Ms. Green understands and has developed policies and procedures that ensure sound accounting practices and internal accounting controls within higher education.

This hire will help to provide additional strength and stability in our Administration and Finance division as we continue to advance University operations.

Thank you for considering this request and submitting it for approval at the March 22, 2024 meeting of the Southern University and A & M College System Board of Supervisors.

With kind regards,

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

James H. Ammons, Jr., Ph.D.

Chancellor

Southern University at New Orleans

APPROVED: _____
President-Chancellor Dennis J. Shields
Southern University and A & M College System

"An Equal Educational Opportunity Institution"

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

Academic X 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 Patrice Johnson Reason Left Resigned/Quit
Date Left January 26, 2024 Salary Paid \$100,000

Profile of Person Recommended

Length of Employment n/a To n/a

Effective Date April 1, 2024

Name Janel Green SS# xxx-xx- Sex F Race* Black

Position Title: Comptroller Department: office of the comptroller

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

_____ New Position Expiration Date: _____

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

Years Experience _____ Southern University Experience _____

Degree(s): Type/Discipline (BA-Education): B.S., Finance Institution/Location (SU-Baton Rouge): University of New Orleans Year: 1997

Current Employer _____

Personnel Action

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

Recommended Salary \$105,000 Salary Budgeted \$105,000

Source of Funds General Fund

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

Change of:
Position n/a From n/a To n/a
Status n/a n/a
Salary Adjustment n/a n/a

Financial Aid signature (if, applicable):

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

Source of Funds	Amount
411001 44110 61002 46000	\$105,000

Comments: (Use back of form)

*See Reverse Side

Graduate School signature (if, applicable):

DocuSigned by: Arlean White 3/5/2024
Supervisor: Arlean White Date: 3/5/2024
Vice-Chancellor

Dean/Unit Head James Ammons, Jr. Date: 3/6/2024
DocuSigned by: James Ammons, Jr.
Chancellor

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 American, and who maintains cultural identification through tribal affiliation or community recognitions.

COMMENTS:

EMPLOYEE REGULAR WORK SCHEDULE:

Monday - Friday, 8am - 5pm

EMPLOYEE DIRECT SUPERVISOR:

Arlean Wehle

NUMBER OF EMPLOYEES SUPERVISED, (if any)

2

HR USE ONLY:

STATUS (circle one):

EXEMPT

NON-EXEMPT

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

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

CLASS OF EMPLOYMENT (VISA STATUS):

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

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

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

- Approved Position Vacancy Authorization Form (applicable for new and replacement positions)
- Position Vacancy Announcement (position advertised before processing PAF, if applicable)
- Pre-Employment Application Form (Civil Service Application for classified employees)
- Supervisory Criminal/Background Check Forms and Authority to Release (signed by employee)
- Exemptions Survey Form

JANEL E. GREEN

Core Competencies

Highly skilled finance professional with 28+ years of success in financial management, forecasting, planning, reporting and analysis. Strong leadership skills, able to prioritize, delegate tasks, and make sound decisions quickly while maintaining a focus on the mission and vision. Accountable for multimillion-dollar budgets and allocating resources to obtain favorable results. Experienced at maximizing productivity through detailed analysis and process improvement. Broad knowledge of diverse departments and overall objectives.

Managerial Finance	Financial Reporting
Budgeting & Forecasting	Strategic Planning
Business Planning & Analysis	Cash Management
Financial Analysis	Financial Operations Management
Controls & Compliance	Not-for-profit and For-profit Finance
Vendor Contract/Negotiations	Cross Functional Team Leadership

Professional Experience

Owner, August 2020 – present

RONEL & Associates, LLC *dba JRG Management*, New Orleans, LA

- Provide accurate transaction recording
- Data organization to identify growth and profit opportunities
- Budgeting & Forecasting
- Monthly financial coaching / consulting to guide decision making
- Monthly profit analysis
- Monthly & year-end reporting
- Provide payroll support
- Assist with job proposals
- Assist with contract management

Vice President, March 2016 – February 2019

Dillard University, Division of Business and Finance, New Orleans, LA

- Led operational excellence for general accounting functions, budget formation, payroll, cash and investment management, IT, grants management, facilities management, HR, student accounts, accounts receivable, risk management, procurement, accounts payable, auxiliary services (housing, food services, bookstore, conference services, fleet, post office, etc.) and all other areas in the Business Division.
- Managed diverse staff of 90, including Directors/Managers in support of the campus mission and vision.

- Oversight of ~\$17+MM divisional budget and ~\$65+MM university operational budget while creating and implementing strategic and financial plans for entire University, investments of university endowments, technology, and human personnel development.
- Overseen University financial planning, operational and capital budget processes and presented to the President and Senior Cabinet for review; as well as, Board of Trustees for final approval.
- Reduced overall expenses by 15% and increased total net assets by implementing a university wide expense analysis and review that eliminated redundancies and capitalized on synergies throughout the institution and direct vendors.
- Managed all day-to-day banking, treasury, and operating cash flow activities for effective financial planning.
- Overseen student accounts services from initial charges from registration to accounts receivable, including collections and third-party sponsors and vendors.
- Reduced aged receivables by implementing automated invoices, introduced multiple payment options, and optimizing accounts receivable collection procedures.
- Assisted and presented to Board of Trustees on Finance, Investment, Buildings & Grounds, and Audit Committees, supervised annual audit, drafted policies, and procedures, and key participant in long-range master planning process for the institution.
- Championed and overseen four major multimillion-dollar construction projects, including ADA enhancements; supervised software applications and wireless management system rollout to increase campus-wide efficiencies in Wi-Fi, telephony, data processing and management.
- Directed division purchasing, expense reviews, facilities, safety and risk programs, institutional insurance programs, space and capacity planning, and inventory control operations.
- Reviewed and approved all University contracts to ensure agreement is in the best interest of the University and that written contract procurement policies and procedures had been adhered to in the process.
- Reviewed and approved all RFPs and RFQs to ensure adherence to policies, to ensure due diligence for large purchases.

Interim Vice President, June 2015 – February 2016

Dillard University, Division of Business and Finance, New Orleans, LA

- Directed division with functional responsibilities for Human Resources, Facilities & Grounds, Business Office, Information Technology & Telecommunications, Accounting, Purchasing, Budgeting, Risk Management, Special Events, Food Service, Bookstore, Post Office, and Investments
- Served as Chief Financial Officer with oversight and management of all fiscal and business affairs.
- Served on the President's Senior Cabinet and collaborated with senior management on strategies, initiatives, and programs.
- Managed and coordinated budget process and provided leadership and direction to executive and senior management to make knowledgeable budget decisions.
- Rebuilt the finance function, implemented formal budgeting, forecasting, and reporting systems to measure and communicate performance results internally and to the board of directors.

- Provided leadership to accounting functions to ensure compliance with regulations and policies.
- Overseen the preparation and submission of all financial reports.
- Contract review and negotiations
- Analyzed data to support effective decision-making.
- Supervised Audit Process

Assistant Vice President, May 2014 – May 2015

Dillard University, Division of Business and Finance, New Orleans, LA

- Overseen the development, implementation, and monitoring of policies and procedures within Business and Finance Department
- Provided leadership in developing plans, goals, objectives, policies, and procedures.
- Facilitated and troubleshoot problems associated with developing complex systems, processes, or projects.
- Provided supervision and guidance to all assigned staff internal and contingent.
- Served as the representative of the Vice President for Business and Finance on an as needed basis.
- Developed and managed operating budgets for the various divisions of the University and developed budgeting controls and procedures.
- Worked with executive management on strategic budget planning initiatives.
- Advised management on matters such as effective use of resources and assumptions underlying budget forecasts and interpreting budgets to management.
- Assisted in performance evaluation process, cost management, and asset management.
- Performed contract reviews to ensure accuracy in accordance with university policy and for VP of Business and Finance approval and execution.
- Ensured contracts adhere to broader finance and risk requirements such as revenue recognition.

Budget Director, November 2011- April 2014

Dillard University, Division of Business and Finance, New Orleans, LA

- Overseen the general operating budget and apply accounting principles to analyze financial operations, revenue, and expenditure projections to prepare the University's budget.
- Submitted a two-year 10% budget reduction plan with minimal impact on student success including recruitment/access, retention, transfers, and timely completion of degree.
- Developed revenue and expense forecasting models for the University based on historical trends and business analysis that will impact operations.
- Developed and managed the operating budgets for the various divisions of the University.
- Collected and analyzed records of present and past operations, trends, and costs, estimated, and realized revenues, administrative commitments and obligations incurred to project future revenue and expenses.
- Advised management on effective use of resources and provided cost reduction strategies and analysis.

- Interpreted and presented annual budget and assumptions underlying budget forecasts to senior and executive management.
- Provided financial analysis to executive management to aid in effective decision-making for the University.
- Evaluated submitted departmental proposals as to the fiscal impact and prepared analysis and reports of findings for management review.

Licensed Realtor, January 2011 – November 2011
Century 21, Harvey, LA

- Produced competitive market analysis of property with similar properties that have recently sold to determine its competitive market price.
- Negotiated the best possible contract for clients.
- Prepared documents such as contracts, purchase agreements, closing statements, deeds, and leases.
- Conferred with escrow companies, lenders, home inspectors, to ensure terms and conditions of purchase agreements are met before closing dates.
- Coordinated property closings, overseeing signing of documents and disbursement of funds.

Senior Manager, January 2006 – January 2011
Capital One Bank, Office of Finance, New Orleans, LA

- Directed strategic plans and implemented forecasting models to examine company is projected short- and long-term growth based on key indicators, sales projections, cash flow analysis, valuation, assets, and liabilities.
- Developed and built cost and forecasting models for entire banking segment, researched financial and economic trends for specific projects and provided technical solutions for business analysis, marketing, and operations.
- Worked closely with executive management to establish budgets and assess projected needs of departments based on growth projections.
- Maintained and updated cost allocation models that supported operations decision-making, forecasting, budgeting, and strategic planning.
- Performed monthly financial performance analysis and management reporting and presented outcomes to executive management team.
- Reviewed all monthly reconciliations of balance sheet analysis, bank reconciliations, fixed assets ledger, income statement trend analysis, monthly balance sheet and MTD & YTD income statement for banking segment

Manager, June 2002 – January 2006
Hibernia National Bank, Marketing and Product Management, New Orleans, LA

- Analyzed product sets to provide recommendations and strategic plans to executive management to maintain a continuous competitive advantage.
- Analyzed customer information, product usage, and profitability trends among all deposit products to recommend strategies to foster increased performance and profitability.
- Monitored and analyzed areas affecting product growth and profitability such as mass marketing impacts, fee revenue trends, and competitive deposit rates.
- Provided cost analysis of marketing campaigns to determine appropriate product offers.

- Developed on-going reports and trend analysis in a timely manner to track product performance and marketing effectiveness.
- Managed the annual profit planning process by projecting and forecasting deposit balances, fee income, and related expenses for each product within Louisiana and Texas markets
- Set rates on all deposit products on a weekly basis as a part of the deposit pricing committee.

Senior Financial Analyst, April 2000 – June 2002

United Healthcare of Louisiana, Finance, New Orleans, LA

- Supervised team in providing quality service to management with accuracy, efficiency, and timeliness.
- Provided region-wide data management service that gave management information needed to make effective business decisions.
- Produced contract analysis for executive team to review and utilize during contract negotiations.
- Provided cost benefit analysis of network providers compared to out of network Providers.
- Prepared group benefit cost ratios to determine the benefit cost compared to the accumulated premiums.
- Created standard and adhoc reports on a monthly and weekly basis.

Business Analyst, June 1999 – April 2000

United Healthcare of Louisiana, Finance, New Orleans, LA

- Created member demographic and product management reports to marketing for educational mail-outs, to verify member's eligibility and analyze benefit product lines to identify opportunity for growth and development.
- Produced various pharmacy and medical claims reports for operations to determine the accuracy of the claims processing system and adjust when necessary.
- Produced utilization reports to determine top procedures, providers, and cost drivers.
- Created various reports for Healthcare Effectiveness Data and Information Set (HEDIS), Joint Commission on Accreditation of Healthcare Organizations (JCAHO), and to evaluate gaps in Network.

Business Analyst, February 1998 – June 1999

Ochsner Clinic Foundation, Business Services, New Orleans, LA

- Prepared various analytical reports for management review to determine the impact of implemented plans and tactics.
- Developed payment variance analysis of actual insurance payments compared to expected insurance payments per insurance contract agreements.
- Produced denial analysis to determine value of billable charges due to non-compliance with established norms.
- Prepared and distributed physician reimbursement and production reports to management for review
- Compiled statistical usage of the evaluation and management codes and compared their frequencies to established norms.

- Conducted internal audits, compiled results, and analyzed the trends in charge capture, billing, payment processing, and collections.

Education/Professional Affiliates

Bachelor of Science in Finance, Minor in Management, December 1997
University of New Orleans, New Orleans, LA

NACUBO| Member of National Association of Colleges and Universities, 2012-2019

SACSCOC| Accreditation Member, 2013-2019

EIIA| Education & Institutional Insurance Executive Membership Committee, 2018-2019

LAICU| Member of Louisiana Independent Colleges and Universities Association, 2014-2019

Skills

Jenzabar EX ERP

ADP Payroll System

MARSY Financial System

Microsoft Excel

Microsoft Access

Microsoft PowerPoint

Microsoft Word

MLS

Intuit QuickBooks

REC'D-ACAD AFFRS
2024 FEB 15 PM4:23



College of Business

February 14, 2024

Dr. Luria Young,
Southern University and A&M College
Baton Rouge, LA 70813

Re: Extension of Interim Position

This letter requests an extension of the interim position of Ms. Latrinka Cook, U01464105, who serves as the Interim Assistant to the Associate Dean and Graduate Business Programs Director at the College of Business.

Ms. Latrinka Cook was assigned as an Interim Assistant to the Associate Dean and Graduate Business Programs Director from July 17, 2023, to January 17, 2024, with her predecessor's salary of \$50,132.00. Upon the College's job announcement to fill the vacant position in December 2023, Ms. Cook applied for the vacant position of assistant to the Associate Dean. On February 6, 2024, the Search Committee completed its assignment and submitted its report. Among 22 applicants and three finalists, Ms. Cook was selected to become the next Assistant to the Associate Dean and Graduate Business Programs Director. Due to a shortage of time and the Mardi Gras holidays, it was impossible to submit Ms. Cook's hiring packet for addition to the following Board agenda items.

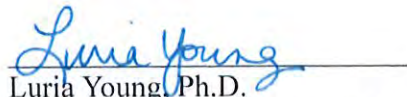
Therefore, I request authorization to extend Ms. Latrinka Cook's interim position until the SUS Board of Supervisors approves her new position, hopefully at the March 2024 Board meeting.

Sincerely,



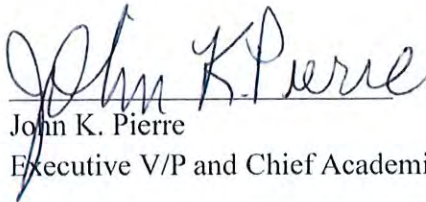
Donald R. Andrews, Ph.D.
Dean

APPROVALS:



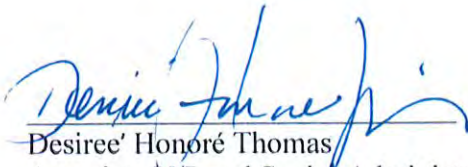
Luria Young, Ph.D.
Interim V/C for Academic Affairs

2/15/24
Date



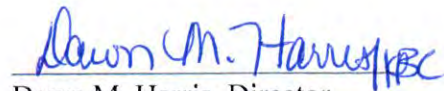
John K. Pierre
Executive V/P and Chief Academic Officer

2/16/24
Date



Desiree' Honoré Thomas
Associate V/P and Senior Administrative Operations Officer

2/20/24
Date



Dawn M. Harris, Director
Human Resources

3/6/24
Date



Dennis J. Shields
President-Chancellor

3/6/24
Date

JOB CLASS				
JOB CODE				
CAL ID				

SOUTHERN UNIVERSITY SYSTEM

Personnel Action Form

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

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

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

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

Previous Employee JENNIFER CALDERO Reason Left RESIGNED
 Date Left JANUARY 17, 2023 Salary Paid \$50,136.00

Profile of Person Recommended

Length of Employment JANUARY 1, 2024 To DECEMBER 31, 2024
 Effective Date APRIL 1, 2024

Name LATRINKA COOK SS# U01464105 Sex F Race* B
 (Last 4 digits only)

Position Title: Asst to the Associate Dean / MBA Director Department: Malveaux Master of Business Admin.

Check One X 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 13 Southern University Experience 7

Degree(s):	Type/Discipline (BA-Education):	Institution/Location (SU-Baton Rouge):	Year:
	<u>MBA - Master of Bus Admin</u>	<u>SUBR</u>	<u>2022</u>
	<u>BS - Sociology</u>	<u>SUBR</u>	<u>2003</u>

Current Employer SUBR

Personnel Action

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

Recommended Salary \$60,000.00 Salary Budgeted \$60,000.00

Source of Funds STATE BUDGET (POSITION # 2M9960)

Identify Budget: 211001-22202-21000 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
211001-22207-21000	\$35,122.00

*See Reverse Side

Graduate School signature (if, applicable):

<u>[Signature]</u> 02/20/24 Supervisor Date	<u>[Signature]</u> 2/22/24 Dean/Unit Head Date
<u>[Signature]</u> 2/28/24 Vice Chancellor Date	<u>[Signature]</u> 2/22/24 Chancellor Date
<u>[Signature]</u> 02/20/24 Director/Personnel Date	<u>[Signature]</u> Vice President/Finance Date
<u>[Signature]</u> 3/5/24 President Date	<u>[Signature]</u> Business Affairs/Comptroller Date
	Chairman/S.U. Board of Supervisors Date

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

ETHNIC ORIGIN (Please check one):

_____ Hispanic or Latino 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: Mrs. Latrinka Cook is being hired to replace Ms. Jennifer Caldero as the Assistant to the Associate Dean / MBA Director. Her salary will be \$60,000.00. Mrs. Cook is transferring from the Management and Marketing Department as the Administrative Coordinator III to the Malveaux Master of Business Administration.

EMPLOYEE REGULAR WORK SCHEDULE: MONDAY – FRIDAY
EMPLOYEE DIRECT SUPERVISOR: DR. ASHAGRE YIGLETU / DONALD ANDREWS
SUPERVISOR/DEPARTMENT CONTACT NUMBER 771-5640
NUMBER OF EMPLOYEES SUPERVISED, (if any) 5 - 25

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”)

219960
FUNDS AVAILABLE
OFFICE OF THE COMPTROLLER
SOUTHERN UNIVERSITY SYSTEM
US
RA
H1
J1
F1
F0
GRANTS • CONTRACTS SECTION
C. [unclear] 2/27/24
211001-22202-6002-21000

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/Uncd 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)

LaTrinka Cook

Objective: Dedicated and adaptable professional with a strong background in higher education administration, program coordination, and event management. I am committed to enhancing student experiences and supporting academic programs. Seeking a dynamic role that leverages my expertise in administrative leadership and student development.

Educational Profile

Master of Business Administration

- *Southern University A&M College, Baton Rouge, LA*
- *December 2022*
- *GPA: 3.8*

Bachelor of Science - Sociology

- *Southern University A&M College, Baton Rouge, LA*
- *July 2006*

Professional Profile

Interim Assistant to the Associate Dean and Graduate Programs Director

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

January 2023 - Present

- Manage the overall operation of the MBA Office, overseeing and directing workflow, independently responding to inquiries about the MBA Program from prospective students and entities on behalf of the MBA Director.
- Coordinate communications between the MBA Office, the departments of the College of Business, and other SUBR campus units.
- Assist in the development and monitoring of the recruitment and retention plan for the MBA program.
- Supervise and coordinated MBA student activities and programs.
- Works closely with the Office of the Registrar and the Graduate School for effectively administering and troubleshooting prospective student applications, transfer credits, admission status changes, course substitution forms, graduation applications, registration, and other MBA student-related issues.
- Supervise graduation checkout for MBA students.
- Provide the scheduling and coordination for the MBA program across academic departments within the College of Business.
- Meet with students each semester to review degree progress and graduation requirements.

- Advisement meets with students to ensure they were fulfilling requirements and were placed in the proper classes or programs.
- Use the university Banner system to track and maintain schedule changes and class enrollments of MBA students.
- Manage graduate assistantship applications, PAFs, and supervised the performance of graduate students assigned to the MBA office.
- Assist the MBA Director in developing promotional strategies for the MBA Program.
- Answer general queries by telephone, email, or in person regarding the SU on-site MBA, Online MBA, Online MBA or JD/MBA programs, including admissions criteria, curriculum plans, course offerings, registration, tuition, and other information.
- Coordinate all efforts with staff, faculty, students, and vendors for meetings, events, and travel.
- Facilitate the Global Leadership Speaker Series and Career Development programs for the MBA program.
- Deal with sensitive and confidential information in the absence of the Dean, using judgment and initiative in prioritizing responses and issues.
- Organize programs, events, meetings, or conferences by arranging facilities and caterers, issuing information or invitations, coordinating speakers, and controlling event budgets.
- Participate in Career Fairs to recruit students for the MBA program.
- Assisted with organizing and facilitating COB graduate students' participation at the National Black MBA Association Annual Conference and Career Expo, as well as the Graduate Case Competition.
- In collaboration with the University Office of Career Services, served as the COB liaison for facilitating visits, job interviews, and classrooms visits for existing and potential corporate partners.

Administrative Coordinator III, Department of Management & Marketing, College of Business

Southern University A&M College, Baton Rouge, Louisiana

July 2017 to Present

- Aligned with the College of Business mission to prepare students with diverse backgrounds for global careers in Management and Marketing, ensuring they make a positive contribution to the public and private sectors.
- Assisted faculty and students during registration.
- Supported faculty by performing clerical duties.
- Collaborated with the chairperson to assist with daily office management.
- Handled telephone inquiries and assisted customers, including students, parents, alumni, and other office visitors.
- Contributed to fundraising opportunities within the College.
- Provided support to the Dean and Dean's office as needed.

Tel Sell Customer Service Representative, Louisiana Lottery Corporation, Baton Rouge, Louisiana

April 2012 to May 2015

- Ensured effective communication between the lottery and its retailers regarding marketing and sales issues.
- Promoted the sales of lottery games and provided technical support to retailers regarding lottery-issued equipment.
- Addressed retailer concerns and provided information and decisions produced by the lottery.
- Developed and maintained positive business relationships with retailers in assigned sales territories through regular telephone communication.
- Analyzed data to provide information and answer inquiries regarding product mix, sales performance, new games, and incentives and promotions.
- Managed workload and call requirements effectively while working as part of the Sales Team.
- Served as backup staff for Prize Payment as needed.
- Performed additional duties as requested by supervisors.

Prize Payment & Validations Customer Service Representative, Louisiana Lottery Corporation, Baton Rouge, Louisiana

April 2011 to April 2012

- Applied lottery rules, directives, policies, and procedures pertaining to the payment of prizes.
- Maintained the security of claims by tracking all original documents and tickets from receipt to permanent storage.
- Assisted players with claim-related problems through personal or telephone contact or via mail.
- Processed claims using computer validation programs and ticket data research through various computer applications and hardcopy reports.
- Assisted with claims resolutions, including documentation, written and verbal communication with retailers and claims customers, and data entry to produce prize payment vouchers.
- Maintained hard copy resource materials and reviewed claim documents for accuracy and completeness.
- Organized and filed completed original claim documents from all offices in permanent storage.

Support Coordinator, Medical Resources and Guidance, Baton Rouge, Louisiana

2009-2010

- Managed caseloads of up to sixty-five households.
- Conducted intake assessments, monthly contacts, and quarterly home visits.
- Established contact and working relationships with each client's primary service providers for service coordination.
- Developed individualized Comprehensive Plans of Care (CPOC) for each client by assessing medical and social aspects of each case and formulating service plans.
- Coordinated meetings with client's case managers and service providers as needed to resolve issues.
- Performed routine clerical duties.

**Support Coordinator, Capital Area Human Service District, Baton Rouge, Louisiana
2009-2009**

- Part of a housing-focused, supportive services model of a flexible, mobile, cross-disability, housing support team.
- Provided case coordination services, including pre-tenancy assistance, move-in assistance, tenancy stabilization, and service coordination.

Professional Certifications

- **Quality Matters (QM) Certification**
 - *Applying the QM Rubric for Online Instruction Design*
- **Quality Matters (QM) Certification**
 - *Teaching Online: An Introduction to Online Delivery*
 - *July 2022*
- **Enterprise Design Thinking Practitioner Badge**
 - *IBM Skills Academy*
 - *August 2022*

Professional Development

- Banner On-Site Training, August 2017
- Customer Service Training Workshops, July 2017
- Comprehensive Public Training Program "Success Series Professional Development Webinars," July-November 2017
- LANTEC Excellence in Service Course, January 2014
- LANTEC Business Etiquette Course, February 2014
- LANTEC Word 2013 Advanced Course, October 2014
- LANTEC Excel 2013 Intermediate, November 2014
- 2019 College of Business Scholarship Committee Member
- 2019 College of Business Graduation Send-off Committee Member

Job Description of the Assistant to the Associate Dean and Graduate Business Program Director

The Assistant to the Associate Dean and Graduate Business Programs Director provides a wide range of administrative-level staff support, coordination, and liaison functions for the Associate Dean and interfaces with multiple levels of administration, including other college department chairs, the Office of Academic Affairs, and internal and external constituents.

The Assistant to the Associate Dean will manage, represent, and support the Associate Dean and Graduate Business Programs Director in every aspect of his work. This position supports in four key areas: Administrative Support to the Associate Dean (30%); Communications to and from the Graduate School, the Registrar's Office, and the International Student Office (30%); providing support service to COB graduate faculty and the SU MBA Student Association (SUMBASA) activities (20%) and coordinating the SU MBA Global Leadership Speaker Series and graduation sendoff events for students of the Graduate Business Programs (20%).

A. Administrative Support to the Associate Dean (40%)

The Assistant to the Associate Dean will have the following administrative duties:

1. Manage all administrative responsibilities of the Office of the Graduate Business Programs, including confidential materials and business communications with all levels of administration and academic units.
2. Prepare and distribute agenda and materials for all meetings over which the Associate Dean presides, including outside committees related to Graduate Business Programs.
3. Works with various groups to schedule meetings such as the Dean's Council, COB Graduate Faculty meeting, Strategic Planning Council, COB Standing Committees, COB Advisory Committee, Graduate Business Programs Board of Advisors, COB student convocations, COB Grants Steering Committee, etc.
4. Coordinate and follow up the activities of the Graduate Business Programs Board of Advisors.
5. File confidential paperwork, collate/copy documents, and deliver inter-office communication.
6. Develop an electronic filing system for the operation of the Office of the Graduate Business Programs, including graduate students-related files.
7. Institute regular meetings to improve cross-departmental communication and promote a supportive work environment.
8. Provide executive-level administrative support to the Associate Dean, including developing and administering the Office of the Graduate Business Programs annual budget.

9. In consultation with and approval of the Associate Director, use the approved budget for the intended objectives, such as purchasing necessary office supplies, travel, etc., demonstrating the ability to meet the University's set deadlines.
10. Provides professional support service, including screening and handling telephone communications, greeting and directing visitors, and dealing with administrative problems and inquiries, as appropriate; serves as a primary point of contact and liaison between the Office, students, and external constituencies on various day-to-day issues.
11. Organizes and facilitates meetings and special events; schedules and coordinates dates and times, venues, attendance, agendas, and facilities; takes minutes, and provides administrative support and follow-up on meeting matters.
12. Composes and prepares written documentation and correspondence for the office; screens and evaluates incoming and outgoing correspondence and prepares responses as appropriate.
13. Enhances professional growth and development through participation in educational programs, current literature, in-service meetings, and workshops.
14. Perform other administrative duties as assigned by the Associate Dean.

B. Communications (20%)

The Assistant to the Associate Dean will perform the following communication-related duties:

1. Coordinate the Associate Dean's role and part in all special events, helping prepare his speeches and presentations.
2. Directly oversee any major events over which the Dean presides.
3. Coordinate the Graduate Business Programs' quarterly Newsletter on the programs, students, faculty, and external stakeholders.
4. Perform other communication-related duties as assigned by the Associate Dean.

C. Providing support service to COB graduate faculty and the SU MBA Student Association (SUMBASA) activities (20%)

1. Assist current Graduate Business Program students with the necessary information on enrollment, advisement, graduation application, and other support in collaboration with the Associate Graduate Business Programs Director and the appropriate University student support service units (the Graduate School, Registrar, Financial Aid, ISO, etc.)
2. Provide necessary information to prospective students on admission updates.
3. Organize interview appointments and meetings for prospective graduate students in consultation with the Associate Director.
4. Assist SUMBASA leadership in facilitating the organization's activities and elections.

5. Organize COB graduate faculty periodic meetings.
6. Collect and securely keep Assessment of Learning Outcome reports and copies of final grades from each graduate faculty at the end of each semester.
7. In consultation with the Associate Director, organize orientation program for incoming graduate students, including developing and disseminating event program, invitations, and flyers.
8. Perform other communication-related duties as assigned by the Associate Dean.

D. Coordinating the SU MBA Global Leadership Speaker Series and graduation sendoff events for students of the Graduate Business Programs (20%).

1. In consultation with the Associate Director, develop the Global Leadership Speaker Series quarterly plan identifying appropriate presenters aligned with the mission of the COB Graduate Business Programs.
2. At least two weeks before the Global Leadership Speaker Series event, develop and disseminate flyers to the COB and campus constituents, including the Board of Advisors members.
3. Organize the venue and all necessary preparations for the Global Leadership Speaker Series event, including event programs, sending invitations, arranging the event venue, and coordinating with the COB IT Specialist to ensure the availability of seamless technology support.
4. In collaboration and with the directives of the Associate Director and the appropriate COB units, organize the quarterly graduation sendoff for the students of the Graduate Business Programs, including preparing flyers, refreshments, gifts, and decorations.
5. Perform other communication-related duties as assigned by the Associate Dean.

JOB CLASS				
JOB CODE				
CAL ID				

SOUTHERN UNIVERSITY SYSTEM

Personnel Action Form

POSITION NUMBER	2	M	9	8	5	8
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CAMPUS: SUS _____ SUBR x SULAC _____ SUAREC _____ SUNO _____ SUSLA _____

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

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

Previous Employee Ronnie Foster Reason Left Retired
 Date Left 08/31/2023 Salary Paid 69628

Profile of Person Recommended

Length of Employment 03/01/2021 To _____
 Effective Date 03/01/2021

Name Kamilla P. Fair SS# U01309130 Sex F Race* B
 (Last 4 digits only)

Position Title: Assistant Registrar Department: Academic Affairs

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

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 New Position Expiration Date: _____

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

Years Experience 15 Southern University Experience 15

Degree(s):	Type/Discipline (BA-Education):	Institution/Location (SU-Baton Rouge):	Year:
	<u>MPS -Public Administrative</u>	<u>Southern Univ. and A&M College/BR, LA</u>	<u>2021</u>
	<u>BS-Gen Studies//Social Sciences</u>	<u>Northwestern State Univ./Natchitoches/LA</u>	<u>2013</u>

Current Employer SUBR

Personnel Action

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

Recommended Salary 68,000 Salary Budgeted 68,000

Source of Funds 211001 22581 61002 25000

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

Change of: _____
 Position Administrative Program Specialist From Assistant Registrar To
 Status _____
 Salary Adjustment _____

Financial Aid signature (if, applicable): _____

List total funds currently paid this employee by Southern University:	Source of Funds	Amount
	211001 22581 61002 25000	44061

*See Reverse Side

Comments: (Use back of form)

*See Reverse Side

Graduate School signature (if, applicable):

JOHLANA TURNER	<i>Johlana Turner</i>	<i>2/23/24</i>	<i>Johlana Turner</i>	<i>2/23/24</i>
Supervisor	<i>Danyelle Moore</i>	Date	Dean/Unit Head	Date
LURIA YOUNG	<i>Luria Young</i>	<i>2/26/24</i>	Chancellor	Date
Vice Chancellor	<i>Sam Adams</i>	<i>2/20/24</i>	Vice President/Finance	Date
Director/Personnel			Business Affairs/Comptroller	
President		Date	Chairman/S.U. Board of Supervisors	Date

SUS SUBR SULAC SUAREC SUNO SUSLA

POSITION VACANCY AUTHORIZATION

REQUEST THAT THE POSITION Assistant Registrar AS DESCRIBED BELOW
BE AUTHORIZED AS A VACANCY FOR Registrar Office/ Office of Executive Vice President for Academic
Affairs & Provost
(Department or Unit)

- | | | | |
|---|--|---|--|
| <input checked="" type="checkbox"/> Replacement | <input type="checkbox"/> New Position* | <input type="checkbox"/> Unclassified | <input type="checkbox"/> State |
| <input type="checkbox"/> Civil Service | <input type="checkbox"/> Temporary | <input 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"/> | <input checked="" type="checkbox"/> System Revenue |
| | | | <input type="checkbox"/> Agency Fund State |

*requires the approval of System President

VACANCY DESCRIPTION AND JUSTIFICATION

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

The Assistant Registrar reports directly to the Registrar whose office is under Executive Vice President for Academic Affairs and Provost. The assistant registrar works in the university office, namely handling registration and student records. In this position the assistant is responsible for maintaining the integrity of student's personal information and academic records; part of commencement activities, issues transcripts, verification of student enrollment; gives guidance and training to new employees. Assumes all responsibilities of the Registrar in the absence of the registrar. Knowledgeable in laws related to students entering university.

Salary/Range: 60,000 - 68,000 Previous Incumbent (if replacement): Ronnie Foster

Approved Disapproved [Signature] Department Head 10/25/2023 Date

Approved Disapproved [Signature] Dean/Director/Supervisor of Budget Unit 10/25/2023 Date

COMPTROLLER'S OFFICE ONLY
Funds Available
 Yes 2M 9858 No

HUMAN RESOURCES OFFICE ONLY
Existing/Approved Position
 Yes No

<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
Signature: <i>[Signature]</i>	Date: <i>11/8/23</i>
Budget Number: <i>21102-22581-61002-25000</i>	

<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No	
Job Code: <i>M</i>	Cal Id: <i>10</i>	Job Class: <i>21590</i>
Verified By: <i>Michael Williams</i>		Date: <i>10/27/23</i>

Approved Disapproved *Sana Young* *10/27/23*
Vice Chancellor
 Approved Disapproved *John R. Pierre* *10/27/23*
Chancellor/Vice President
 Approved Disapproved *[Signature]* *12/12/23*

KAMILLA PATTERSON FAIR

EDUCATION

- 2021 Master of Public Administration (May 14, 2021)
Southern University and A & M College, Baton Rouge, LA
 - 2013 Bachelor of Science in General Studies, minor in Social Sciences (Dec. 20, 2013)
Northwestern State University, Natchitoches, LA
-

PROFESSIONAL DEVELOPMENT

- 2022 VA School Certifying Official
 - 2021 Quality Matters Professional Certificate (August 6, 2021)
-

EXPERIENCE

Administrative Program Specialist A

[Current Position: Southern University Office of the Registrar]

2021-Present

- Manage daily operations of the Office of Records in collaboration with the Registrar.
- Provide exceptional service to students, faculty, and staff, ensuring timely and accurate responses to requests.
- Act as a liaison to various university colleges/departments, fostering positive relationships.
- Contribute to the planning and implementation of the class schedule and registration processes.
- Support special programs and activities such as registration day and commencements.
- Monitor and assist in maintaining student records, graduation checkout, and transcript processing.
- Assist and contribute to the Risk-Based Survey, IPEDS, and Military Friendly Application, ensuring compliance and adherence to established protocols.
- Serve as the Primary VA School Certifying Official.
- Utilize Tungsten Network to submit invoices to VA.
- Assist in institutional research reporting needs.

Administrative Program Specialist A
Southern University School of Nursing
2018-2021

- Managed administrative functions, providing crucial support to the School of Nursing.
- Utilized Microsoft Office Suite, including Word, Excel, PowerPoint, and Outlook, for various administrative tasks.
- Coordinated the clinical schedule process, and assisted and maintained accurate student academic and health records.
- Maintained accurate health records for undergraduate faculty.
- Clinical coordinator/liaison between the School of Nursing and cooperating health facilities for student clinical rotation.
- Recorded and transcribed minutes for BSN meetings.
- Served as the coordinator of Career Day Fairs
- Contributed to the SACS Accreditation process, supporting documentation and data collection.
- Contributed to the LSBN Accreditation process, supporting documentation and data collection.

Assistant to Project Director
Southern University School of Nursing
2012-2018

- Provided dedicated assistance to the Project Director, contributing to the successful execution of projects.
- Collaborated with teams using Microsoft Office Suite for effective communication and project management.

Grant Manager
Southern University School of Nursing
2011-2012

- Oversaw grant management activities, ensuring compliance with funding requirements.
- Utilized Microsoft Excel for budget management and reporting.

Administrative Assistant IV
Southern University School of Nursing
2009-2011

- Provided administrative support to the School of Nursing, ensuring smooth day-to-day operations.
- Utilized Microsoft Office Suite for document creation and communication.
- Contributed to the development and implementation of administrative processes.

CORE SKILLS

FERPA Compliance and Regulatory Adherence:

- Proficient in ensuring compliance with FERPA regulations and university policies, adept at educating and training staff on regulatory requirements. Diligently enforce rules and regulations of the University and Southern University System, in alignment with relevant laws, to uphold confidentiality and data protection standards.

Data Management:

- Proficient in comprehensive academic data management, emphasizing meticulous attention to accuracy, robust security measures, and privacy protocols to safeguard sensitive student information while ensuring seamless reporting capabilities tailored to the registrar's office requirements.

Technical Proficiency:

- Proficient in student information systems with a deep understanding of both student-facing and administrative functionalities, ensuring seamless integration and effective management of academic data.

LEADERSHIP SKILLS

Multitasking and Time Management:

- Proven ability to handle multiple tasks with accuracy and patience, managing projects efficiently in a fast-paced environment while consistently meeting deadlines.

Organization and Communication:

- Strong organizational skills combined with excellent written and verbal communication abilities, interacting effectively with all stakeholders.

Interpersonal Skills:

- Demonstrated tact, diplomacy, and the ability to develop positive relationships with diverse organizations, communities, and cultures.

Problem-Solving:

- Efficiently analyze and resolve complex issues, exhibiting strong managerial and leadership skills that foster a cooperative work environment.



Tel: 225-771-5390
Fax: 225-771-5723
P.O. Box 9860
www.subr.edu

December 11, 2023

Dr. Luria Young
Interim Vice Chancellor for Academic Affairs
Southern University and A&M College
Baton Rouge, LA 70813

Dear Dr. Young:

This letter comes to request approval to waive the search for the Post-Doctoral Research Manager. The effective start date for this position is February 1, 2024. This position will provide a continuation of immersive research already being conducted in virtual reality (VR) and Augmented Reality (AR). Most important, this position will serve as a nucleus for graduate research across graduate programs at the University. It will also help the Graduate School and the University meet its research innovation goals. Experience with the use of VR and AR to stimulate students Computational Thinking (CT) levels is significant to student success. It is also valuable to the Graduate School goal of promoting research that is collaborative. This position will serve as a catalyst for future grants and research activities.

We have identified a candidate with significance VR, AR, and Computer Automated Virtual Reality Environment (CAVE), Computational Thinking (CT) experience, Dr. Opeyemi P. Ojauni. Dr. Ojauni has a Bachelor of Science in Computer Engineering, a Master of Science in Mobile and Satellite Communications and will receive a PhD in Science and Mathematics Education in December 2023. He has already published in cloud computing, VR, AR, and CT. His skills and abilities would be an asset that allow the Graduate School and the University to promote collaborative research activities.

Dr. Ojauni's resume is attached for your consideration. Please feel free to reach out to me if we can provide additional support to this request.

Sincerely,

Albertha Lawson

Albertha Lawson, PhD
Interim Dean, Graduate School
Southern University and A&M College

Approved:

Luria Young

Dr. Luria Young, Interim Vice Chancellor for Academic Affairs

12/12/23

Date

John K. Pierre

Dr. John Pierre, Interim Executive Vice President

12/12/23

Date

POS CLASS					
EMP CLASS					
HI		RT		LV	

SOUTHERN UNIVERSITY SYSTEM

Personnel Action Form

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

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

TYPE OF APPOINTMENT:

<input type="checkbox"/> Academic (Fac)	<input type="checkbox"/> Non-Academic (Uncl)	<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	(must be indicated if less than 100%)	<input checked="" type="checkbox"/> Detail #of mos 24
<input type="checkbox"/> Tenured Track	<input type="checkbox"/> Undergraduate Student	<input type="checkbox"/> Job Appointment
<input type="checkbox"/> Other (Specify)	<input type="checkbox"/> Graduate Assistant	<input type="checkbox"/> Probationary
	<input type="checkbox"/> Retiree Return to Work	<input type="checkbox"/> Permanent Status

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

Profile of Person Recommended

Length of Employment April 1, 2024 To March 31, 2026
 Effective Date of Employment April 1, 2024

Name Opeyemi Peter Ojajuni SS# xxx-xx-4554 Sex M Race* FO
 (Last 4 digits only)

Position Title: Post-Doctoral Research Manager Department: Graduate School

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

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
--------------------------	--------------------------	--------------------------	--------------------------

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

Degree(s)	Type/Discipline (BA-Education):	Southern University Experience	Year:
	PhD-SMED	Institution/Location (SU-Baton Rouge):	
	M.Sc-Mobile/Satellite Communication	Southern University	2023
	B.Eng in Computer Engineering	University of Surrey, UK	2014
		Covenant University, Nigeria	2012

Current Employer Southern University Graduate Assistant

Personnel Action

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

Annual Salary \$75,000 Salary Budgeted \$75,000 Hourly Rate, if applicable: _____

Pay Cycle: Bi-weekly Monthly Faculty

Source of Funds: General/Grant Identify Budget: _____ Location: Graduate School

Change of:

Position: _____ From _____ To _____
 Status: _____
 Salary Adjustment: _____

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

Source of Funds (Current)	Amount
211001-22301-24100	\$35,000
222944-22685-22000	\$40,000

Comments: (Use back of form) _____

*See Reverse Side

9/30/24

Financial Aid signature (if applicable): _____
 Graduate School signature (if applicable): _____

<u>Albert Lawson</u> / <u>2/29/2024</u> Supervisor Date	<u>Albert Lawson</u> / <u>2/29/2024</u> Dean/Unit Head Date
<u>Sonia Young</u> / <u>2/29/24</u> Vice Chancellor Date	<u>William R. Durre</u> / <u>2-29-24</u> Chancellor Date
<u>Michael</u> / <u>2/29/24</u> Director/Personnel Date	<u>Almond M. B. Jones</u> Vice President/Finance Date
President Date	Business Affairs/Comptroller Date
	Chairman/S.U. Board of Supervisors Date

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

ETHNIC ORIGIN (Please check one):

Hispanic or Latino Non-Hispanic or Non-Latino

RACE (Please check all that apply):

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

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

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

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

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

COMMENTS:

Must be completed by hiring supervisor:

EMPLOYEE REGULAR WORK SCHEDULE:	M-F 8:00AM TO 5:00PM	FUNDS AVAILABLE OFFICE OF THE COMPTROLLER SOUTHERN UNIVERSITY SYSTEM 211001-223 d C. J. [Signature]
EMPLOYEE DIRECT SUPERVISOR:	Albertha Lawson	
SUPERVISOR/DEPARTMENT CONTACT NUMBER	(225) 771-5390	
NUMBER OF EMPLOYEES SUPERVISED, (if any)	6	
HR USE ONLY: STATUS (check one):	<input checked="" type="checkbox"/> EXEMPT <input type="checkbox"/> 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/I-20. The latter seven (7) 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	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	

200944

Do Not Write Below This Area - For Human Resource Use Only

Allowability/Compliance Verified By: [Signature] Date: [Signature]
Doc: I.D. No.:

PAF APPROVAL PROCESS CHECKLIST (Must have the information outlined below, the forms are located at Downloadable Forms on the HR website at www.subr.edu/humanresources).

- 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)
- Reference Check Form (reference check performed by hiring supervisor)
- Authority to Release (signed by employee) (submitted to HR with Verification of Fingerprints form signed by State Police)
- Criminal/Background Check Process (forms completed by employee/ submitted to State Police)
- Exemptions Survey Form (signed by employee and budget head)
- Proposed Employee Appointment Form (completed by hiring supervisor)
- Proposed Employee Clearance Form (completed by hiring supervisor)
- Letter of Justification for Restricted/ Job Appointment/Detail/CS Rule 6.5g appointments
- Citizenship/Visa Status Verified, I-20/I-94 provided, if applicable

FEB 06 2024

SOUTHERN UNIVERSITY - BATON ROUGE, LA 70813

SPONSORED PROGRAMS
POLICY DEPARTMENT

SUS SUBR SULAC SUAREC SUNO SUSLA

POSITION VACANCY AUTHORIZATION

REQUEST THAT THE POSITION TITLE Post-Doctoral Research Manager AS DESCRIBED BELOW
BE AUTHORIZED AS A VACANCY FOR Graduate School
(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 checked="" type="checkbox"/> Grant-in-Aid
<input type="checkbox"/> Tenured	<input type="checkbox"/> Probationary (For Faculty this is same as tenure track)	<input type="checkbox"/> System Revenue	<input type="checkbox"/> Agency Fund State

VACANCY DESCRIPTION AND JUSTIFICATION

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

Required: Completion of the doctoral degree in STEM/ STEM related are within the last 6 months

Duties include: Expanding current immersive technology National Science Foundation (NSF) research work to improve educational curriculums at the University with a specific focus on STEM and its applications to other disciplines.

Applicant must have familiarity with and excitement for the latest generation of consumer virtual reality technology (HTC Vive, Oculus Rift, Valve Index, HoloLens 2, etc.) Applicants should have experience developing custom content in the Unity or Unreal game engines, as well as familiarity with used platforms such as a Computerize Automated Virtual Environment (CAVE).

Salary/Range: \$75,000 Previous Incumbent (if replacement): NA
 \$40,000 Grant → \$40,000 222,944 - 222,850 - 22,000
 \$35,000 General Funds \$35,000 211,001 - 223,010 - 2,500

Approved Disapproved Alberta Lawson 12/11/2023
 Department Head
 Approved Disapproved Alberta Lawson 12/11/2023
 Dean/Director/Supervisor of Budget Unit

LM 7363

FINANCE/BUDGET OFFICE ONLY	
Funds Available	
<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
<u>Mellin (grants)</u>	<u>2-6-2024</u>
Signature	Date
Budget Number	<u>211601-22301-</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>24406</u>
<u>Janet...</u>		<u>1/31/24</u>	
Verified By:		Date:	

Approved Disapproved Lucia Young 12/24
 Vice Chancellor
 Approved Disapproved John K. Pierce 1/31/24
 Chancellor/Vice President
 Approved Disapproved _____
 President

An Equal Opportunity Employer

Submission Date
9/30/26

OPEYEMI P. OJAJUNI

• Email: jajupeter@gmail.com • LinkedIn: <https://www.linkedin.com/in/opeyemi-ojajuni-78419283/>

EDUCATION

Southern University and A&M College <i>Ph.D. in Science and Mathematics Education</i>	2018 to 2023 Cumulative GPA: 3.785
University of Surrey, UK <i>M.Sc in Mobile and Satellite Communication</i>	2013 to 2014 Cumulative GPA: 3.3
Covenant University, Nigeria <i>B.Eng in Computer Engineering</i>	2007 to 2012 Cumulative GPA: 3.8

PROFESSIONAL EXPERIENCES

- Amazon | Data Scientist Intern** Seattle, WA | 06/2023 to 09/2023
- Collaborated as part of a 7-member system design and simulation team to create scalable risk management systems with the goal of improving business processes.
 - Performed thorough variability and sensitivity analysis on extensive historical business data using various statistical and machine learning models.
 - Delivered data-driven insights to business stakeholders, resulting in informed decision-making and process enhancements within our risk management systems. These improvements led to a 30% increase in overall simulation efficiency.
- Southern University and A&M College | Graduate Research Assistant** Baton Rouge, LA | 08/2018 to Present.
- Collaborated on a 6-person cross-functional team on a \$1.6M NSF grant project focused on improving additive manufacturing education through the integration of cybersecurity and virtual reality. (See reference)
 - Designed a research methodology encompassing surveys, observations, and interviews to proficiently gather both structured and unstructured data for the project.
 - Performed feature engineering, including dimension reduction, factor analysis, and structural equation modeling, to assess the validity and reliability of a computational thinking scale survey and thematic analysis with NLP on qualitative data.
 - Produced comprehensive insights through quantitative and qualitative analyses of complex education datasets, driving a significant 20% surge in student engagement within the engineering program.
- Hacey | Consultant** Nigeria | 05/2018 to Present.
- Collaborated in a 5-member team to assess areas of opportunity for improvement within the healthcare sector.
 - Conducted Extract, Transform, Load (ETL) operations and data preprocessing using GCP services, BigQuery, Dataprep, and SQL.
 - Increased revenue by 40% by introducing Tableau and Power BI as data visualization and storytelling tools, allowing better data-driven decisions.
 - Developed instructional design to close the digital gender gap and promote digital inclusion of young women in STEM field.
 - Served on a cross-functional team to train over 300 young women in tertiary institutions on digital skills to design solutions that support the sustainable development goals.
- EKO Electricity Distribution Company | Senior Network Engineer** Nigeria | 3/2018 to 6/2018.
- Administered Office 365, Microsoft Exchange Server, Cyberoam Firewall, and Active Directory.
 - Attained network availability of 99.999% by revamping the LAN network infrastructure and installing PRTG for network monitoring.
 - Improved the company's network security by 60% by redesigning the network's Internet Protocol (IP) address scheme and implementing WPA2-Enterprise authentication.
- Staunton & Lycett | Senior Network Engineer** Nigeria | 3/2015 to 2/2018.
- Managed a 7-member team to design and implement campus wireless external network through efficient 2ghz and 5ghz Wi-Fi planning with 99.998% uptime availability.
 - Increased user access speed to over 100% by designing and deploying a double-redundant secured network core infrastructure.
 - Reduced capital expenditures by 50% by configuring scalable virtual servers for the software development team.

- Led a 6-member cross-functional team to design and install scalable digital communication network, and IP surveillance system in 3 colleges.
- Collaborated with the software development team in the implementation of a Learning Management System to facilitate the adoption of blended learning.

RESEARCH EXPERIENCE

Research Interest: Artificial Intelligence, Data science, Cybersecurity, Virtual Reality, Internet of Things (IoT), Computational thinking, additive manufacturing.

Dissertation Topic: Exploring The Impact of Immersive Technology on Engineering Students' Computational Thinking (CT) Skills.

Southern University and A&M College

08/2023 – present

Project: The Southern University "Reaching Across the Digital Divide" (SURADD).

The Southern University "Reaching Across the Digital Divide" (SURADD) project aims to decrease the digital divide by forming a K-12 workforce pipeline to engage middle school teacher candidates, clinical educators, and University faculty and students with interactive Virtual Reality (VR) spaces and tools in innovative instruction efforts and workforce training.

- Developed a broadband-accessible digital infrastructure design for mobile and stationary environments through broadband accessible/IT gateways to provide digital skills building towards workforce capacity.
- Developed virtual reality (VR)-infused curricula that meet National Science Standards for middle school students.
- Trained educators in the use of the VR environment in the classroom.

Southern University and A&M College

08/2021 – present

Project: Enhancing Additive Manufacturing Education with Cybersecurity and Virtual Reality.

The National Science Foundation: Improving Undergraduate STEM Education Program: Education and Human Resources program funded the research aimed at incorporating virtual reality technology in education to build the additive manufacturing engineering workforce, with a focus on cybersecurity for 3D printing. The project also aimed to develop computational thinking skills in students through virtual reality training.

- Structured and unstructured data were collected to provide insight into the relationship between virtual reality fidelity and scalability.
- The research study results revealed data-driven insights into how VR enhances student engagement and learning for engineering students.
- The research guided the integration of VR into the engineering curriculum to boost computational thinking skills and prepare future STEM professionals.
- The research study's results revealed correlations and themes related to virtual reality and computational thinking.

Southern University and A&M College

06/2021- 09/2022

Research topic: Cloud-based STEM Student academic success prediction Web application.

The cloud-based STEM Student academic success prediction web application is a cutting-edge tool designed to empower educators, students, and institutions with the ability to forecast and enhance academic performance. This application leverages data analytics and machine learning to predict students' success and provide personalized recommendations for improvement.

- Applied machine learning models to predict students' academic performance.
- Developed an accurate model by comparing several Machine Learning models with Deep Learning models.
- Utilized feature engineering to investigate the factors affecting student academic performance.
- Published research findings on computational science and its applications at an international conference.

Southern University and A&M College

04/2020 – 06/2020

Research Topic: Distributed Denial-of-Service Attack Detection and Mitigation for the Internet of Things (IoT)

This research proposed a framework in the context of IoT that addresses the challenge of DDoS attacks by leveraging Software Defined Networks (SDN). SDN's real-time traffic analysis, control/data plane separation, and centralized IoT device management allow for effective DDoS detection and mitigation. Experimental results demonstrate the framework's efficacy, setting a 100 bytes per second control network bandwidth threshold using API.

- Implemented a Software Defined Network (SDN) Framework to detect and mitigate DDoS attacks using a policy-based approach.
- Explored the programmable networking functionality of the SDN controller by writing JavaScript to detect and mitigate DDoS attacks.
- Evaluated the SDN framework's capability to analyze traffic in real-time.

- Compared the SDN framework with an existing framework in terms of network throughput and network latency performance metrics.
- Published research findings in International Journal of Technology Diffusion.

CERTIFICATIONS

- Cisco Certified Network Associate (CCNA).
- AWS Cloud Practitioner.
- IBM artificial intelligence practitioner.

CORE COMPETENCIES

- **Programming skills**- Python, R, SQL, Scala, MATLAB, HTML/CSS, SPSS, Excel
- **Data visualization**- Tableau, Matplotlib, Seaborn, Power BI, ParaView, Virtual reality
- **Data Science & Artificial Intelligence** - A/B Testing, ETL, Data science pipeline (cleaning, wrangling, visualization, modeling, interpretation), statistics, Time Series, experimental design, hypothesis testing, forecasting, probability distribution, prediction, clustering.
- **Big Data & Machine learning** - Spark, Hadoop, MongoDB, TensorFlow, Scikit-learn, NumPy, Pandas, Deep Learning, Feature engineering, Computer Vision (CV), Natural Language Processing (NLP), CNN, Data preprocessing.
- **Research Designs** - Quantitative, Qualitative, Mixed-method.
- **Network Infrastructure** - TCP/IP, DHCP, DNS, NAT, BGP, OSPF, WiFi802.11ac, VLANs, STP, FTP, SMTP, IPsec VPN, SSL, Route 53, AWS, IAM, Azure.
- **Cloud Computing**: AWS, Azure, IAM, S3, EC2, Route 53, security groups, AWS RDS, GCP.
- **Project management**: Agile-scrum, Asana, Jira, Slack.
- **Process improvement**: Process mapping, Use case, User story.

PUBLICATIONS

- Ojajuni, O., Ismail, Y., Whitmore, S. & Lawson, A. (2023). "Cloud-based STEM Student academic success prediction Web application". In E. Langran, P. Christensen & J. Sanson (Eds.), *Proceedings of Society for Information Technology & Teacher Education International Conference* (pp. 923-928). New Orleans, LA, United States: Association for the Advancement of Computing in Education (AACE). <https://www.learntechlib.org/primary/p/221948/>.
- Ojajuni, O., Ismail, Y., Mellieon-Williams,, F. & Lawson, A. (2023). "Investigating student and faculty attitudes and perceptions towards using Virtual Reality (VR) to improve Computational Thinking (CT) levels in Cybersecurity-Additive Manufacturing (CAM) training". In E. Langran, P. Christensen & J. Sanson (Eds.), *Proceedings of Society for Information Technology & Teacher Education International Conference* (pp. 75-84). New Orleans, LA, United States: Association for the Advancement of Computing in Education (AACE). <https://www.learntechlib.org/primary/p/221854/>.
- Ojajuni, O., Ismail, Y., Mellieon-Williams, F. & Lawson, A. (2023). "Factors contributing to student experience in the Cave Automatic Virtual Environment (CAVE) for Computational Thinking (CT) development". In E. Langran, P. Christensen & J. Sanson (Eds.), *Proceedings of Society for Information Technology & Teacher Education International Conference* (pp. 65-74). New Orleans, LA, United States: Association for the Advancement of Computing in Education (AACE). <https://www.learntechlib.org/primary/p/221853/>.
- Ojajuni, Opeyemi, et al. "Predicting Student Academic Performance Using Machine Learning." *International Conference on Computational Science and Its Applications*. Springer, Cham, 2021.
- Ojajuni, O. P., Ismail, Y., & Lawson, A. (2020). "Distributed Denial-of-Service Attack Detection and Mitigation for the Internet of Things." *International Journal of Technology Diffusion (IJTD)*, 11(2), 18-32. <http://doi.org/10.4018/IJTD.2020040102>

CONFERENCES ATTENDED

- | | |
|---|------|
| • 78th Joint Meeting of Beta Kappa Chi and National Institute of Science, Charlotte (Oral Presentation) | 2023 |
| • Society for Information technology and teacher education (SITE), New Orleans (Oral Presentation) | 2023 |
| • 2023 Gulf States Math Alliance Conference | 2023 |
| • 2020 Gulf States Math Alliance Conference | 2020 |
| • West Texas A & M University Student Research Conference, Canyon Texas. (Oral presentation). | 2019 |
| • 76th Joint Meeting of Beta Kappa Chi and National Institute of Science, Atlanta. (Oral Presentation) | 2019 |
| • ASME International Mechanical Engineering Education Leadership Summit, New Orleans. (Poster Presentation) | 2019 |
| • 93 rd Annual Meeting of the Louisiana Academy of Sciences, Baton Rouge. (Oral Presentation). | 2019 |

AFFILIATIONS

- Member, Institute of Electrical and Electronics Engineers (IEEE).
- Member, Association of Computing Machinery (ACM).
- Member, National Institute of Science (NIS) Member.
- Louisiana Academy of Science (LAS).
- Collegiate Member, National Society of Black Engineers (NSBE).
- The Society for Information Technology and Teacher Education (SITE).

MAJOR ACHIEVEMENT

- Runner up - Best oral graduate presentation at 78th Joint Meeting of BKX and NIS, Beta Kappa Chi and National Institute of Science, Charlotte, North Carolina.
- Winner - 2020 DXC/SUBR Cloud computing Virtual Camp Team Project Competition.
- Runner up - Best oral graduate presentation at 76th Joint Meeting of BKX and NIS, Beta Kappa Chi and National Institute of Science, March 28-30, 2019 - Atlanta, GA.

JOB CLASS				
JOB CODE				
CAL ID				

SOUTHERN UNIVERSITY SYSTEM

Personnel Action Form

POSITION NUMBER							
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CAMPUS: SUS SUBR SULAC SUAREC SUNO SUSLA

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

<input checked="" type="checkbox"/> Academic	<input type="checkbox"/> Non-Academic	<input type="checkbox"/> Civil Service
<input checked="" 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

REC'D-ACAD AFFS
2024 FEB 1 PM:15

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

Profile of Person Recommended

Length of Employment JANUARY 1, 2024 To DECEMBER 31, 2024

Effective Date JANUARY 1, 2024

Name SHERMAN PITTMAN (Position # 2M7360) SS# S01517965 Sex M Race* B
(Last 4 digits only)

Position Title: Program Director (Alliant Ins. Grant) Department: Dept. of Acct., Finc., & Econ.

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 47 Southern University Experience 24

Degree(s):	Type/Discipline (BA-Education):	Institution/Location (SU-Baton Rouge):	Year:
	<u>MPA</u>	<u>Barney School of Business West Hartford, CT</u>	<u>1976</u>
	<u>BA</u>	<u>Dillard University</u>	<u>1968</u>

Current Employer NA

Personnel Action

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

Recommended Salary \$72,929.00 Salary Budgeted \$72,929.00

Source of Funds GRANT: Alliance Insurance Foundation Grant to Establish Risk Management & Insurance Degree Prog

Identify Budget: 227047-22201-241000 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
311001-32030-61002-34100	\$78,000.00 Law center grant

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

<u>Chirany Chelreyas/DRA</u> 2/1/24 Supervisor _____ Date _____	<u>Donald E. Fisher</u> 2/1/24 Dean/Unit Head _____ Date _____
<u>Young</u> 2/6/24 Vice Chancellor _____ Date _____	<u>Mark Purcell</u> 2/5/24 Chancellor _____ Date _____
<u>Kim Williams</u> 2/22/24 Director/Personnel _____ Date _____	_____ Vice President/Finance _____ Date _____ Business Affairs/Comptroller
_____ President _____ Date _____	_____ Chairman/S.U. Board of Supervisors _____ Date _____

Marilva Oberly 7715191

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 American, and who maintains cultural identification through tribal affiliation or community recognition.

COMMENTS: This EPAF is effective for January 1, 2024 to December 31, 2024 to hire Mr. Sherman Pittman to be the Program Director. He will be do the strategic planning, curriculum development, course assessment, research, student recruitment and overall the program coordinator of the activities (Risk Management and Insurance Curriculum) POSITION # 2M7360

EMPLOYEE REGULAR WORK SCHEDULE: MONDAY – FRIDAY

EMPLOYEE DIRECT SUPERVISOR: Donald Andrews

SUPERVISOR/DEPARTMENT CONTACT NUMBER 771-2763

NUMBER OF EMPLOYEES SUPERVISED, (if any) 1-2

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	

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/Unel 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)

Sherman C. Pittman

Adjunct Professor
College of Business
Finance Department
Southern University and A & M College

Education Background:

Master of Public Administration, MPA ,December, 1976, Barney School of Business 200
Bloomfield Ave., West Hartford, Ct. 06117 (AACSB Accredited).

Bachelor of Arts, Political Science (B.A.) May, 1968, Dillard University, New Orleans, Louisiana.

Academic Experience:

January, 2000 to present, Adjunct Professor, Finance Department, College of Business,
Southern University, Baton Rouge, La.
(Accounting, Finance and Economics Department)

August 2001 to June, 2005, Assistant Principal, Marian Central Catholic Middle School New
Orleans, La.

August 2000 to June 2001, Director of Institutional Development, Marian Central Middle
School, New Orleans, La.

Publication:

February 13, 2013, Personal Finance a Mandatory Course for High School and College
Academy of Economics and Finance, 50th Annual Meeting.

Work Experience:

September, 2007 to April, 2010 Loan Officer, Liberty Bank and Trust, Baton Rouge, La.

August, 2001 to June, 2002, President, Liberty Bank Insurance Agency, New Orleans, La

June, 1987 to August, 1995, Managing Partner (Fulton, Johnson, Newman and Pittman Insurance Agency, New Orleans, Louisiana).

Managed all lines of insurance products and services, Lead underwriter on large accounts, i.e. New Orleans Convention Center, New Orleans International Airport, New Orleans Public School buildings, New Orleans, Louisiana.

June, 1977 to June, 1987, Operations Manager for the Louisiana Region, CIGNA Insurance Company, New Orleans, La.

Managed the following areas:

1. Accounting Department
2. Data Management Operation
3. Rating and Policy Issuance
4. Managed small accounts underwriting Unit
5. Managed Budget for the Region
6. Real-estate Coordinate
7. Managed Typing Pool
8. Managed all Administrative Functions for the Region (125) employees
9. Recruited Professional and Administrative Staff for the Region
10. Developed Training plans for all professional and Administrative staff
11. Manage Claims Processing Unit (Louisiana and Mississippi)

March, 1973 to February, 1977, Commercial Line Underwriter (Marine and Property and Casualty), the Travelers Insurance Company-Hartford, Ct.

1. Review commercial business applications for insurance that generate premiums in excess of \$100,000 in premiums
2. Analyze Business financial data to determine their credit worthiness
3. Provide Reinsurance when applicable

May, 1971 to February, 1973, Supervisor/Analyst, Pan American Life Insurance Company, Part B Medicare.

1. Managed 16 employees
2. Create Cost Reports for all Medicare Payments
3. Analyze Reimbursements to Medicare Providers
4. Provided training regarding Medicare Reimbursement and Compliance
5. Reviewed all provider invoices for services rendered to Medicare patients

May, 1968 to May, 1971, Sears Roebuck and Company, supervisor, retail sells

Business Ownership:

Better Accounting and Finance Consulting LLC(Partner in Accounting Firm): February 23, 2021 to present

Secure Advisor LLC-Vice President /Owner, August 2011 - Present

I provided Risk Management services, Insurance and Financial Planning programs to a wide range of clients both in the private and public sectors. Negotiate favorable insurance coverages and competitive insurance rates for all customers. I worked closely with selected brokers and insurers to obtain the broadest protection available. Oversee the underwriting of all Life, Health, and Accident Insurance programs, and Property and Casualty Insurance Programs in my agency.

Gulf States Insurance Association-Chairman, April 2011 – Present

An association of five independent insurance agencies that combined their company's resources to pursue Public and large Private insurance risks.

The Gemini Group LLC – President /Risk Mgmt. and Insurance Consultant, August 1997 – present, Baton Rouge, La

Key focus was on three areas:

1. Asses and draft insurance requirements for all clients
2. Determine the feasibility and structure Owner Control Insurance Programs and wrap up projects.
3. Negotiate favorable insurance coverage and premiums for all lines of insurance.
4. Certified by the state of Louisiana to provide pre-licensing training (Life, Health, and accident and Property and Casualty) to take licensing exams. Also certified to conduct Continuing education classes for licensed professional insurance agents to qualify for renewal of their license.
5. Cypress Mortgage Finance Co., September 2007 to October, 2010, Baton Rouge, La.
6. Edge Lake Academy, 1987 to 2004, Before and After School Tutoring, 1st - 8th Grade
7. American World Travel Agency, President/Owner, Full Service Travel Agency and Motor Coach Transportation and Convention Services.

Business and Organizational Leadership Experience:

Bayou Kitchen: Nonprofit organization: Provides education I culinary arts and life skills training, November, 2021 to present.

- Chairman, North Baton Chamber of Commerce, March, 2017 to present.
- President of Marian Central Catholic Middle School Board, N.O., La 1996 – 2005.
- Member of Archdiocesan School Board, New Orleans, La. 1991- 1996.
- President of Archdiocesan School Board, New Orleans, La. 1994 – 1996.
- Member of St. Leo the Great School Board, New Orleans, 1986 – 1996
President of St. Leo the Great Board 1989 – 1996, N.O., La. Under my leadership as Board President, St. Leo the Great School was awarded the "Blue Ribbon" by the United States Department of Education in 1990. St Leo was one of only two African American Schools in the nation to win that honor in 1990.

- President: New Orleans Information Visitors Center
- President: Desire Housing Redevelopment Corporation, New Orleans, La., 1989 – 1993
- President of Pontchartrain Kiwanis International, New Orleans, La. 1990 – 1991
(member: 1998 – 2005)
- President: Milestone Charter Elementary School, New Orleans, La. August , 2005 to 2008

Scholarship

Four Year scholarship to attend Dillard University, New Orleans, 1964 – 1968

Training

Annual Staff Development in Management and leadership, CIGNA Insurance Company 1977 – 1987 (various locations throughout the United States)

Memberships/Associations

- Baton Rouge Chamber of Commerce, 2016 to present
- Professional Insurance Agency Association, 2016 to present
- National African American Insurance Association, 2014 to present
- North Baton Rouge Chamber of Commerce, Chairman, 2017 to present
- Alpha Phi Alpha Fraternity, BETA PHI, 1965, Dillard University, New Orleans, La.

Achievements:

Developed Risk Management and Insurance Curriculum

Concentration, Finance Department, Southern University and A & M College, Baton Rouge, La

1. Fundamentals of Risk and Insurance Finance. 435, 3 credit hours
2. Life Insurance and Professional Financial Planning, Finance 445,
3 Credit hours
3. Employee Benefits and Retirement Planning, Finance 446, 3 Credit
hours
4. Property and Liability Insurance, Finance 447, 3 Credit hours

Organized Five "Careers In Insurance & Finance" Workshops, Southern University and A & M College, Baton Rouge, La.

- Careers In Insurance & Finance, March 5, 2013
- Careers In Insurance & Finance, October 10, 2012
- Careers In Insurance & Finance, March 22, 2012
- Careers In Insurance & Finance, November 11, 2011
- Careers In Insurance & Finance Seminar, April 12, 2011

Organized One Symposium

November 13, 2013, Risk Management and Insurance in A Developing Economy

"Nigerian Perspective", Southern University and A & M College, Baton Rouge, La.

Recognition and Honors

Certificate of Appreciation, Archdiocesan School Board of New Orleans
Certificate of Appreciation, New Orleans City Council
Certificate of Appreciation, Mardi Committee, New Orleans,
Certificate of Appreciation, New Orleans Visitors Center
Certificate of Appreciation, New Orleans Multicultural Tourism Network
Certificate of Appreciation, St. Leo The Great School, New Orleans
Certificate of Appreciation, Pontchartrain Kiwanis Club, New Orleans
Certificate of Appreciation, College of Business, Baton Rouge, La.

Student Advisory Activities and Supervisory Responsibilities

Coordinate and provide support for students taking Series Seven Exam: August 2021 to present

Finance Club: August, 2017 to present

Student Ambassador Program (Society For Financial Education and Professional Development): 2018 to present

Staff Development Activities

National Bureau of Economic Research Inc., May 11, 2012 - May12, 2012, Cambridge, MA.
University Research Conference, Insurance Markets and Catastrophe Risks,
Kenneth Froot, Howard Kuneuthe and Erwann-Kejan, Organized, MIT

Fourth Annual Financial Literacy Leadership Conference, Ocotbe3, 2011 - October
4, 2011
Financial Literacy in Practice

University of Liberia, December 4, 2010 - December 11, 2010
Building Leadership Skills of Young Professionals through the Development
Entrepreneurial and Business Management Skills, two-way exchange.

Military Duty

Senior Company Clerk, April 1969 to May, 1971, Fort Benning, Georgia and Fort
Hood, Texas



Southern University and A&M College System

July 19, 2023

Dr. Donald Andrews
College of Business
Southern University
CAMPUS

RE: *Budget Code Assignment for New Awards*

Dear Dr. Andrews:

The following information is provided relative to your new award.

AWARD TITLE: "Alliant Insurance Foundation Grant to Establish Risk Management and Insurance Degree Program"
AMOUNT: \$101,000.00
BUDGET CODE: 227047-22201-24100

The account number should be used on all documents related to this project.

A procurement plan must be prepared immediately. This plan must allow for the timely submission of requisitions and receipt of required goods and services. This is especially important when items are needed that involve the bidding process. Please keep in mind the governing regulations as defined in the award document and standard policies and procedures. To the extent possible all major purchases should be undertaken within the first three (3) months. Processing of all Purchase Requisitions will terminate 90 days prior to the grants expiration date. No major purchases will be allowed after that date. All goods must be delivered and invoiced and all services must be rendered in accordance with the terms of the award.

Access to financial information relative to this award is available online through the Southern University Financial System. If you do not currently have online access, please complete and submit a attached Banner User Access Request Form to our office. If you currently have access to the Banner Finance module, please submit the attached Banner Finance User Account Request Form so that we may update your user profile. This information should be sent to SPAPDCO@subr.edu.

If there are questions or if assistance is needed, please contact Mrs. Sheryl Mellieon, Sponsored Program Compliance Accountant at 3-2740.

Congratulations on your receipt of this award.

Sincerely,

A handwritten signature in cursive script that reads "Celeste B. Wilkinson".

Celeste B. Wilkinson
Associate Comptroller for Sponsored Program Accounting,
Policy Development and Operational Compliance

CW/cd
FILE:2-227047

YEAR TWO BUDGET

OBJECT CLASS CATEGORIES	INITIAL BUDGET	PAID DIRECTLY BY ALLIANT INSURANCE
a. Personnel: 1. Program Director (\$72,929) 2. Full-time Assistant Faculty (\$54,697) 3. Administrative Assistants (\$7,898)	135,524	0
b. Fringe Benefits at 37.12% of personnel and 26.62% of staff 1. Program Director (\$27,071) 2. Full-time Assistant Faculty (\$20,303) 3. Administrative Assistants (\$2,102)	49,476	0
c. Travel: 1. RIMS Conference Student Attendance (\$20,000) 2. Other student conference/symposia attendance (\$11,000)	31,000	0
d. Operating Services: 1. Local events/activities (\$7,500) 2. Marketing materials (\$5,500) 3. High School outreach activities (\$15,000)	28,000	0
f. Professional services: 1. Program Management Services (\$100,000) 2. Risk manager on campus (\$4,000) 3. Student Recruitment Service (\$5,000) 4. On campus industry-student networking events (\$25,000) 5. Student professional development assistance (\$2,000)	36,000	100,000
h. Scholarships: 1. Student scholarships (\$190,000)	190,000	
TOTAL	470,000	100,000

Year Two Budget: \$ 570,000



SOUTHERN UNIVERSITY AND A&M COLLEGE SYSTEM

Office of Academic Affairs – SU Online

T.H. Harris Hall Annex – Room 155
Baton Rouge, LA 70813
Phone: (225) 771-2383

To: Luria Young, Ph.D. , Interim Vice Chancellor for Academic Affairs

From: Yolander A. Smith, Interim Director – SU Online

CC: John K. Pierre, Interim Executive Vice President
Dawn Harris, Director of Human Resources

RE: Request to Waive Search

Date: February 26, 2024

REC'D-ACAD AFFRS
2024 FEB 26 PM3:58

Please accept this memo as a request for your approval to waive the search for a Technology Manager in the SU Online department. The position is currently being filled by professional service contract with the intent of filling the role with a full-time employee.

The Technology Manager role for SU Online will oversee a wide variety of responsibilities as they relate to the use of technology, including the installation and utilization of software and equipment. The position reports to the Director of SU Online for the Southern University Baton Rouge Campus and works with the SU Online team.

The Technical Manager will be instrumental in the planning, scheduling, and management of IT and IT-related projects for the SU Online department, including but not limited to the transition from Moodle to Canvas.

Barbara Woods is currently working in this capacity as a Professional Service Contractor. She has been serving in this capacity since December 1, 2023 and has made significant strides in working with IT to implement the transition from Moodle to Canvas learning management system. She has communicated with the vendors and developed a project implementation plan to transition the systems, migrate courses and train faculty. I would like for her to continue this work and manage other information technology projects, including the SU Online website update and maintenance.

The goal is to have the new employee to start work full-time April 1, 2024, pending approval. Please feel free to contact me at 713-906-6222 mobile or yolander.smith@subr.edu if you have any questions or need additional information. Your approval via signature below is appreciated. Thank you for consideration.

Signatures:

Yolander A. Smith

02/26/24

Yolander Albert Smith, Interim Director - SU Online

Date

Luria Young

2/27/24

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

Date

John K. Pierre

2/29/24

John K. Pierre, Interim Executive Vice President

Date

JOB CLASS			
JOB CODE			
CAL ID			

SOUTHERN UNIVERSITY SYSTEM

Personnel Action Form

POSITION NUMBER	2	M	8	5	8	2
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RECEIVED OFFICE OF THE CHANCELLOR 04/15/24 10:23 AM

CAMPUS: SUS _____ SUBR x _____ SULAC _____ SUAREC _____ 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 N/A Reason Left _____
 Date Left _____ Salary Paid _____

Profile of Person Recommended

Length of Employment 04/01/2024 To _____
 Effective Date 04/01/2024

Name Barbara D. Woods SS# U02011867 Sex F Race* B
(Last 4 digits only)

Position Title: SU Online Technology Manager Department: Academic Affairs

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 28 Southern University Experience 0

Degree(s): Type/Discipline (BA-Education): BS-Computer Science Institution/Location (SU-Baton Rouge): SUBR Year: 1983

Current Employer: SUBR - Contractor

Personnel Action

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

Recommended Salary 85,000 Salary Budgeted 85,000

Source of Fun _____

Identify Budget: 211001220116100221000 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

*See Reverse Side

Graduate School signature (if, applicable):

Yolander & Smith 7/20/24
 Supervisor Date
Laura Young 8/28/24
 Vice Chancellor Date
Samuel King 3/4/24
 Director/Personnel Date
Allen J. Shields 2/5/24
 President Date

Yolander & Smith 7/20/24
 Dean/Unit Head Date
Kim K. Pierre 2/29/24
 Chancellor Date
Blanca McClinton
 Vice President/Finance Date
 Business Affairs/Comptroller

 Chairman/S.U. Board Date
 of Supervisors

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

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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:

Per Board approval, Barbara D. Woods will be employed as SU Online Technology Manager, effective April 1, 2024, supervised by Dr. Yolander A. Smith, Interim Director of SU Online Program.

EMPLOYEE REGULAR WORK SCHEDULE:	<u>M-F; 8A-5P</u>
EMPLOYEE DIRECT SUPERVISOR:	<u>Yolander A. Smith</u>
SUPERVISOR/DEPARTMENT CONTACT NUMBER	<u>713-906-6222</u>
NUMBER OF EMPLOYEES SUPERVISED, (if any)	<u>6</u>
HR USE ONLY: STATUS (circle one):	<u>EXEMPT</u> NON-EXEMPT

FUNDS AVAILABLE
 OFFICE OF THE COMPTROLLER
 SOUTHERN UNIVERSITY SYSTEM
 21001-2201-61002-71000

9/3/24

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.

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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 FINANCIAL AFFAIRS
29 MAR 9 PM 4:46

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

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- 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)



Barbara D. Woods

Highlights of Qualifications

Highly skilled Technology Solutions Consultant with accomplished experience in Technical Account Management, Customer Service Management, Project Management, and Database Management. A team player with the ability to leverage technical knowledge, communications, and people skills to resolve complex problems.

- Strong analytical problem-solving skills, and work ethic
- Excellent verbal and written communication skills
- ITIL Methodology and Customer Service experience
- Customer Advocate & Trusted Advisor
- Onsite & Remote Service Delivery via Email, Chat, and Phone

Professional Experience:

LMS Technical Analyst (Contractor) – Southern University A&M (*Dec. 2023 – Present*)

- Created Timeline for Moodle to Canvas Implementation and Migration
- Work with 3rd Party Vendors to ensure all software from Moodle meets requirements to install on Canvas.
- Identify which Plugins and LTIs will need to be installed on the new LMS platform
- Research, Install, and Test all plugins, and LTIs on new LMS Canvas instance
- Created policies and compliances for the Canvas platform to include permissions and roles, content data access, retention, etc.
- Incorporated mandatory Canvas training for each instructor prior to building courses
- Monitor and respond to SU Online inquires
- Created quick response templates for SU Online inquires

Technical Software Engineer – Twilio Corp. (*June 2021 – Nov. 2022*)

Supported global users and developers using Twilio's cloud-based customer engagement platform to build unique, personalized customer experiences. Delivered technical customer service from a home-based contact center operation. Utilized Zendesk and Jira for call tracking, and escalations.

- Provided technical support for email deliverability of SendGrid Email Messaging via Web API and SMTP Relay.
- API Integration and Support
- Technical Writing for Knowledge Database
- Performed data quality reviews of tickets for accuracy and efficiency.

EBR School District – [East Baton Rouge Schools](#), Baton Rouge, LA. ▪ Nov. 2015 – Oct. 2017
Substitute Teacher

Inverse Tech Corporation – Atlanta, GA. ■ Dec. 2013 – May 2015

Associate DBA / Systems Administrator

- Database Administration in the areas of Backup Recovery, and Security
- Participated in the development and implementation of Disaster Recovery Plans
- Help create, enforce, and manage Policies and Procedures

Hewlett Packard – [HP](#), Alpharetta, GA. ■ May 1995 – Oct. 2013

Technology Solutions Consultant / Technical Account Manager (Virtual Office)

- Provided technical support, and account planning/optimization to Premier clients
- Provided non-stop global solutions and customer service support in the areas system Backups, Performance and System tuning, Security, and Clustering.
- Facilitated on-boarding of new accounts to ensure SLA metrics and customer satisfaction were met.
- Served as a liaison between the company and client thereby managing escalations, to maintain a high level of customer satisfaction.
- Onsite Software Implementations for HPE SIM management software on Windows, VMS, HPUNIX, and Linux platforms.
- Managed Software Deployments to thousands of devices in large enterprises.
- After-hours Escalation Manager for the HP Global Competency Center.
- Technical Leader for new software product delivery, testing, and trainings. Provided remote and onsite software implementation solutions.
- Onsite Consulting to troubleshoot and fix problems as well as deliver informal trainings.
- Developed and delivered new product trainings via online virtual sessions to colleagues in India as well as U.S. Engineers. Coordinated the development of remote training between U.S. and European partners to reduce training expenses.

Programming and Software Skills

- Microsoft SQL Server, Python, HTML, Microsoft Office, and Microsoft Windows

Education

- Bachelor of Science Degree – Southern University A&M College, Baton Rouge, LA.

Certifications

- Currently working towards Canvas Certified Technical Admin (CCTA)
- Microsoft SQL Server

- Create content and manage the updating of SU Online website, ensuring all information is current and implementing new web content as needed.
- Serve as main point of contact for SU Online technical issues for faculty, students, and staff, referring escalated problems to SUBR IT for resolution.
- Research and recommend technology needs for SU Online to ensure student success and to remain competitive with other national and global online universities. Manage the implementation of new technologies as approved by SU Online leadership and SUBR administration.
- Attend SU Online team meetings and be an active part in marketing online programs to potential students, supporting current students in degree matriculation and executing team strategies as directed by the SU Online Director.

QUALIFICATIONS:

- Bachelor's Degree in Computer Science, Information Technology or Business.
- 5 years of Project Management experience required.
Experience in implementation of systems required.
- Knowledge of website content creation and updating preferred.
- Strong verbal and written communication skills and the ability to work with all levels of management in a university setting.
- Other skill areas:
 - System Requirement Assessment
 - Testing & Implementation of new IT Tools and Processes
 - Project Planning & Scheduling

Job Type: Full-time

Pay: \$85,000/year

Benefits:

Dental insurance

Health insurance

Vision insurance

Schedule:

Monday to Friday; Weekends as needed for technology implementation and training



"Linking Citizens of Louisiana with Opportunities for Success"

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

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

OFFICE OF THE CHANCELLOR-DEAN

March 5, 2024

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

Dear President-Chancellor Shields:

As Chancellor of the Southern University Agricultural Research and Extension Center and Dean of the College of Agricultural, Human and Environmental Sciences, I'm requesting approval of a salary adjustment for Dr. Marlin Ford, Assistant Director for Plant Research/Research Associate Professor and Urban Ag Specialist.

This position will aid the Vice Chancellor of Research in managing physical resources associated with all plant and additionally, all livestock research locations. This position will also assist extension agents and specialists with the Agriculture Urban Gardening program.

Dr. Ford has over 25 years of experience in plant research and the urban agricultural arena. He is a graduate of Southern University with a Doctorate of Philosophy in Urban Forestry and Natural Resources. Dr. Ford received Master's degrees from Grambling State University and Southern University and his Bachelor's from Louisiana State University.

I am recommending a salary of \$105,000, effective April 1, 2024, to compensate for the additional duties. His current salary is \$93,600. This position is funded by Federal Funds.

If additional information is needed, please let me know. Thank you for your consideration of this request.

Sincerely,

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

Orlando F. McMeans, PhD
Chancellor-Dean

Approval:

Dennis J. Shields Date
President-Chancellor

JOB CLASS			
JOB CODE			
CAL ID			

SOUTHERN UNIVERSITY SYSTEM

Personnel Action Form

POSITION NUMBER							
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CAMPUS: SUS SUBR SULAC SUAREC SUNO SUSLA

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

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

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

Profile of Person Recommended

Length of Employment July 1, 2023 To June 30, 2024

Effective Date April 1, 2024

Name Marlin Ford SS# U01314680 Sex M Race* AA
(*S number)

Position Title: Assistant Research Professor & Urban Agricultural Specialist Department: Research / Extension

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 PAR, if applicable.)

Years Experience 25+ Southern University Experience 15

Degree(s):	Type/Discipline (BA-Education):	Institution/Location (SU-Baton Rouge):	Year:
	<u>B.S. - Landscape Architecture</u>	<u>LSU - Baton Rouge</u>	<u>Fall 1999</u>
	<u>M.S. - Education Leadership</u>	<u>SU - Baton Rouge</u>	<u>Fall 2001</u>
	<u>M.S. - Education / UFOR / PA</u>	<u>SU - Baton Rouge / Grambling State</u>	<u>Fall 2003</u>
	<u>M.P.A. - Public Administration</u>	<u>SU - Grambling State</u>	<u>Fall 2006</u>
	<u>Ph.D. - Urban Forestry</u>	<u>SU - Baton Rouge</u>	<u>Spring 2011</u>

Current Employer Southern University Agricultural Research and Extension Center

Personnel Action

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

Recommended Salary \$105,000 Salary Budgeted \$105,000

Source of Funds 621681-65050-61002-62000/\$71,400; 622320-62100-61002-63000/\$24,150; 611001-61210-61002-66000/\$9,450

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

Change of:
Position Assistant Research Professor & Urban Agricultural Specialist From Assistant Research Professor & Urban Agricultural Specialist To
Status _____
Salary Adjustment \$93,600 \$105,000

Financial Aid signature (if, applicable):

List total funds currently paid this employee by Southern University:

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

Source of Funds	Amount
621681-65050-61002-62000	\$63,648
622320-62100-61002-63000	\$21,528
611001-61210-61002-66000	\$ 8,424

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

Supervisor Joe U. La Date 3/5/24 Dean/Unit Head Joe U. La Date 3/5/24
 Vice Chancellor Joe U. La Date 3/5/24 Chancellor Ch. L. Date _____
 Director/Personnel Sam Wilson Date 3/6/24 Vice President/Finance Johnnie McCreary Date _____
 Business Affairs/Comptroller _____
 President _____ Date _____ Chairman/S.U. Board of Supervisors _____ Date _____

BGD 3.5.2024

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 America, and who maintains cultural identification through tribal affiliation or community recognition.

COMMENTS:

EMPLOYEE REGULAR WORK SCHEDULE: 8:00 AM to 5:00 PM, Monday through Friday
EMPLOYEE DIRECT SUPERVISOR: Dr. Jose Toledo & Dr. De'Shoyn York
SUPERVISOR/DEPARTMENT CONTACT NUMBER 771 - 2143
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 picture ID, social security card, birth certificate, certificate of naturalization, resident alien card, HI-B and J-1 visas, passport, and F-1/I-94. The latter six (6) documents do not apply to U.S. Citizens.

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

CLASS OF EMPLOYMENT (VISA STATUS):

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 SYSTEM
CODE _____ **EXPIRES** _____
 Certify that the above is (are) allowable under the terms and conditions of the appropriation, budget or award agreement and in accordance with federal, state, local, and university policies.
US Allowability/Compliance Verified/Encumbered/Funds Available
RA Doc. I.D. # _____
H1 By: RJD Date: 3.5.2024
J1 Expiration Date: 6/30/2024
F1 _____
F0 _____

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

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

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

SOUTHERN UNIVERSITY - BATON ROUGE, LA 70813

SUS SUBR SULAC SUAREC SUNO SUSLA

POSITION VACANCY AUTHORIZATION

REQUEST THAT THE POSITION TITLE Assistant Director for Plant Research/Research Associate Professor & Urban Agri. Specialist AS DESCRIBED BELOW
 BE AUTHORIZED AS A VACANCY FOR Research & Extension
 (Department or Unit)

- | | | | |
|--|--|--|--|
| <input 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

(Include rank (for faculty) and approximate salary; initiator of the 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).

This is a 12-month position that reports to the Vice Chancellors for Research and Extension. This position will manage facilities and coordinate research projects at the Horticultural Farm and other locations where plant research takes place. Serve as the SU Ag Center Extension Urban Garden Specialist. The employee will conduct extension and research education workshops on hemp and other specialty crops. Write capacity-building grant proposals and other competitive proposals to enrich the agricultural technology in plant and urban forestry research. Continue leading the effort in Tera Vega Hydroponic Research Program with NAFEO. Coordinate the allocation of greenhouse resources and land space for all faculty members, with the assistance of the greenhouse manager. Additional Duties as assigned.

Salary/Range: \$105,000 Previous Incumbent (if replacement): _____

Approved _____ Disapproved _____
 Department Head Joe U. La Yes 3/5/24
 Date
 Approved _____ Disapproved _____
 Dean/Director/Supervisor of Budget Unit Joe U. La Yes 3/5/24
 Date

FINANCE/BUDGET OFFICE ONLY	
Funds Available	
<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
<u>B. Gambel-Lyons</u>	<u>3.5.2024</u>
Signature	Date
Budget Number	621681-65050-61002-62000 - \$71,400
	622320-62100-61002-63000 - \$24,150
	611001-61210-61002-66000 - \$9,450

HUMAN RESOURCES OFFICE ONLY			
Existing/Approved Position			
<input checked="" type="checkbox"/> Yes		<input type="checkbox"/> No	
Employee Class:	<u>MU</u>	Job Class:	<u>61290</u>
Verified By:		Date:	
<u>Michael Williams</u>		<u>03/06/24</u>	

Approved _____ Disapproved _____
 Vice Chancellor Joe U. La Yes 3/5/24
 Date
 Approved _____ Disapproved _____
 Chancellor/Vice President [Signature] 3/1/2024
 Date
 Approved _____ Disapproved _____
 President _____ Date _____

An Equal Opportunity Employer

B. Gambel-Lyons
3.5.2024

Assistant Director Plant Research / Research Assistant Professor & Extension Specialist Urban Agricultural

Effective March 1, 2023, Dr. Ford will have joint appointment duties between research and extension missions (75% Research / 25% Extension). He will continue performing his extension duties as assigned. In the area of research, he will assist the Vice Chancellor for Research, as the Assistant Research Director for Plant Research, to manage facilities and coordinate research projects at the Horticultural Farm and other locations where plant research takes place and is led by the Southern University Agricultural Research and Extension Center (SUAREC).

Research Duties (75%)

- Continue developing hydroponic research for hemp and specialty crops and provide leadership in applied hydroponic research prototypes for our varied stakeholders.
- Assist the hemp research group with hydroponic techniques and keep current on hemp and hydroponic research technology.
- Evidence of scholarly works (publications, presentations, grant writing, and grants funded)
- Write capacity-building grant proposals and other competitive proposals to enrich the agricultural technology in plant and urban forestry research (e.g. precision agriculture and technology).
- Assist with the data collection and plant propagation of hemp and other specialty crops
- Participate in peer-reviewed research publications.
- Additional duties assigned.

Additional Duties as Assistant Director for Plant Research:

- Manage all physical resources (facilities and equipment) associated with the Horticultural Farm and other locations, on and off-campus, where research, led by SUAREC, takes place.
- Manage service and maintenance of the horticultural and other plant research farm equipment.
- Coordinate the allocation of greenhouse resources and land space for all faculty members, with the assistance of the greenhouse manager.
- Continue leading the effort in Tera Vega Hydroponic Research Program with NAFEO
- Develop and implement an electronic surveillance system for the horticultural farm, especially for the hemp research program.
- Perform other tasks as assigned

Extension (25%)

- Serve as the SU Ag Center Extension Urban Garden Specialist.
- Serve as the extension point person on hemp cultivation.
- Assist extension agents and specialists with the Agriculture Urban Gardening program.
- Conduct extension and research education workshops on hemp and other specialty crops.
- Assist with the on-farm research data collection on the SU/Jamie Davis Partnership Initiative.
- Establish a hemp and specialty crop research and extension library.
- Assist in the establishment of the Demonstration Farm/Garden.

Marlin L. Ford, Ph.D.

QUALIFICATIONS PROFILE

Skilled agricultural professional with 25+ years of professional experience in administrative outreach and engagement with a stout background in managing budgets, recruiting staff and establishing policies. Strong proven expertise of scientific research, organizational and communication skills, as well as the implementation of innovative programing with proven success in enhancing collaborative partnerships, leadership, staff management, operational excellence and organizational development.

EDUCATION

Doctorate of Philosophy, Urban Forestry and Natural Resources Southern University and A & M College, Baton Rouge, LA	Spring 2011
Master of Public Administration Grambling State University, Grambling, LA	Fall 2006
Master of Science, Urban Forestry Southern University and A & M College, Baton Rouge, LA	Fall 2003
Master of Education, Educational Leadership, Administration/Supervision Southern University and A & M College, Baton Rouge, LA	Fall 2001
Bachelor of Arts and Sciences, Landscape Architecture General Studies/Minor Degree (s) <i>(Landscape Architecture, Speech, Geography, Art Design and Digital Photo Graphics)</i> Louisiana State University, Baton Rouge, LA,	Fall 1999

PROFESSIONAL PROGRAMS, BOARDS, COMMITTEES AND SERVICES

Grant Reviewer for the Louisiana Department of Agriculture Specialty Crops
August, 2014- present

Completion of LEAD 21 Class 17
June, 2021- February, 2022

- **LEAD21 is intended** to meet the future needs for leadership development of faculty, specialists, program and team leaders, research station and center directors, district and regional directors, department heads and chairs, and others in land grant universities' colleges of agricultural, environmental, and human sciences and USDA/NIFA.

Institutional Animal Care and Use Committee for Southern University and A&M College
Committee Member
March, 2022 – Present

1890 NUEL (National Urban Extension Leadership)
Urban Coordinator
January, 2020- Present

Sankofa CDC

Board Member

July, 2021– Present

Sankofa CDC is a community and economic development programs address systemic problems that cause social and health disparities by building infrastructure that works with nature.

Grambling State University Grambling, LA Land & Natural Resources Development

Committee Member

January, 2006 – July, 2009

Emergency Response Team for campus wide Disaster Education at Grambling State University

Committee Member

January, 2004 – September, 2009

100 Black Men of Metro Baton Rouge

Committee Member

July, 2010 – September, 2016

M. W. Prince Hall Grand Lodge. Free and Accepted Masons For the state of Louisiana and Jurisdiction

Committee Member

June, 2010 – Present

Pathways to Learning Community Outreach and Tutorial Program Board Member

Committee Member

March, 2009 – December, 2011

The Kiwanis Club of South Baton Rouge

Committee Member

May, 2009 – June, 2019

CERTIFICATIONS AND LICENSES

- Clean Water Certificate Trainer
- Louisiana Department of Ag & Forestry Private Pesticide Applicator License
- 2008 Introduction to Arc GIS I & II Certification
- 2006 AWWA Water and Wastewater Certification (Distribution and Production Level 1)
- 2004 Wildland Fire Management and Suppression (S - 110, S - 130, S - 190)
- 2003 GPS Remote Sensing Training
- 2003 Arbor Master Training (Certificates of Completion for Tree Climbing, Chainsaw, and Felling Techniques)

PROFESSIONAL EXPERIENCE

Southern University and A&M College System Agricultural Research & Extension Center (Baton Rouge, LA)

Assistant Director for Plant Research/Assistant Research Professor and Urban Agricultural Specialist

October, 2017– Present

- Work with campus and regional-based staff and to utilize state-wide programs and resources to develop an innovative, needs-driven educational program, such as the "Sustainable Urban Agriculture

Certification” program, production and food safety workshops, hydroponic, aeroponic and aquaponic learning labs.

- Supervision of (15) regional-based and campus staff to develop innovative state-wide programs for socially-disadvantaged farm production and food safety workshops, and ANR program initiatives.
- Member of SU AG Cooperative Extension Leadership Team and SU Hemp Research Group.
- Instructor in Agricultural Sciences (Forage Crops and Pasture Management and Seminar in AG Issues- AGSC 472B 01).
- Supervise the horticulture assistant and develop outreach programs that utilize the Southern University Horticultural Greenhouse, Sustainable Agriculture and Rural Development Institute, Southern University Experimental Station, and Southern University and A&M College campus.
- Mentor for Southern University Chapter of Minorities in Agriculture Natural Resources and Related Sciences (MANRRS), Beginning Agriculture Youth Opportunities Unlimited (BAYOU) and JAGS in AG programs as mentor to incoming college freshman and high school juniors and seniors on agricultural base studies.
- Collaborate with local green space organization such as Baton Rouge Green, Shreveport Green, Volunteers In Public Schools (VIPS) and Clegg’s Nursery Inc. to raise awareness and funding for native plant species production.

Delgado Community College River City & Advanced Manufacturing (Westwego, LA)
Adjunct Professor (Environmental Horticulture Training and Clean Water Certification)
July 2023– present

- Provide instruction for the stormwater and green infrastructure industry access to an “on the job ready” workforce,
- Expand the skilled stormwater and green infrastructure industry workforce to help meet the demand for stormwater installation and maintenance, and
- Increased opportunity for individuals in low-income communities, under or unemployed individuals to secure a living wage job leading to financial stability.

The program is modeled to effectively integrate with existing workforce development programs that provide life skills and support services to program participants, creating a pathway for local businesses to hire these individuals into living wage careers following successful completion of the CWC training program.

Southern University Agricultural Research and Extension Center (Baton Rouge, LA)
Research Associate
January 2012– September 2017

- Conducted applied research and promote productive professional development in order to disseminate information to diversified citizens of Louisiana.
- Guest lecturer for Field Crops class and Soil Science Class (Southern University and A&M College, Baton Rouge, LA)
- Collaborated with entities such as the United States Department of Agriculture, Louisiana State University Agricultural Center, 1862, 1890, and 1994 institutions, private industries, Louisiana Farm Bureau and various commodity groups to conduct research and disseminate information in such areas as: agriculture education, environmental restoration, invasive species, and effects of fertilization on colonization of plant species (native/non-native) and plant diversity.
- Designed training programs with students, faculty, and staff as well as recruitment and retention programs for students.
- Served on committees which focus on community outreach, educational opportunities, and cross- cultural interaction.
- Demonstrated administrative leadership skills in diversity and inclusion.
- Attended several conferences and seminars with topics concerning (Native Plants, Climate Change, Biofuel, and etc.).

- Proved proper management practices of seedling germination as a perennial plant to local farmers as a successful commercial crop.
- Launched native grass experimental plots at several community-based areas in north and south Louisiana.
- Formed community-based educational hubs with the mission of establishing and management of native plant species across the greater Louisiana area.

City of Atlanta (Atlanta, GA)

Consultant Urban Tree Management & Environmental Design (Short Term Assignment)

June 2010 – September 2012

- Conducted field inspections, reviewing and developing native and non-native vegetative designs.
- Directed collaborative research on sustainable horticultural practices and wildlife habitat relocation.

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

Graduate Teaching and Research Assistant, Urban Forestry Program

January 2007 – May 2011

- Served as student instructor in Intro to Urban Forestry classroom setting; attended conferences, symposiums, and workshops.
- Conducted and designed community research projects, assisted with student recruitment, and supervised student workers.
- Assisted with produce management programs for local farms and created farm designs to enhance farm harvesting.

Grambling State University (Grambling, LA)

Adjunct Professor

June 2004 – January 2006

- Instructor in Family & Consumer Science classroom setting and online courses.

Grambling State University (Grambling, LA)

Horticultural Manager/Director of Landscapes and Grounds,

January 2003 – July 2009

- Responsible for the technical, maintenance and overall landscape of the turf grass program (natural and artificial) management for the Athletics Department.
- Conducted seminars and training in waste water management, water treatment, agronomy and environmental turf grass management practices including pest/disease/weed management.
- Assigned, monitored and evaluated, through subordinate supervisors, the work of employees and residents involved in a vocational or occupational training program; oversaw the work of contractors; trained employees and residents in proper horticultural procedures and techniques.
- Conducted food safety training seminars using scientific method/discipline describing handling, preparation, and storage of food in ways that prevent foodborne illness.
- Worked primarily outdoors with moderate exposure to uncomfortable and dangerous situations such as working in adverse weather conditions and around large agricultural related machinery
- Collected insect and disease samples suspected to be plant pests for identification by subject experts
- Used and maintained survey equipment, including electronic field data equipment such as Personal Digital Assistants (PDAs), GPS, computer tablets, cellular phones, and digital cameras
- Assisted co-workers with surveys for alternate host plants and to acquire new sites for trap placement as part of the national exotic insect monitoring program(s)

- Contacted stakeholders, (i.e., landowners, tenants, managers, etc) to obtain permission to conduct surveys on private property

United States Department of Agriculture Forest Service, Region 8

Forestry Technician (Short Term Assignment),

June 2003 – December 2003

- Conducted Tree Inventory for the campus of Grambling State University.
- Assisted in Geographical Information Systems (GIS) laboratory and making geological maps.
- Supervised campus students and employees on various city improvement projects and forestry certified trainings.
- Supervised Community Outreach Programs for the city of Baton Rouge and surrounding parishes.

Southern University Agricultural Research and Extension Center (Baton Rouge, LA)

Graduate Research Assistant

January 2002 – December 2003

- Set up Plant Pathology lab and conducted experimental treatments for various plant diseases.
- Supervised community green space projects for local schools.
- Participated and organized Earth Day activities at the State Capital.
- Worked and volunteered at local fruit and vegetable packinghouses and grow houses
- Implemented training course for students in landscaping, waste water management and tree care.
- Developed and implemented the policies and funding for department.

Second Chance Academy College Preparatory School (Baton Rouge, LA)

Director of Community Outreach/Special Projects

August 1993 – December 2003

- Developed and created mission statement and purpose of the organization.
- Developed and implemented the policies and grant research.
- Partnered with corporations, foundations, and federal organizations.
- Supervised and developed fundraising efforts, community outreach programs, and volunteer services.
- Supervised and assisted educational leadership, management, forestry, and landscape projects.
- Coached basketball, baseball, tennis, track and field, and volleyball.
- Served as an instructor in History, Science, Plant Sciences (Botany), and Landscape Design.

Louisiana State University, (Baton Rouge, LA)

Student Research Worker

January 1996 – December 1999

- Assisted in the classroom, computer labs, geology and geography map labs, and community outreach programs.
- Supervised other undergraduate students in produce management and landscape design projects.
- Assisted with produce production, harvesting, produce safety and produce management.

PUBLICATIONS AND PRESENTATIONS

- 2nd Annual Emergency Preparedness, Response, and Recovery Virtual Series. Moderator and Presenter
- Overview of Louisiana Industrial Hemp Production. Poster/Abstract 2022 ARD Conference
- Changing the S.C.A.L.E. (Sustainable.Community.Agricultural.Learning.Environments) of Urban Food Production. Abstract 2022 AEA Conference
- Educating Our Future Farmers Through The Sustainable Urban Agriculture Certification Program. Abstract 2022 AEA Conference
- Overview of Louisiana Industrial Hemp Production, L.A. Hodges, B. Phillips, M. Ford. Abstract 2022 AEA Conference
- Developing a Nutrition Oasis in a Food Desert. Article 2019/2020 SNAP Shots Magazine
- Urban Agricultural Technologies. Oral Presentation 2017 at Community & School Based Garden Workshop at Southwest Center for Rural Initiatives, Opelousas, LA
- The Utilization of vertical Farming Techniques to Enhance Community Based Agriculture for Urban and Peri-Urban Environments. Oral Presentation 2017 ARD Research Symposium, Atlanta, GA
- Sustainable Integrated Management of Urban Greenspace in Southern Louisiana Topography. Oral Presentation 2017 34th Annual Georgia Farmers Conference. Albany, GA
- The Utilization of Integrated Farming Techniques to Enrich Youth Agriculture and Community Development in Urban and Peri-Urban Environments. Poster Presentation 2017 SSAWG, Lexington, KY
- Sustainable Management of an Urban Greenspace on the Campus of Southern University. Abstract 2016 ARD Research Symposium, Atlanta, GA
- The Utilization of Vertical Farming Techniques to Enhance Community Based Agriculture for Urban and Peri-Urban Environments. Abstract 2016 ARD Research Symposium, Atlanta, GA
- Sustainable Management of an Urban Forested Nature Trail in the City of Grambling. Oral Presentation 2011 ARD Research Symposium, Atlanta, GA
- Climate Change and Urban Forest ecosystem: A Case Study in Beijing, China. Presented at 2011 National Association of African American Studies Conference, Baton Rouge, LA
- A Comprehensive Urban Forestry Natural Resource Management Plan of a Historically Black College and University Campus. Presented at 2010 Plant Biosecurity Symposium, Baton Rouge, LA
- A Comprehensive Urban Forestry Natural Resource Management Plan of a Historically Black College and University Campus A Study of Grambling State University. 2009 Plant Biosecurity Symposium Baton Rouge, LA
- Marlin, F. 2005. GreenSpace Management Plan for the City of Baton Rouge Minority Council Districts 2, 5, 7, and 10. Presented at the Society of American Foresters Conference Buffalo, NY
- Marlin, F. 2004. A Comprehensive Tree Inventory Analysis of an Historically Black College and University Campus: A Study of Grambling State University. Grambling University Press.
- Marlin, F. 2003. Epidemiology and Management of Dutch Elm Disease A capstone research project technical report, Southern University, Baton Rouge, LA 2003.
- Urban Forestry and Green Space Issues in Minority and Underserved Communities. Oral Presentation 2003 National Urban and Community Forestry Education and Outreach Conference Southern University, Baton Rouge, LA

Community Service:

- MLK Fest, 2019
- Baton Roots Farm, 2019
- Living Faith Christian Center Summer Youth Enrichment Program Mentor, 2013-2019
- Ryan Elementary Accelerated Reader Awards Night Speaker, 2015-2019
- Big Buddy Day with the Mentor Program, 2011-2019
- What About Me? The Forgotten Children High School to Higher Ed Program, 2000-2019

University Service:

- Southern University Ag Center Louisiana Small Farm Conference, Facilitator, 2017-2019
- Southern University National Ag Day, Mentor and Facilitator 2014-2019
- Southern University Chapter of Minorities in Agriculture Natural Resources and Related 14 Sciences (MANRRS), Faculty Advisor, 2013-present
- Southern University College of Sciences and Agriculture Beginning Agricultural Youth Opportunities Unlimited (BAYOU) program, Mentor and Facilitator, 2013-present



"Linking Citizens of Louisiana with Opportunities for Success"

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

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

OFFICE OF THE CHANCELLOR-DEAN

March 5, 2024

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

**Re: Request for SU Board Approval to Waive the Search for a Comptroller
for the Southern University Agricultural Research and Extension Center (SUAREC).**

Dear President-Chancellor Shields:

This correspondence is to request approval to waive the search for a Comptroller for the Southern University Agricultural Research and Extension Center (SUAREC). This position has been vacant since December 31, 2023, due to the retirement of our previous Comptroller. The fulfillment of this position is needed for greater efficiencies and operations of the Finance Department. Tamika Porter has been identified as the preferred candidate to fill this position.

Mrs. Porter has been employed with the Southern University System since 2005 and is currently serving as the Assistant Comptroller. Mrs. Porter's background is in accounting, and she recently earned a master's in public administration. Mrs. Porter is task-driven and detail-oriented. She has made a positive contribution to the Finance office.

Therefore, I am recommending the appointment of Mrs. Tamika Porter as the Comptroller at an annual salary of \$91,000, effective March 1, 2024. The funding source for this position is State Funds.

If you have any questions or need additional information, please do not hesitate to contact me. Thank you in advance for your consideration.

Sincerely,

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

Orlando F. McMeans, PhD
Chancellor-Dean

Approval:

Dennis J. Shields Date
President-Chancellor

JOB CLASS				
JOB CODE				
CAL ID				

SOUTHERN UNIVERSITY SYSTEM

Personnel Action Form

POSITION NUMBER	6	M	9	7	7	5
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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 Ms. Belinda Mack Reason Left Retirement
 Date Left December 31, 2023 Salary Paid \$100,628

Profile of Person Recommended

Length of Employment July 1, 2023 To June 30, 2024
 Effective Date March 1, 2024

Name Ms. Tamika Porter SS# U01449857 Sex Female Race* AA
("S" number)

Position Title: Comptroller Department: Finance

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 PAE, if applicable.)

Years Experience <u>22+ Years</u>	Southern University Experience <u>19 Years</u>	
Degree(s):	Institution/Location (SU-Baton Rouge):	Year:
<u>AD-Accounting & Office Sys. Mgmt.</u>	<u>Louisiana Technical College-Baton Rouge</u>	<u>1998</u>
<u>BS-Accounting</u>	<u>University of Phoenix - Phoenix, Arizona</u>	<u>2005</u>
<u>Exec. Masters of Public Admin.</u>	<u>Southern University - Baton Rouge</u>	<u>2002</u>

Current Employer Southern University Agricultural, Research and Extension Center

Personnel Action

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

Recommended Salary \$78,000 Salary Budgeted \$91,000

Source of Funds State Funds

Identify Budget: 611001 66150 66000 Location _____
 Form Code: _____ Page _____ Item # _____

Change of: From To
 Position Assistant Comptroller Comptroller
 Status Full-time Full-Time
 Salary \$78,000 \$91,000
 Adjustment _____

Financial Aid signature (if, applicable):

List total funds currently paid to this employee by Southern University:

*See Reverse Side

Comments: (Use back of form)

Source of Funds	Amount
611001-66150-66000	\$78,000

*See Reverse Side

Graduate School signature (if, applicable):

<u>Bonnetta Gamble-Gillard</u> 3.1.2024 Supervisor Date	_____ Dean/Unit Head Date
<u>Bonnetta Gamble-Gillard</u> 3.1.2024 Vice Chancellor Date	<u>[Signature]</u> Chancellor Date
<u>[Signature]</u> 3/6/2024 Director/Personnel Date	<u>[Signature]</u> Vice President/Finance Date
_____ President 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.

B9D
3/1/2024

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 Phillipine 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:

EMPLOYEE REGULAR WORK SCHEDULE: Monday – Friday 8:00 am – 5 pm

EMPLOYEE DIRECT SUPERVISOR: Ms. Brunetta Dillard

SUPERVISOR/DEPARTMENT CONTACT NUMBER (225) 771-5707

NUMBER OF EMPLOYEES SUPERVISED, (if any) 7

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

GUIDELINES: All employees, students, and graduate assistants being employed through the use of this form are to report to and be cleared by 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, a 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”)

CODE **EXPIRES**
SOUTHERN UNIVERSITY SYSTEM
 I certify that the above purchase(s) is (are) allowable under the terms and conditions of the appropriation, budget or award agreement and in accordance with federal, state, local, and university policies.
 All Ability/Compliance Verified/Encumbered/Funds Available
 DBI I.D.#: 890 Date: 3/1/2024
 Expiration Date: 6/30/2024

Do Not Write Below This Area
For Human Resources 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/Fact/Uncl Positions (Civil Service Application for classified employees)
- Authority to Release (signed by the 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 - BATON ROUGE, LA 70813

SUS SUBR SULAC SUAREC SUNO SUSLA

POSITION VACANCY AUTHORIZATION

REQUEST THAT THE POSITION TITLE Comptroller AS DESCRIBED BELOW
 BE AUTHORIZED AS A VACANCY FOR Southern Agricultural Research and Extension Center
 (Department or Unit)

- | | | | |
|--|--|--|--|
| <input type="checkbox"/> Replacement | <input type="checkbox"/> New Position | <input checked="" 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 the same as the 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 the 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).

This is a 12-month position that reports to the Vice-Chancellor of Finance and Administration. The Comptroller is responsible for the overall smooth running of the Finance Office from a financial perspective. This means making sure all strategies and controls are in place to keep the business in good fiscal health, as well as ensuring each employee involved in accounting performs to those standards. The Comptroller is also responsible for conducting internal control audits to be sure the business is following legal and ethical business practices.

Salary/Range: _____ Previous Incumbent (if replacement): _____

Approved _____ Disapproved _____ Brunetta Gambie-Dillard 3.1.2024
 Department Head Date

Approved _____ Disapproved _____ Brunetta Gambie-Dillard 3.1.2024
 Dean/Director/Supervisor of Budget Unit Date

FINANCE/BUDGET OFFICE ONLY	
Funds Available	
<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
<u>Brunetta Gambie-Dillard</u>	<u>3.1.2024</u>
Signature	Date
Budget Number	611001 66150 66000

HUMAN RESOURCES OFFICE ONLY	
Existing/Approved Position	
<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
Employee Class: <u>MU</u>	Job Class: <u>62350</u>
<u>Michale William</u>	<u>03/06/24</u>
Verified By:	Date:

Approved _____ Disapproved _____ Brunetta Gambie-Dillard 3.1.2024
 Vice Chancellor Date

Approved _____ Disapproved _____ AL 2/29/2024
 Chancellor/Vice President Date

_____ Approved _____ Disapproved _____ _____
 President Date

An Equal Opportunity Employer

**Job Description for Comptroller for
Southern University Agricultural Research and Extension Center**

Overall Description

This is a 12-month position that reports to the Vice-Chancellor of Finance and Administration, the Comptroller is responsible for the overall smooth running of the Finance Office from a financial perspective. This means making sure are strategies and controls in place to keep the business in good fiscal health, as well as making sure each employee involved in accounting performs to those standards. The Comptroller is also responsible for conducting internal control audits to be sure the business follows and is in compliance with legal and ethical business practices.

Other responsibilities include:

- Managing the Ag center's financial transactions.
- Developing plans for the Ag Center's financial growth.
- Preparing the Ag center's financial reports.
- Taking part in the budgeting process and overseeing yearly audits.
- Managing the Ag center's accounting employees.
- Providing financial training to employees when needed.
- Evaluating and managing financial risk.
- Preparing Financial statements.

Qualifications

- Exceptional numerical ability.
- Strong organizational skills.
- Experience with spreadsheet and financial analysis software.
- Good communication skills.
- Attention to detail coupled with patience and tenacity.
- Knowledge of regulatory and other financial standards and requirements.
- Understanding of taxation, payroll and other fiscal aspects of a business.
- Experience conducting audits.

Required Qualifications

- Bachelor's degree in accounting, business or finance.
- Masters Preferred.
- 5+ years related work experience.
- Proficient with Microsoft Office Word, Excel, and Outlook.
- Outstanding knowledge and understanding of applicable laws and regulations.
- Excellent verbal and written communication skills.
- Ability to work as part of a team.
- Ability to provide financial projections.

TAMIKA PORTER

Baton Rouge, Louisiana • [REDACTED]

QUALIFICATIONS PROFILE

- **Accounting:** Proficiency in budget management & control, auditing, research & internal control processes, grants management. Ability to analyze & interpret financial data and prepare financial reports, statements and/or projections.
- **Program Management:** Experienced in policy and program development, contract, and organizational management, monitoring and evaluation. Plans and implements projects in line with project requirements and budget constraints.
- **Human Resources Administration:** Experience in Human Resource practices including full cycle recruitment, employee relations, performance and change management, compliance, and policy development.
- **Leadership:** Influential leader with the ability to train and engage individuals and groups on specific policies and procedures, to increase awareness and achieve ambitious results. Excellent team-building skills. Interpersonal skills to interact with a wide range of constituencies.
- **Communications:** Exceptional verbal, written and interpersonal communication talents to concisely convey information using audience-specific terminology. Communicates effectively with all levels of personnel.
- **Key Strengths:** Process-oriented strategist, planning and implementing accounting controls. Technically competent and detailed-oriented with exceptional numerical, analytical, organizational, and problem- solving skills. Proven ability to manage complex plans and multiple projects. Ability to organize and competently manage resources. Flourishes in challenging, fast-paced environments.

EDUCATION

EXECUTIVE MASTER OF PUBLIC ADMINISTRATION
SOUTHERN UNIVERSITY AND A&M COLLEGE
BATON ROUGE, LOUISIANA
(DEC 2022)

BACHELOR OF SCIENCE IN ACCOUNTING
UNIVERSITY OF PHOENIX
PHOENIX, ARIZONA
(2005)

ASSOCIATE DEGREE IN ACCOUNTING
ASSOCIATE DEGREE OFFICE SYSTEMS MANAGEMENT
LOUISIANA TECHNICAL COLLEGE
BATON ROUGE, LOUISIANA
(1998)

PROFESSIONAL EXPERIENCE

SOUTHERN UNIVERSITY AG CENTER- Baton Rouge, Louisiana

November 2022 - Present

Associate Comptroller

- Assists with planning all aspects of SUAg external reporting and analysis process including the establishment of related internal controls and highly technical and complex accounting/reporting research.
- Review general accounting operations, including grant accounting for restricted and unrestricted funds, account reconciliation, monthly/annual fiscal closings, and financial reports preparation.
- Prepare required financial statements and fiscal reports which include the compilation and analysis of data required for specialized federal, state, and private monthly, quarterly, and annual reports. Also, that are necessary for an institution of higher education and required by internal and external constituents.
- Work with Comptroller to create, analyze and maintain internal controls, policies, and procedures.
- Monitor and review approved budgets, revenues, and expenditures. Identify solutions to discrepancies in financial records.
- Provide financial training and staff development activities to employees. Oversee staff monthly invoicing and reporting activities, ensure accuracy, expenditures and revenue are properly recorded, etc. prior to V/C approval.

TAMIKA PORTER

Baton Rouge, Louisiana • [REDACTED]

November 2016-October 2022

Program Manager/Fiscal Coordinator

- Assist the Vice Chancellor for Extension & Outreach by providing fiscal coordination and budgetary support for grants & contracts, annual budgets, and awareness of fiscal and personnel issues, grant coordination & oversight
- Collaborates with the Project Directors, PI's, Extension Specialists to develop contracts, budgets. Analyzes financial data (revenue, expenditures, payroll) to ensure operations are maintained within the budget. Reviews budget requests, first line screening and review of all budgets, grants, etc. prior to approval of Vice Chancellor
- Reviews expenditures, payables and fiscal transactions for proper recording and compliance with funders, in accordance with applicable federal and state standards.
- Acts as the liaison between funding agencies, Fiscal, Payroll, Procurement, and Human Resources Departments for all Cooperative Extension program-related matters.
- Serves as the point of contact for staff regarding travel, procurement, reimbursements, and other related matters.
- Management of Nutrition Programs operations, budget, and fiscal transactions, audits & program compliance

Key Achievements

- Implementation of Employee On-boarding & New-Hire Orientation Program
- Development and implementation of training series for Program Leaders & Specialists to improve efficiency
- Developing new procedures to support the strategic direction of program organization

May 2018-August 2021

Project Manager- SUAg Enhancing Capacity Certification Programs

- Provides project management and leadership oversight of four programs in the Cooperative Extension Department, including the Food & Farm Food Safety, Master Small Ruminant, Small Business Development, and Sustainable Urban Agriculture training and certification programs.
- Develops full-scale project plans. Directs, coordinates, and executes of all program goals and deliverables. Leads project implementation and facilitates the project scope, goals, and deliverables of all projects.
- Ensures project quality by monitoring progress, conducting team-building exercises, SWOT analyses, and establishing performance measures.
- Manages the project budget, conducts need assessments, and resource allocation. Approves financial acquisitions and purchases. Collaborates with the Finance, HR, and Comptroller departments for all matters pertaining to the project's budget, transactions, vendor payments and billing invoices.
- Provides direction and support to the project team which consists of Project Assistant, Project Coordinator, I.T. Assistant, and 14 program trainers including college professors, extension specialists, and community experts.
- Delegates tasks to employees best positioned to perform and complete them. Leads the team through project changes by effectively communicating and facilitating training, as necessary.
- Manages project changes and interventions to achieve successful outputs.
- Develops, monitors, and maintains program schedules and activity to ensure project goals remain on track.
- Prepares and presents reports defining progress, problems, and solutions.
- Serves as the point of contact for stakeholders, project funders, and executive management of the SUAg Center for all matters relating to project-reporting to the Vice Chancellor.

Key Achievements:

- Established new and advanced existing program operations, that was in existence for over two years prior, by establishing community outreach activities that increased engagement and program participation by more than 50%.
- Mobilized staff productivity by 90%, through inclusion and collaboration of cross-programming initiatives, defining duties, identifying areas of improvement and strategic planning.
- Provided oversight of the budget and resources to improve operational efficiencies, which enhanced the technical skills training.
- Successfully developed instructor led training to Virtual-Online Educational Training programs amidst pandemic

TAMIKA PORTER

Baton Rouge, Louisiana • [REDACTED]

SOUTHERN UNIVERSITY SYSTEM- Baton Rouge, Louisiana

Accountant II/Human Resources

November 2011- November 2016

Accountant I- SUBR Human Resources

November 2007- November 2011

- Responsible for reconciliation of health and supplemental insurance accounts \$15 million annual budget. Maintained, compiled, and collated all fiscal and budgetary data relevant to health and supplemental insurance accounts, accounting records; develops budgets and special financial reports
- Performed in-house audits and reconciliation of financial records. Collaborated with Comptroller for rectification and year-end closing of account ledgers. Managed the administration of all benefit plan enrollments, reviewed, and provided guidance for all inquiries, and ensured the timely and accurate processing of data.
- Assisted the Vice President with policy and procedural manuals. Reviewed and assessed these documents for efficiency of internal/external policies and processes and recommend appropriate changes.
- As a Member of the Human Resources Management Team, collaborated across campuses to conduct training, establish department procedures, and coordinate and implement new ideas.
- Evaluated and recommended updates to Plan Documents and Summary Plan Descriptions, benefit summaries, new hire orientation, open enrollment materials, and marketing material.

Key Achievements:

- Development and implementation of Human Resources benefits, policies, and employee manual.
- Directed and led staff in several departmental units for special projects.
- Coordination of Annual Health and Benefits Fair. Building corporate sponsorship. Program remarked highly successful by employees and Executive Administrators.

Grant Accountant- SUBR Sponsored Programs

February 2007- October 2007

- Prepared all applicable fiscal reports for sponsored programs and ensured their timely submissions.
- Prepared invoices and collected funds for the support of restricted fund expenditures.
- Reconciled monthly general ledger account. Performed pre and post award functions for federal grants and awards.
- Consulted with all stakeholders, including program managers, vendors, and federal administrators regarding sponsored programs and other restricted accounts related fiscal grant administration. Interpreted federal grant requirements and granting agency guidelines.

Key Achievements:

- Recognized for rapid turnaround of large volume of grants invoiced and receivables, which contributed to an accelerated month-end closing process.

Accountant I- SUBR Human Resources

January 2005- January 2007

- Responsible for reconciliation of health and supplemental insurance accounts.
- Analyzes, reconciles, balances, and maintains accounting records; develops budgets and special financial reports
- Training other staff regarding billing, eligibility, and administrative matters
- Establish and overseeing bookkeeping, disbursement of funds
- Posting details, logs check receipts
- Determine reimbursement and collections, monthly payments on accounts & write-offs

Key Achievements:

- Completed audit and collection of 60% of account receivables
- Resolved long-standing issues of outstanding errors
- Implemented processes that increased efficiencies
- Discovered errors of financial data that reduced University liabilities of 300k

TAMIKA PORTER

Baton Rouge, Louisiana • [REDACTED]

Executive Services Assistant- LA Workforce Commission

(2002-2005)

- Manage professional and personal scheduling for Executive Officer, including agendas, mail, email, calls, travel arrangements, client management, and other agency logistics.
- Supervise and oversee the performance of Secretary II, Field Office Clerks, and 2 Collegiate Student workers.
- Coordinate complex scheduling and extensive calendar management, as well as management of content and flow of information to senior executives.
- Maintain professionalism and strict confidentiality with all materials, and exercise discretion when interfacing with the business.
- Work with the cabinet of 15 members of Executive Team & Field Supervisors to coordinate the Executive Officer outreach activities, organize team communications and plan events, both internally and offsite throughout State of Louisiana
- Acting as the point of contact and liaison among executives, employees, clients and other external partners

Other Employment

Legal Secretary II (2001-2002)

Assistant Attorney General's Office

LA Workforce Commission

Accounting Technician (1999-2001)

Second Injury Fund Accounting

LA Workforce Commission



Dr. Aubra J. Gantt
CHANCELLOR

OFFICE OF THE CHANCELLOR
SOUTHERN UNIVERSITY AT SHREVEPORT

AGANTT@SUSLA.EDU
OFFICE: (318) 670-9312
FAX: (318) 670-6374

March 6, 2024

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

RE: Appointment of Kenneth Lee as Chief of Police – Southern University at Shreveport (SUSLA)

Dear President Shields,


This communication comes seeking your support relative to the appointment of Mr. Kenneth Lee as the Chief of Police for Southern University at Shreveport.

Mr. Lee currently serves as the Captain; Commander of Tarrant County College District Special Operations Unit- District Special Response Team (SRT-SWAT). Mr. Lee has more than 40 progressive years of experience as a law enforcement professional, which includes 16 years of experience in higher education. He's served in various roles, including but not limited to, criminal investigator, police academy director and sergeant of field operations (field training program). He holds several certifications which include, Master Peace Officer, Emergency Management and Critical Incident Response and FBI Command Institute for Law Enforcement Executives. Southern University at Shreveport has multiple campus sites throughout the city. Also, the main campus requires 24-hour monitoring due to student housing. Mr. Lee's extensive background makes him an asset to Southern University at Shreveport. Hiring Mr. Lee Will improve our ability to provide a safe working and educational environment for faculty, staff, students and the community at large.

I believe that Mr. Kenneth Lee is ideally suited to serve as the Chief of Police for Southern University at Shreveport. The effective date of this appointment is April 01, 2024, with an annual salary of \$85,000.

Should you have questions or concerns, please advise.

Respectfully Submitted,


Dr. Aubra Gantt
Chancellor

APPROVED: _____
Dennis J. Shields Date
President-Chancellor

JOB CLASS				
JOB CODE				
CAL ID				

SOUTHERN UNIVERSITY SYSTEM

Personnel Action Form

POSITION NUMBER	5	M	9	3	0	5
-----------------	---	---	---	---	---	---

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

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

_____ Academic	<u>x</u>	_____ 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 Edward Reynolds Reason Left Resignation
 Date Left 11/01/2023 Salary Paid 66,040

Profile of Person Recommended

Length of Employment _____ To _____
 Effective Date April 01, 2024

Name Kenneth Lee SS# _____ Sex M Race* B
 (Last 4 digits only)

Position Title: Chief of Police Department: University Police

Check One x 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 40 Southern University Experience _____

Degree(s):	Type/Discipline (BA-Education):	Institution/Location (SU-Baton Rouge):	Year:
	<u>BA- Communication</u>	<u>Abilene Christian University</u>	<u>1979</u>
	_____	_____	_____
	_____	_____	_____

Current Employer _____

Personnel Action

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

Recommended Salary \$85,000 Salary Budgeted _____

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:

Source of Funds	Amount
511001-56610-61002-56000	\$85,000

*See Reverse Side

Comments: (Use back of form)

Empty table with 2 columns and 2 rows.

*See Reverse Side

Graduate School signature (if, applicable):

Supervisor: *Delora Napp* Date: *3/6/24*

Vice Chancellor: *Delora Napp* Date: *3/6/24*

Director/Personnel: *Juan Rodriguez* Date: *3/5/24*

Dean/Unit Head: _____ Date: _____

Chancellor: *Allen Smith* Date: *3/5/24*

Vice President/Finance Business Affairs/Comptroller: _____ Date: _____

President: _____ Date: _____

Chairman/S.U. Board of Supervisors: _____ Date: _____

ETHNIC ORIGIN (Please check one):

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

RACE (Please check all that apply):

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

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

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

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

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

COMMENTS:

EMPLOYEE REGULAR WORK SCHEDULE: _____

EMPLOYEE DIRECT SUPERVISOR: _____

SUPERVISOR/DEPARTMENT CONTACT NUMBER _____

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	

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)

Law Enforcement Biography

Kenneth R. Lee

Employment:

2012-Present

Captain, Commander of Tarrant County College District Special Operations Unit-District Special Response Team (SRT-SWAT)

Promoted from Lieutenant to Captain, September 2018. Commander of the SE Campus Police Detachment, Commander of the NW Campus Police Detachment before being designated as full-time Commander of the Special Operations Unit of the Tarrant County College District Police Department responsible for Develops, implements, and evaluates programs and/or projects; conducts research and prepares reports pertinent to these programs and/or projects; Manages the Special Operations Unit budget by actively monitoring and maintaining personnel, equipment, and operating expenditures within established limits; develops budget projections as input to the annual budget process; Investigates complaints against staff, and if necessary recommends and mandates corrective action to be taken; Conducts threat assessments for District day to day operations and all District VIP Special Events. Produces reports or presentations that outline findings, explain risk, threat and/or vulnerability positions, and recommend mitigation measures; Commands the Tarrant County District SWAT-SRT officers which provide a strategic specialized response to threats, crime trends, critical incidents and provide dignitary protection as needed to District, governmental and civilian entities. As a Dignitary Protection professional he has worked alongside professionals from Texas Department Public Safety, Fort Worth PD, U.S. Secret Service, Israeli Shin Bet. As a Police Instructor he coordinates and instructs the Response to Active Shooter training courses for sworn officers and civilians; He instructs Police Officers in Tactical Response.

2008-2012

Detective, Officer in Charge

University of Texas Police Department-Houston, Special Operations Bureau

A CALEA accredited department, responsibilities were the investigation of Persons Crimes, Property Crimes and White-Collar Crimes. Duties included case development, case preparation and presentation and court testimony. As a Supervisory Officer in Charge, aided with the supervision and management of the daily investigative functions. Other responsibilities were conducting complete and impartial investigations of institutional compliance complaints, the documentation of criminal and compliance cases in the computer database, maintaining the confidentiality of investigations and Departmental records. Provided Dignitary Protection as necessary for the University

Chancellors, Board of Regents and Institutional Presidents and any visiting government or civilian dignitaries. As a Dignitary Protection professional worked alongside professionals from Texas Department Public Safety, Houston PD and the U.S. Secret Service. Instructed Police Officers and Security Officers in Police Tactical Operations and Homeland Security.

***1982 – 2008, Grand Prairie Police Department, Grand Prairie, Texas
Sergeant of Police, Honorably Retired***

2002 – 2008

Sergeant of Police, Office of Professional Standards/Internal Affairs Section

The Grand Prairie Police Department is a CALEA accredited, 300 sworn-officer Civil Service Department, located in the Dallas/Fort Worth Metroplex. Worked directly with the Chief of Police and City Manager's Office, responsible for supervising, conducting, coordinating and maintaining the Administrative and Internal Affairs function of the department. Responsible for conducting complete and impartial investigations into citizen and internal complaints for the Office of the Chief of Police, to provide an avenue of redress for public complaints and protect members of the department from unjust allegations. Responsible for supervising and conducting the investigation of alleged misconduct within the department; maintaining the confidentiality of Internal Affairs investigations and computerized records. The Internal Affairs Section ensures that the integrity of the department is maintained through an internal system where objectivity, fairness and justice are assured by intensive and impartial investigation and review. By conducting a periodic analysis of misconduct helped to identify policy, training and supervisory practices that contribute to a climate in which misconduct can occur. Responsible for conducting detailed investigations of Officer Involved Shootings. Responsible for testifying before the Civil Service Commission and City Manager's Office in regard to Internal Affairs Investigations regarding police officers and non-commissioned personnel. Responsible for supervising the Security and Dignitary Protection Detail attached to entertainment events at Lone Star Racetrack and Nokia Live Entertainment complex (concert venue).

1999 – 2002

Sergeant of Field Operations/Field Training Program

Responsible for the supervision and management of patrol officers assigned to the Field Operations Bureau/Patrol Division. Daily ensuring that officers perform at the highest professional standards of Community Policing, that officers adhere to state and federal laws governing officer conduct. Management of officer work schedules, work performance and adherence to City policies. Responsible for providing mentoring to unit officers and leading by example. The instruction and supervision of officers assigned as field trainers to the recruit officers. To conduct minor investigations concerning officer misconduct and to administer discipline as needed. Formation and coordination of a

community uniformed narcotics task force (Directed Patrol Unit) in the Dalworth Community. The task force was a special tactics unit that removed drug dealers and other criminals that plagued the community.

1995-1999

Training Academy Director

Responsible for providing mentoring to officers under my command and to lead and train by example. Supervision and management of the daily operation and budget of the Grand Prairie Police Academy. Preparation of computer training status reports and state academy inspections requirements (TCLEOSE). Instruction and formation of courses for the Grand Prairie Police Academy and the Grand Prairie Citizens Police Academy. Conduct instruction for other law enforcement agencies. Selection and in-depth background investigation of subjects aspiring to be officers of the Grand Prairie Police Department. Supervision and instruction of recruit officers. Supervision and instruction of veteran officer's in-service training. Maintaining GPPA computerized records and training courses.

1986 – 1995

Criminal Investigator

Assignment completed in Crimes against Property Division. Emphasis was the investigation of Burglaries, Thefts, Product piracy and White Collar Crime. Duties included case preparation and court testimony. Trained in Crime Analysis techniques, Interrogation and conducting Background Investigations.

Assignment completed in Crimes Against Persons Division (CAPERS). Emphasis was the investigation of Murders, Assaultive Offenses and Threats. Duties included case investigation, preparation and court testimony.

Assignment completed in Special Investigations Division/Narcotics Division. Duties involved the undercover investigation of drug related offenses. Prepared cases and provided court testimony. 3 years were spent in a deep-cover capacity as narcotics buyer and seller. During this time was also assigned to the Tarrant County Narcotics Task Force, in a narcotics and vice capacity.

1982 – 1986

Patrol Officer

Assignment in the Field Operations Bureau as a Patrol Officer/Tactical Team Officer. Duties included patrolling the city and enforcing state and local laws. Preliminary investigation of criminal offenses and providing follow-up court testimony.

1983-1999

S.W.A.T. Team

Various SWAT related duties and assignments; completed assignments as Entry Team Point Man for High Risk Narcotics and Felony Apprehension warrants. Entry Team Point Man for Hostage Rescue/Barricaded persons incidents. Basic and Advanced Certification in SWAT tactics. Sniper trained (.308 rifle). Trained in Dignitary Protection. Provided Protection Details for major recording artist and actors. Provided security for United States Presidential motorcades and other government dignitary airport arrivals at Naval Air Station, Dallas/Grand Prairie.

Education:

1976 – 1978

Southwestern Christian College, Terrell, Texas
Public Relations/Music
Associates Arts /Deans Honor Roll

1978 - 1979

Abilene Christian University, Abilene, Texas
Communications/Pre-Law

2000 - 2001

Amberton University, Dallas, Texas
Business Administration/Pre-Law

Certifications:

Master Peace Officer Certification
Peace Officer Instructor Certification (TCOLE)
Expert Witness in Law Enforcement Use of Force (Dallas County)
U. S. Government Defensive Tactics/Use of Force Instructor
U. S. Government Ground Fighting Instructor
Gavin De Becker Advanced Threat Assessment Academy
Advanced SWAT Certification
Instructor-Dignitary Protection
Instructor-Behavior Detection and Security Interviewing
Emergency Management and Critical Incident Response/NIMS 100, 200, 300, 700
ALERRT Active Shooter Response Instructor (Officers)
SWAT Command, Control and Leadership
FBI Command Institute for Law Enforcement Executives
Law Enforcement Active Shooter Response (LASER)
ATIPS Instructor-FLETC Active Shooter Threat Response
Instructor-Citizens Response to Active Shooter Episodes/ALERRT (CRASE)

Instructor-Numerous Law Enforcement Defensive Tactics Programs

Awards:

TCCD PD 2018 Supervisor of the Year
TCCD Chancellors Excellence Award (2X)
TCCD PD 2013 Medal of Merit
TCCD PD 2013 Chiefs Coin
TCCD PD 2015 Distinguished Service
TCCD PD 2015 Chiefs Commendation
UTPD Performance Award 2008
UTPD Performance Award 2009
UTPD Performance Award 2009
UTPD Performance Award 2010
GPPD 1985 - Officer of the Year
GPPD 2002 - Supervisor of the Year
GPPD 2004 - Supervisor of the Bi-annual
GPPD 2005 - Supervisor of the Year
GPPD 5 - Meritorious Service Awards
GPPD 70+ - Service Commendations



SOUTHERN UNIVERSITY LAW CENTER

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

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

February 8, 2024

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

RE: Waiver of Position for Director of Facilities/ADA Coordinator

Dear President Shields:

Ms. Angel Gaines, effective February 29, 2024, retired as the Director of Facilities. Your approval is requested to rehire Ms. Gaines, who has been an employee with Southern University for thirty-three years. She has served as the Facilities Director for ten years or more at the Southern University Law Center (SULC). Ms. Gaines graduated from Southern University and A&M College and earned a bachelor's degree in computer science.


Should this request be approved, Ms. Gaines will assume the added responsibilities as an ADA Coordinator. These duties will require engaging in interactive processes with employees to meet the needs of employees and students with permanent or temporary disabilities so that all college programs, activities, and services are accessible.

This position will also continue to manage the services and processes that support the core business at the Law Center, ensuring a conducive working environment for students, faculty, staff, and their activities. The use of the Best Business Practices method will improve and provide efficiency within the facility by reducing operating costs while increasing productivity.

Ms. Gaines is professional, competent, and hardworking, and rehiring her will be a great asset to the Southern University Law Center. Ms. Gaines's annual salary will remain at \$113,400, effective March 1, 2024.

I respectfully request that this item be placed on the board's agenda for consideration and approval at their March 2024 meeting. Should you have any questions, please feel free to contact me.

Sincerely,



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

APPROVED: _____

Dennis J. Shields
President/Chancellor

JOB CLASS 1	1	7	7	6
JOB CODE	M			
CAL ID	U			

SOUTHERN UNIVERSITY SYSTEM

Personnel Action Form

POSITION NUMBER	3	M	9	9	7	9
-----------------	---	---	---	---	---	---

CAMPUS: SUS _____ SUBR _____ SULAC X SUAREC _____ 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 N/A Reason Left N/A
 Date Left N/A Salary Paid N/A

Profile of Person Recommended

Length of Employment 03/01/2024 To _____
 Effective Date 03/01/2024

Name Angela S. Gaines SS# XXX-XX-9246 Sex F Race* B
 (Last 4 digits only)

Position Title: Facilities Director/ADA Coordinator Department: Law Center - Institutional Support

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 33 Southern University Experience 33

Degree(s):	Type/Discipline (BA-Education):	Institution/Location (SU-Baton Rouge):	Year:
	<u>B.S. - Computer Science</u>	<u>Southern University</u>	<u>1993</u>
	<u>M.S. - Computer Science</u>	<u>University of Phoenix</u>	<u>2008</u>

Current Employer Southern University Law Center

Personnel Action

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

Recommended Salary \$ 113,400.00 Salary Budgeted \$ 113,400.00

Source of Funds _____

Identify Budget: State/Grant Location 311001-36210-61002-37000
 Form Code: BOR10 Page 1 Item # 1

Change of: _____

Position From Director of Facilities To Facilities Director/ADA Coordinator

Status _____

Salary Adjustment 0.00 \$113,400.00

Financial Aid signature (if, applicable):

List total funds currently paid this employee by Southern University:

*See Reverse Side

Comments: (Use back of form)

Source of Funds	Amount
311001-36210-61002-37000	\$113,400.00
	\$113,400.00

*See Reverse Side

Graduate School signature (if, applicable):

Curry R. Hall 2/21/24
 Supervisor Date
Maria Querson 2/21/2024
 Vice Chancellor Date
Sam Harris 2/21/24
 Director/Personnel Date

Curry R. Hall 2/21/24
 Dean/Unit Head Date
Curry R. Hall 2/21/24
 V/C for Fin & Admin. Date
John K. Verne 2/21/24
 Chancellor Date
 Vice President/Finance Date
 Business Affairs/Comptroller Date

President _____ 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: Ms. Angela Gaines, effective February 29, 2024, retired as the Director of Facilities and rehired as Facilities Director/ADA Coordinator, effective March 01, 2024. Ms. Gaines annual salary will remain as \$113,400.00.

EMPLOYEE REGULAR WORK SCHEDULE: Daily
EMPLOYEE DIRECT SUPERVISOR: V/C Terry Hall
NUMBER OF EMPLOYEES SUPERVISED, (if any) 16

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
~~ENCIPHERED / FUNDS AVAILABLE~~
DOC. I.D. # US
DATE 2/21/24
BY D. Moore
HI
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

ADA Coordinator

Purpose: The ADA Coordinator engages in the interactive process with employees and the general public requesting accommodations. This position coordinates accommodations and services for employees and students with permanent or temporary disabilities to ensure that all college programs, activities, and services are accessible.

The ADA Coordinator will be sensitive to and understand the diverse academic, socio-economic, and cultural backgrounds of students, employees, and the general public while establishing and maintaining a positive working relationship with constituents and colleagues. The ADA Coordinator assists in ensuring that the University comply with the Americans with Disability Act of 1990, its Amending Act of 2008, Section 504 of the Rehabilitation Act of 1973, Title IX of the 1972 Education Amendments (pregnant and parenting students), the Fair Housing Act of 1988, and any other relevant federal or state laws or regulations.

The ADA Coordinator works under the direction of the Associate Vice Chancellor for Compliance in the Office for Compliance and directly reports to the Associate Vice Chancellor for Compliance.

Essential Duties and Responsibilities:

- Work cooperatively as a member of the Office for Compliance staff whose purpose is to support and ensure program access for students, employees, and the general public who are otherwise qualified and who are eligible for accommodations per System policies, the Americans with Disability Act of 1990, its Amending Act of 2008, Section 504 of the Rehabilitation Act of 1973, Title IX of the 1972 Education Amendments, the Fair Housing Act of 1988, and any other relevant federal or state laws or regulations.
- Assure that students, employees, and the general public eligible for accommodations are provided equal access to all college instruction and programs in accordance with System policies, the Americans with Disability Act of 1990, its Amending Act of 2008, Section 504 of the Rehabilitation Act of 1973, Title IX of the 1972 Education Amendments, the Fair Housing Act of 1988, and any other relevant federal or state laws or regulations.
- Serve as the primary point of contact regarding concerns and inquiries on ADA issues.
- Conduct intake interviews with employees with disabilities.
- Review disability documentation and develop individual employee accommodation plans.
- Plan, develop, and deliver comprehensive accommodations and services to meet the needs of employees and members of the general public with disabilities.
- Assist the Disability Services Coordinator with disability services testing for students with disabilities who receive testing accommodations.
- Maintain employee files for requests for ADA accommodations.
- Maintain a record of all received disability and accommodation requests, issues, and resolutions.
- Ensure education and training on the Americans with Disability Act as required by La. R.S. 46:2595(A)(2).
- Receive and investigate ADA complaints pursuant to System and University policies and maintain corresponding records.

- Develop and implement programming to educate the campus community regarding compliance under the Americans with Disability Act of 1990, its Amending Act of 2008, Section 504 of the Rehabilitation Act of 1973, Title IX of the 1972 Education Amendments, the Fair Housing Act of 1988, policies, best practices, and current federal and state laws and regulations.
- Perform other duties as assigned by System and University policies.
- Perform other duties as assigned by the Associate Vice Chancellor for Compliance.

Knowledge, Skills, and Abilities:

- Ability to use internet software, spreadsheet software, and word processing software.
- Demonstrated sensitivity to individuals with diverse special needs.
- Ability to communicate effectively both orally and in written form.
- Demonstrated effective recordkeeping skills.
- Demonstrated effective organizational skills.
- Ability to establish and maintain positive relationships with a diverse student and faculty population.
- Ability to read, analyze, and interpret professional journals, technical procedures, or governmental regulations.
- Ability to write reports, business correspondence, and procedure manuals.
- Ability to effectively present information and respond to questions from groups of students, faculty, staff, outside groups, and the general public.
- Ability to solve practical problems and deal with a variety of concrete variables in situations where only limited standardization exists.
- Ability to interpret a variety of instructions furnished in written, oral, diagram, or schedule form.
- Operate in a highly confidential manner.
- The employee is regularly required to sit and talk or hear.
- The employee must occasionally lift and/or move up to 10 pounds.

Minimum Qualifications:

Bachelor's degree is required. Master's degree or above is preferred. Minimum of two years of experience in higher education and experience with individuals with disabilities. Knowledge of the American with Disabilities Act of 1990, its Amending Act of 2008, and Section 504 of the Rehabilitation Act of 1973.

SULC Facilities Director

Job Duties

The Facilities Director will be responsible for the management of services and processes that support the core business of the Law Center. The Director will ensure that the Law Center has the most suitable working environment for the students, faculty, and staff and their activities. The facilities director will focus on using best business practice to improve efficiency, by reducing operating costs while increasing productivity.

The Facilities Director is involved in both strategic planning and day-to-day operations, particularly in relation to buildings and premises. Likely areas of responsibility include:

- procurement and contract management;
- building and grounds maintenance;
- cleaning;
- catering and vending;
- health and safety;
- security;
- utilities and communications infrastructure;
- space management.
- Take appropriate steps to promote and sustain effective working relationships within a diverse and multicultural environment
- Take appropriate steps to promote and sustain the ability of staff members to deliver quality customer service in all aspects of job performance
- Take appropriate steps to promote safe work practices within each area of responsibility, enforce safety rules, and assure employee compliance with all safety rules and guidelines.
- Perform related duties as needed

EDUCATION

APPA: Leadership in Educational Facilities Leadership Institute Graduate	February 2020
APPA: Leadership in Educational Facilities Institute for Facilities Management Graduate	January 2016
University of Phoenix Master of Information Systems	May 2006
Southern University Bachelor of Science, Computer Science	May 1993

EXPERIENCE

Southern University Law Center Director of Facilities	Baton Rouge, LA 2017-Present
Research and conduct best business practice to improve efficiency, reduce operating costs, and increase productivity Responsible for the strategic planning and day-to-day operation of the Law Center, particularly in relation to buildings, premises, and personnel Oversee procurement and contract management, maintenance, catering, vending, health and safety, security, utilities, infrastructure, and space management	
Facilities Operations Manager	2012-2017
Ensure that the Law Center has the most suitable working environment for the students, faculty, and staff as well as their activities Responsible for the execution and management of all day, evening, and night events	
Technical Support Specialist	2000-Present
Develop and execute automation plans for the Southern University Law Library Design and produce graphic projects for official Law Center functions/activities Assist students in their preparations of graphic materials for official functions	
Louis System Administrator	2000-Present
Delegated and monitored the implementation and testing of new releases or SIRSI UnicornLINK; understood, coordinated, and managed all Workflow modules Created, maintained, deleted, and managed all login credentials in UnicornLINK Oversaw information dissemination, problem evaluations, and electronic resources	
Southern University Comptroller's Office	Baton Rouge, LA
Budget Analyst	1999-2000
Developed, interpreted, and analyzed budgetary data for all General Operations Prepared all appropriate and necessary budget projections and presentations	
Accounting Specialist, Accounts Payable	1991-1999
Prepare pre-audit transaction documents, departmental invoices, travel fiscal documents to ensure compliance with applicable accounting principles Provide technical assistance and information to students, faculty, and staff	
Budgetary Control Aide	1984-1991
Made document copies, filed documents, transmitted data to different departments within the university system, and performed special assignments	

PROFESSIONAL AFFILIATIONS

APPA: Leadership in Educational Facilities
Louisiana State Bar Association
National Bar Association
Southern University Alumni Federation
Southern University Law Center Development Team
Southern University Bayou Classic Committee
Southern University Graduation Committee
Southern University Day at the Capitol Committee
Southern University Traffic and Parking Committee
Southern University Homecoming Committee
Southern University-Baton Rouge Founder's Day Committee
Saint Mary Baptist Church Scholarship Committee
Junior League of Baton Rouge
Southern University Leading Ladies



**ANGELA
SCOTT-
GAINES**

CONTACT

PHONE: (225)-771-4931

E-MAIL: againes@sulc.edu

ADDRESS: Roosevelt Steptoe Dr,
Baton Rouge, LA 70813

AWARDS AND RECOGNITIONS

Southern University Above and Beyond Award, June 2017
Southern University Law Center Staff Excellence Award, 2017
Southern University Law Center Staff Excellence Award, 2018

Southern University Law Center Staff Excellence Award, 2019
2020 HBCU Honors Award
2023 Southern University Leading Lady Award

The logo consists of the letters 'ASG' in a serif font, centered within a white square. This square is positioned on a black background that occupies the left side of the page.

ASG

ANGELA
SCOTT-
GAINES

CONTACT

PHONE: (225)-771-4931

E-MAIL: againes@sulc.edu

ADDRESS: Roosevelt Steptoe Dr,
Baton Rouge, LA 70813

Mission Statement

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

SOUTHERN UNIVERSITY BOARD OF SUPERVISORS

(Following Personnel Affairs Committee)

Board of Supervisors' Meeting Room
J. S. Clark Administration Bldg. 2nd Floor
Baton Rouge, LA.

AGENDA

1. Call to Order
2. Roll Call
3. Adoption of the Agenda
4. Public Comments
5. Resolutions
6. Action Item(s)
 - A. Approval of Minutes of the February 16, 2024, SUS Board of Supervisors Meeting (SUS)
 - B. Approval of Committee Reports and Recommendations (SUS)
 - C. Request Approval to Grant an Honorary Degree to Arlana Miller at the May 2024 Commencement Ceremony (SUBR)
 - D. Request Approval to Grant an Honorary Doctorate of Humane Letters in Social Sciences at the May 2024 Commencement Ceremony (SUNO)
 - E. Request Approval to Rename the SUMA Cultural and Heritage Center the Dr. Leon R. Tarver, II Cultural and Heritage Center.
 - F. Request Approval of the National Council for State Authorization Reciprocity Agreement Application (SUBR)
 - G. Request Approval to Modify the Organizational Structure of the Southern University at New Orleans (SUNO)
 - H. Request Approval for the Lease Agreement for SUSLA Aerospace Technology

Center (SUSLA)

I. Request Approval to Rename and Restructure the Office of Equity and Inclusion and Title IX (SULC)

J. Request Approval for the Recommendation of Chancellor (SUBR)

7. Informational Item(s)

A. Legislative Updates

B. Presidential Report

C. Chancellor's Reports

8. Other Business

9. Adjournment

SU LABORATORY SCHOOL COMMITTEE

February 16, 2024

Board of Supervisors' Meeting Room
J. S. Clark Administration Bldg. 2nd Floor
Baton Rouge, LA.

MINUTES

The meeting of the Southern University Board of Supervisors was called to order by Board Chair Myron K. Lawson.

Board Chair Myron Lawson announced the convening of the SU Laboratory School Committee. Chair Dr. Rani Whitfield called the committee meeting to order.

The invocation was given by Rev. Cross Richard, Sr. The Pledge of Allegiance was led by Miss Kailyn Banks and a rising star 7th grader from Southern University Laboratory School.

AGENDA ITEM 3: SPECIAL PRESENTATIONS

A. Above and Beyond Award

Dr. Luria Young introduced Ms. Johlana Turner; Interim Registrar - Southern University Baton Rouge (SUBR)
Ms. Turner thanked everyone for the award.

AGENDA ITEM 4: ROLL CALL by President Dennis Shields

Present: Dr. Rani Whitfield - Chairman, Mrs. Ann Smith - Vice-Chair, Mrs. Christy Reeves, Rev. Dr. Samuel Tolbert and Mry Jyron Young and Mr. Myron K. Lawson - Ex Officio

Absent: Mr. Paul Matthews

AGENDA ITEM 5: ADOPTION OF THE AGENDA

There was a motion by Ms. Christy Reeves and second by Rev. Dr. Samuel Tolbert; the agenda was recommended for adoption.

Motion Approved.

AGENDA ITEM 6: PUBLIC COMMENTS

None

AGENDA ITEM 7: INFORMATIONAL ITEM(s)

A. Update on SULLS Academic Performance

Mr. Brister gave an update on Southern University Laboratory School's Performance.

There were comments and accolades given by several board members.

AGENDA ITEM 8: OTHER BUSINESS

None

AGENDA ITEM 9: ADJUORNMENT

A motion was made by Mrs. Christy Reeves to adjourn the meeting.

ACADEMIC AFFAIRS COMMITTEE

(Following SU Laboratory School Committee)

Board of Supervisors' Meeting Room
J. S. Clark Administration Bldg. 2nd Floor
Baton Rouge, LA.

AGENDA

Board Chair Myron Lawson announced the convening of the Academic Affairs Committee. Member Dr. Leon Tarver called the committee meeting to order.

Roll Call by President Dennis Shields

Present: Dr. Leon Tarver – Chairman and Mr. Sam Gilliam – Vice Chairman Mrs. Maple Gaines, Mrs. Ann Smith, Dr Arlanda Williams, and Mr. Myron K. Lawson - Ex Officio

Absent: Atty Tony Clayton

AGENDA ITEM 3: ADOPTION OF THE AGENDA

There was a motion by Mr. Sam Gilliam and second by Mrs. Ann Smith to adopt the agenda with an amendment – Add Action Item 5B.

Roll Call Vote to approve with amendment.

Motion passed.

AGENDA ITEM 4: PUBLIC COMMENTS

None

AGENDA ITEM 5: ACTION ITEM(s)

Dr. Ammons gave a summary of recommendations.

There was a motion by Ms. Maple Gaines and second by Mrs. Ann Smith to approve action items 5A.

Motion passed.

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

**SOUTHERN UNIVERSITY
RECOMMENDATIONS FOR FACULTY TENURE**

*Effective Date: Fall Semester of 2024 Campus: Southern University at New Orleans

Name of Faculty Member	Department	Years of Experience at SUNO as a Full-Time Faculty Member	Present Rank	Number of Years in Rank	Number and % of Tenured Faculty in Department (including chair if tenured)
Meiko Thompson	Forensic Science	5	Assistant Professor	5	0/0%
Sharon McGee	Health Information Systems	6	Assistant Professor	6	0/0%
Rachid Belmasrou	Natural Science	13	Associate Professor	7	19/100%
Ashley Ojo	Social Science	6	Assistant Professor	6	5/62%

**SOUTHERN UNIVERSITY
RECOMMENDATIONS FOR FACULTY PROMOTION IN RANK**

*Effective Date: Fall Semester of 2024 Campus: Southern University at New Orleans

*Provided all approvals are secured prior to this date.

Name of Faculty Member	Department	Promotion from Present	Next Rank	Years of Experience at SU as Full-time Faculty Member	Number of Years in Present Rank	Is Automatic Tenure Granted if This Promotion is Approved? (Yes or No)	Temporary Track (non-Probationary) Probationary (tenure track) Tenured
Meiko Thompson	Forensic Science	Assistant Professor	Associate Professor	5	5	Yes	Probationary (tenure track)
Sharon McGee	Health	Assistant	Associate	6	6	Yes	Probationary

	Information Systems	Professor	Professor				(tenure track)
Rachid Belmasrou	Natural Science	Associate Professor	Professor	13	13	Yes	Tenured
Ashley Ojo	Social Science	Assistant Professor	Associate Professor	6	6	Yes	Probationary (tenure track)

Chancellor Piere gave a summary and introduced Dean Andrews who presented the details of the major.

Chairman Lawson and Mr. Raymond Fondel commended Dean Andrews for making this happen. Dean Andrews answered questions from the board members. Dean Andrews introduced the team that assist him.

Mr. Sam Gilliam commended the team.

There was a motion by Mr. Sam Gilliam and second by Mrs. Ann Smith to approve action items 5A.

Motion passed.

B. Request Approval of Proposed for a Bachelor of Business Administration

- Major in Risk Management
- Course Syllabi of 12 new courses for the Risk management and Insurance major
- New Prefix/Rubric of “RSIN” for the Major

AGENDA ITEM 6: OTHER BUSINESS

None

AGENDA ITEM 9: ADJOURNMENT

A motion was made by Mrs. Ann Smith to adjourn the meeting.

FACILITIES AND PROPERTY COMMITTEE

(Following Academic Affairs Committee)

Southern University System Board Meeting Room

J. S. Clark Administration Building 2nd Floor

Baton Rouge, LA 70813

MINUTES

Board Chair Myron Lawson announced the convening of the Facilities and Property Committee. Chair Atty Edwin Shorty called the committee meeting to order.

Roll Call by President Shields

Present: Atty. Edwin Shorty – Chairman, Mr. Paul Mathews, Mrs. Ann Smith, Dr. Leon Tarver II, Dr. Rani Whitfield, and Mr. Myron K. Lawson, - Ex Officio

Absent: Atty Domoine Rutledge – Vice Chair

AGENDA ITEM 3: ADOPTION OF THE AGENDA

Upon the motion by Dr. Rani Whitfield and second by Mr. Paul Matthews the agenda was recommended for adoption with amendment – Informational Item 5B.

Motion passed.

AGENDA ITEM 4: PUBLIC COMMENTS

None

AGENDA ITEM 5: INFORMATIONAL ITEM:

A. Facilities Planning Project Updates (SUS)

Mr. Kenneth Dawson highlighted all projects on each campus. He noted that the details are in the report.

B. Deferred Maintenance Program (Dashboard) Bonton Associates

Mr. Dawson introduced the representatives that were in attendance from Bonton Associates. The dashboard was presented by the representatives' from Bonton Associates and additional information was provided. Board members commended Mr. Dawson and Bonton Associates. They believe the dashboard is an awesome tool.

Mr. Dawson left with a to-do list from the board members, they ask that he take a look at the mini dome and music facilities.

AGENDA ITEM 6: OTHER BUSINESS

None

AGENDA ITEM 8: ADJOURNMENT

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

FINANCE COMMITTEE
(Following Facilities and Property Committee)
Southern University System Board Room
J. S. Clark Administration Building 2nd Floor
Baton Rouge, LA 70813

MINUTES

Board Chair Myron Lawson announced the convening of the Finance Committee. Chair Dr. Arlanda Williams called the committee meeting to order.

Roll Call by President Shields

Present: Mrs. Arlanda Williams- Chairman, Mrs. Ann Smith -Vice-Chair, Mr. Sam Gilliam, Mrs. Christy Reeves, Dr. Leon Tarver II and Atty. Mr. Myron K. Lawson - Ex Officio

Absent: Atty. Domoine Rutledge

AGENDA ITEM 3: ADOPTION OF THE AGENDA

Upon the motion by Ms. Christy Reeves and seconded by Atty Domoine Rutledge the agenda was recommended for adoption.

Motion passed.

AGENDA ITEM 4: PUBLIC COMMENTS

NONE

AGENDA ITEM 5: INFORMATIONAL ITEM(s):

A. Financial Statement

Mr. McClinton announced the detailed information is in the packet. Mr. McClinton gave the budget hearing dates and he was requested to Send dates to the Board Members and keep them updated once it begins.

Board members asked Mr. McClinton questions in reference to campuses being in the red but increasing expenses. How?

Mr. McClinton addressed the revenue shortfalls for the campuses and mentioned the campuses will adjust their budget to cover the shortfall .

Chancellor Pierre gave information in reference to the purge, enrollment, FASFA, etc.

AGENDA ITEM 6: OTHER BUSINESS:

None

AGENDA ITEM 7: ADJOURNMENT

A motion was made by Mr. Sam Gilliam to adjourn the meeting.

GOVERNANCE COMMITTEE

(Following Finance Committee)

Board of Supervisors' Meeting Room
J. S. Clark Administration Bldg. 2nd Floor
Baton Rouge, LA.

MINUTES

1. Call to Order
2. Roll Call
3. Adoption of the Agenda
4. Public Comments
5. Action Item(s)
 - A. Request Approval of the Updates to the Bylaws for the Southern University Board of Supervisors Per the Southern Association of Colleges and Schools, Commission on Colleges (SACSCOC),
6. Other Business
7. Adjournment

The Bylaws will be reviewed and edited. Per Chairman Lawson, The Governance Committee will not meet today, will defer to next month.

LEGAL AFFAIRS COMMITTEE

(Following Governance Committee)

Board of Supervisors' Meeting Room
J. S. Clark Administration Bldg. 2nd Floor
Baton Rouge, LA.

AGENDA

Board Chair Myron Lawson announced the convening of the Legal Affairs Committee. Vice Chair Atty Domoine Rutledge called the committee meeting to order.

Roll Call by President Shields

Present: Atty. Domoine Rutledge – Vice Chair, Mrs. Maple Gaines, Mrs. Christy Reeves, Atty Edwin Shorty, Mr. Jyron Young, and Atty. Mr. Myron K. Lawson - Ex Officio

Absent: Atty Tony Clayton - Chairman

AGENDA ITEM 3: ADOPTION OF THE AGENDA

Upon the motion by Mrs. Christy Reeves and seconded by Atty Edwin Shorty the agenda was recommended for adoption.

Motion passed.

AGENDA ITEM 4: PUBLIC COMMENTS

NONE

AGENDA ITEM 5: ACTION ITEM(s)

There was a motion by Ms. Maple Gaines and seconded by Atty. Edwin Shorty to approve action items 5A (1-3) in global.

Motion approved.

1. Action Item(s)

A. Request Approval of Agreements Equal to or Greater than \$300,000.00.

Title	Description	Amount	Campus
1. Louisiana, Department of Economic Development (Interagency Cooperative Endeavor Agreement)	The parties entered into agreement on July 1, 2014 and executed July 1 2019. This amendment is to extend the term date and amend obligations and Project Goal Table. The established outcome is to increase the number of program graduates	\$250,000.00	SUBR/ LED
		<i>This Term</i>	
		\$1,000,000.00 <i>Total</i>	
2. Inertial Confinement Fusion Program (Subaward Agreement)	This agreement to establish education research in physics research frontier between SUBR Faculty and Univ of Rochester leading Scientists through Laboratory of Lasers Energetics	\$50,000.00	SUBR/ LA Dept. of Energy
		<i>This Term</i>	
		\$ 541,700.00 <i>Total</i>	

3. Louisiana Housing Corporation (Subcontract Agreement)	This agreement is to provide Program Management of Disaster Response and Recovery Housing Programs for the LA Housing Corp and Franklin Associates, LLC	SULC/
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AGENDA ITEM 6: INFORMATIONAL ITEM(s):

2. Informational Item(s)

A. Franchise Agreement with Entergy

Information was provided by Atty Corinne Blache and Atty Brandon Decuir

There was a lengthy discussion among board members and general counsel.

AGENDA ITEM 6: OTHER BUSINESS:

None

AGENDA ITEM 7: ADJOURNMENT

A motion was made by Atty Edwin Shorty to adjourn the meeting.

STUDENT AFFAIRS COMMITTEE

(Following Legal Affairs Committee)

Board of Supervisors' Meeting Room
J. S. Clark Administration Bldg. 2nd Floor
Baton Rouge, LA.

AGENDA

Board Chair Myron Lawson announced the convening of the Student Affairs Committee. Chair Dr. Rani Whitfield called the committee meeting to order.

Roll Call by President Shields

Present: Dr. Rani Whitfield – Chair, Mr. Raymond Fondel – Vice Chair, Mrs. Ann Smith, Mr. Jyron Young, Ms. Zazell Dudley, and Ms. Maple Gaines, and Mr. Myron K. Lawson - Ex Officio

Absent: None

AGENDA ITEM 3: ADOPTION OF THE AGENDA

Upon the motion by Mr. Raymond Fondel and seconded by Mr. Jyron Young the agenda was recommended for adoption.

Motion passed.

AGENDA ITEM 4: PUBLIC COMMENTS

None

AGENDA ITEM 5: INFORMATIONAL ITEM(s)

- A. Update on Counseling Services from each Campus (SUS)
- B. Update on Intramural Programs from each Campus (SUS)

Update on Counseling Services and Intramural programs were presented by Dr. Ammons for SUNO; Dr. Gantt (video presentation); and for SUBR was Dr. Valerie Irving (counseling services) and Mr. Dale Auzenne (Intramural programs).

Requests: SUNO (Ms. Christy Reeves ask that they follow up with the # of students served); Request 1-2 page pamphlet on the updated FASFA to be sent to the board

AGENDA ITEM 6: OTHER BUSINESS

None

AGENDA ITEM 7: ADJOURNMENT

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

PERSONNEL AFFAIRS COMMITTEE

(Following Student Affairs Committee)

Southern University System Board Room
 J. S. Clark Administration Building 2nd Floor
 Baton Rouge, LA 70813

MINUTES

Board Chair Myron Lawson announced the convening of the Personnel Affairs Committee. Chair Mr. Sam Gilliam called the committee meeting to order.

Roll Call by President Shields

Present: Mr. Sam Gilliam – Chairman, Mrs. Christy Reeves–Vice-Chair, Ms. Zazell Dudley, Dr. Leon Tarver, II, Dr. Arlanda Williams and Mr. Myron Lawson - Ex Officio

Absent: Atty Tony Clayton

AGENDA ITEM 3: ADOPTION OF THE AGENDA

Upon the motion by Dr. Arlanda Williams and seconded by Dr. Leon Tarver II the agenda was recommended for adoption.

Motion passed.

AGENDA ITEM 4: PUBLIC COMMENTS

None

AGENDA ITEM 5: ACTION ITEM(S)

Motion was made by Dr. Leon Tarver, II and second by Dr. Arlanda Williams that Action Item 5(A-E) be approved in global.

Motion Approved

A. Request Approval of Personnel Action on Positions Equal to or Greater than \$60,000.00 (SUS)

Name	Position/Department	Description	Waived/Search	Salary		Funding Source
				Previous	Suggested	
1. Kenneth Dawson	System Director of Facilities Planning <i>Facilities Planning</i>	Salary Adjustment Existing Position	<i>N/A</i>	\$110,000.00	\$135,000.00	State
2. Eddron Scott	IT Helpdesk Manager /IT <i>Division of IT</i>	New Appointment Existing Position	<i>Waived</i>	\$65,000.00	\$70,000.00	State

B. Request Approval of Personnel Action on Positions Equal to or Greater than \$60,000.00 (SUNO)

Name	Position/Department	Description	Waived/Search	Salary		Funding Source
				Previous	Suggested	
1. Cheryl Legohn-Tubbs	Director of VA/Community Service-Learning <i>Student Affairs</i>	New Appointment New Position	<i>Search</i>	\$ 59, 740.00	\$76, 500.00	Federal/State

C. Request Approval of Personnel Action on Positions Equal to or Greater than \$60,000.00 (SUBR)

Name	Position/Department	Description	Waived/Search	Salary		Funding Source
				Previous	Suggested	
1. Mark Fredrick	Assistant Football Coach <i>Athletics</i>	New Appointment Existing Position	<i>Search</i>	\$ 75,000.00	\$95,000.00	State
2. Aretha Hunt	Asst. Athletic Director of Ticket Operations <i>Athletics</i>	New Appointment Existing Position	<i>Search</i>	\$ 71,520.00	\$85,520.00	SU Foundation
3. Fredia Morris	Associate Comptroller for Special Projects <i>Finance and Administration</i>	New Appointment New Position	<i>Search</i>	—	\$65,000.00	State
4. Toby Rens	Head Volleyball Coach <i>Athletics</i>	New Appointment Existing Position	<i>Search</i>	\$57,702.00	\$70,000.00	State

D. Request Approval of Personnel Action on Positions Equal to or Greater than \$60,000.00 (SUAREC)

Name	Position/Department	Description	Waived/Search	Salary		Funding Source
				Previous	Suggested	
1. Brittany Howard	Program Coordinator <i>Cooperative Extension</i>	Salary Adjustment	<i>N/A</i>	\$55,152.11	\$64,656.00	Federal

E. Request Approval of Personnel Action on Positions Equal to or Greater than \$60,000.00 (SUSLA)

Name	Position/Department	Description	Waived/Search	Salary		Funding Source
				Previous	Suggested	
1. Devonye Brown	Interim Vice Chancellor for Student Affairs and Enrollment Management <i>Student Affairs and Enrollment Management</i>	Temporary Appointment Existing Position	<i>N/A</i>	\$130,000.00	\$105,000.00	State
2. Lonnie McCray	Interim Vice- Chancellor for Academic Affairs and Workforce Development <i>Office of The Chancellor</i>	Continuation Salary Increase	<i>N/A</i>	\$108,576.00	\$114,433.60	State
3. La Tienda Pierre	Director of Compliance <i>Student Affairs and Enrollment Management</i>	New Appointment New Position	<i>Search</i>	—	\$71,500.00	State
4. Cheryl Taylor	Director Of Advancement <i>Office of The Chancellor</i>	New Appointment Existing Position	<i>Search</i>	\$ 71,800.00	\$76,000.00	State

AGENDA ITEM 6: INFORMATIONAL ITEM(s)

A. Update on employee Evaluations from each Campus (SUS)

There was a request to peruse evaluations and respond next month. Atty Rutledge asked the status on search for Human Resource Director? President said he is hoping mid-late summer.

AGENDA ITEM 6: OTHER BUSINESS

None

AGENDA ITEM 7: ADJOURNMENT

A motion was made by Dr. Arlanda Williams to adjourn the meeting.

SOUTHERN UNIVERSITY BOARD OF SUPERVISORS

(Following Personnel Committee)

Southern University System Board Room
J. S. Clark Administration Building 2nd Floor
Baton Rouge, LA 70813

MINUTES

The meeting of the Southern University Board of Supervisors was called to order by Board Chair Myron Lawson

PRESENT

Atty Tony Clayton, Ms. Zazell Dudley, Mr. Raymond Fondel, Jr., Ms. Maple Gaines, Mr. Sam Gilliam, Mr. Myron Lawson, Ms. Christy Reeves, Mr. Paul Matthews, Mrs. Christy Reeves, Atty Domoine Rutledge, Atty Edwin Shorty, Mrs. Ann Smith, Dr. Leon Tarver, II, Dr. Samuel Tolbert, Rev. Dr. Rani Whitfield, Dr. Arlanda Williams and Mr. Jyron Young

ABSENT

Atty Tony Clayton,

AGENDA ITEM 3: ADOPTION OF THE AGENDA

Upon the motion by Dr. Rani Whitfield, and second by Mr. Jyron Young the agenda was recommended for adoption.

Motion passed.

AGENDA ITEM 4: PUBLIC COMMENTS

None

AGENDA ITEM 5: RESOLUTIONS

Dr. Tracey Taylor-Jarrell read resolutions for the following:
Resolutions

- Kenneth Ray Paynes
- Dorothy Stokes
- Donnie Ray Braxton
- Robert Raymond Furnier
- Stanley A. Halpin, Jr.
- Nathaniel Francis Harrison, Jr.

Commendations

- Southern University Bowling Team for becoming back-to-back SWAC Bowling Champions 2023 – 2024.

There was a motion by Mr. Raymond Fondel to approve the read resolutions and Mr. Jyron Young second the motion.

Motion approved.

AGENDA ITEM 6: ACTION ITEM(s):

There was a motion by Atty Domoine Rutledge and Second by Mr. Paul Matthews to approve action item 6(A – B) in global.

Motion passed.

- A. Approval of Minutes of the January 12, 2024, SUS Board of Supervisors Meeting (SUS)
- B. Request Approval of Committee Reports and Recommendations

Mr. Paul Matthews mentioned having a discussion on raising the threshold on personnel actions. Mrs. Ann Smith asked that this be an item on the retreat schedule in April. Atty Rutledge mentioned having a discussion on the appeals process for employees as well. He also asked the president when he will report on the recruiting/admission strategies? The president informed the board the report will be given by each campus at the March meeting.

AGENDA ITEM 7: INFORMATIONAL ITEM(s):

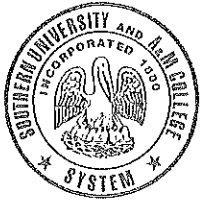
- A. Legislative Updates
- B. President's Report
- C. Chancellor's Reports

AGENDA ITEM 8: OTHER BUSINESS

None

AGENDA ITEM 9: ADJOURNMENT

A motion was made by Rev. Dr. Samuel Tolbert to adjourn the meeting.



SOUTHERN UNIVERSITY AND A&M COLLEGE SYSTEM

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

February 29, 2024

OFFICE OF THE
PRESIDENT - CHANCELLOR
(225) 771-4680

FAX NUMBER
(225) 771-5522

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

RE: Awarding of an Honorary Degree from Southern University and A&M College to
Arlana Miller at the May 17, 2024, Commencement Exercise

Dear President Shields:

Alana Miller was a student at Southern University and A&M College who we tragically lost at an early age. She was a talented and bright student whose death was a wake-up call to the faculty, staff, and students concerning the mental health struggles students have on college campuses. Her premature death was indeed heartbreaking.

Alana was majoring in agriculture and was a cheerleader. Her story and struggles inspired CBS Sports to feature her struggles in a Black History Month special broadcast aired on February 17, 2024. The feature was outstanding and highlighted Alana and Southern University extensively.

Alana's mother, Janice Miller, has become an enthusiastic mental health advocate. Alana loved Southern University and after reviewing a request by Mrs. Janice Miller to grant Alana Miller an Honorary Degree, I find it appropriate to request that the Southern University System Board of Supervisors approve the awarding of the degree that would occur on May 17, 2024, commencement exercise.

I hereby recommend that the Board of Supervisors review this request for approval. If you have any questions, please feel free to contact me.

Sincerely,

John K. Pierre, Esq.
Interim Executive President

"Five Campuses, One Vision... Global Excellence"

WWW.SUS.EDU

SOUTHERN UNIVERSITY AT NEW ORLEANS

6400 Press Drive
New Orleans, LA 70126

Phone: (504) 286-5311 Fax: (504) 286-5000
www.suno.edu



Office of the Chancellor

March 6, 2024

President-Chancellor Dennis Shields
Southern University and A&M College System
4th Floor, J.S. Clark Administration Building
Baton Rouge, LA 70713

Dear President-Chancellor Shields:

Please consider the nomination of United States Representative Troy A. Carter, Sr. (2nd Congressional District of Louisiana) for an Honorary Doctorate of Humane Letters in Social Sciences from Southern University at New Orleans (SUNO). The Faculty in the College of Arts & Sciences at SUNO has approved the awarding of this degree in accordance with the tenure and promotion policies. The Honorary Doctorate of Humane Letters will be conferred during the Spring 2024 Commencement where Congressman Carter will also serve as the ceremonial speaker.

During Representative Carter's tenure, he has provided tremendous support to the entire Southern University System. Representative Carter has supported Southern University at New Orleans (SUNO) for many years, and most recently he secured a donation of \$249,987 for a Minority Science and Engineering Improvement Program. Congressman Carter remains a strong advocator for SUNO and makes himself accessible to his Pontchartrain Park constituents by having a satellite office in the SUNO Small Business Incubator.

Thank you for considering this recommendation and submitting it for approval at the March 22, 2024, meeting of the Southern University and A&M College System Board of Supervisors.

With kind regards,

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

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

Approval: _____

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



**SOUTHERN
UNIVERSITY**
AND AGRICULTURAL & MECHANICAL COLLEGE

Office of Academic Affairs

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

March 5, 2024

President-Chancellor Dennis J. Shields
4th Floor, JS Clark Administration Building
Baton Rouge, LA 70813

Re: Request for Approval of NC-SARA Application

Dear President-Chancellor Dennis J. Shields:

This communication comes to request your approval of the attached Southern University and A&M College renewal application for the National Council for State Authorization Reciprocity Agreements (NC-SARA) at a cost of \$1,500 made payable to the Louisiana Board of Regents and subsequent approval of the Southern University System Board of Supervisors at its March 22, 2024, Board Meeting.

Having reviewed the benefits and opportunities afforded by NC-SARA, I am enthusiastic about the potential advantages it offers. NC-SARA serves as a vital mechanism for streamlining the process of obtaining authorization for online education programs across multiple states. By participating in NC-SARA, SUBR can significantly reduce administrative burdens associated with state authorization compliance while ensuring high standards for quality and consumer protection.

One of the primary benefits of NC-SARA membership is the facilitation of reciprocity agreements among member states, allowing institutions to offer online education programs to students residing in other SARA-participating states without the need for seeking individual state approvals. This streamlined process not only saves valuable time and resources but also fosters greater accessibility to higher education for students nationwide.

I am confident that the continued participation of SUBR in NC-SARA will not only streamline our regulatory compliance efforts but also enhance our ability to serve students across state lines effectively. We are excited about continuing our membership with the NC-SARA community and contributing to its mission of promoting access to high-quality online education. Thank you for considering this application. If you need additional information, please contact me.

Sincerely,

John K. Pierre, Esq.
Interim Executive Vice President

Approved: _____

President-Chancellor Dennis J. Shields



**National Council for
State Authorization
Reciprocity Agreements**

MHEC • NEBHE • SREB • WICHE

Institution Name Southern University and A & M College

Institution State Louisiana

Initial Application _____

Renewal Application X

Application and Approval Form for Institution Participation in SARA¹

An institution applying to operate under the State Authorization Reciprocity Agreements (SARA) must submit this form to its Home State's SARA Portal Entity.

The chief executive officer (CEO) or chief academic officer (CAO) of the Institution affirms each section, completes and submits the application including any State fees and commits to any special requirements of the SARA State Portal Entity permitted by SARA.

When the State Portal Entity enters "yes" on this form, the State affirms that the applicant institution has followed proper procedures and provided necessary documents to operate under SARA.

To review the application process, visit the Application and Process page on the NC-SARA website.
An institution seeking approval to operate under the policies of SARA must meet the following requirements:

	Requirements for Institution Participation in SARA	INSTITUTION CEO or CAO Initial each line	SARA State Portal Entity confirms the institution meets the requirement
	Core Requirements		
1.	In a SARA member state, the main campus or central administrative unit is domiciled in a state, territory or district that has joined the State Authorization Reciprocity Agreement (SARA) Initiative and is authorized to operate in that state ² . Only distance education content originating in the United States, a U.S. territory, or district and provided from within a SARA state is eligible to be offered under SARA. ³ (Attach documentation.)	<i>[Signature]</i>	Yes or No <input type="checkbox"/> <input type="checkbox"/>
	Consumer Protection		
2.	Accreditation The Institution is a U.S. degree-granting institution that is accredited by an accrediting body recognized by the U.S. <u>Secretary of Education</u> and whose scope of authority, as specified by the Department, includes distance education. (Attach documentation of accreditation verification). Name of Accrediting Agency: _____	<i>[Signature]</i>	Yes or No <input type="checkbox"/> <input type="checkbox"/>

¹ "NC-SARA" refers to the organization, whereas "SARA" refers to the agreement.

² SARA considers the Home Campus to be where an institution has its legal domicile. Any disputes about which state is the home state will be resolved for SARA purposes by the affected regional compacts or the National Council (NC-SARA), as needed.

³ The fact that a foreign institution is owned by a U.S. entity does not qualify distance education originating from the non-U.S. institution to be offered under SARA. Only distance education under the oversight of the U.S. state, territory or district can be offered through SARA.

	Requirements for Institution Participation in SARA	INSTITUTION CEO or CAO Initial each line	SARA State Portal Entity confirms the institution meets the requirement
3.	Accreditation status The institution agrees to notify its home state's SARA Portal Entity of any negative changes to its accreditation status.	<i>Jy</i>	Yes or No <input type="checkbox"/> <input type="checkbox"/>
4.	Federal Financial Responsibility Composite Score For non-public institutions, the Institution's most recent financial responsibility composite score from the U.S. Department of Education is 1.5 or above, or, if the score is between 1.0 and 1.49, the State Portal Entity can affirm that documentation has been provided to demonstrate financial stability sufficient to justify institutional participation in SARA. If an institution is owned by a "corporate parent," the federal financial responsibility composite score of its "parent" must meet these requirements. Note: Public institutions leave this blank. FFRCS _____ Year Reporting (most recent published) _____		Yes or No <input type="checkbox"/> <input type="checkbox"/>
5.	Abide by C-RAC Guidelines The institution agrees to abide by the <i>Interregional Guidelines for the Evaluation of Distance Education</i> and provisions of the <i>SARA Policy Manual</i> .	<i>Jy</i>	Yes or No <input type="checkbox"/> <input type="checkbox"/>
6.	Responsible for institution activities The institution agrees to be responsible for the actions of any third-party providers used by the institution to engage in operations under SARA.	<i>Jy</i>	Yes or No <input type="checkbox"/> <input type="checkbox"/>
7.	Will resolve complaints The institution agrees to work with its Home State's SARA Portal Entity to resolve any complaints arising in SARA states, and to abide by the decisions of that entity regarding resolution of such complaints. ⁴	<i>Jy</i>	Yes or No <input type="checkbox"/> <input type="checkbox"/>
8.	Application signed by CEO or CAO The institution agrees to apply to its Home State's Portal Entity. The application will be submitted with the signature of the institution's chief executive officer or chief academic officer.	<i>Jy</i>	Yes or No <input type="checkbox"/> <input type="checkbox"/>
9.	Agree to professional licensure disclosures The institution agrees to provide notifications to students related to professional licensure. Any institution approved to participate in SARA that offers courses or programs designed to lead to Professional Licensure or certification or advertised as leading to Licensure must satisfy all federal requirements for disclosures regarding such Professional Licensure programs under 34 §C.F.R. 668.43. For SARA purposes, these requirements will also apply to non-Title IV institutions. For SARA purposes, institutions that are unable, <i>after all reasonable efforts</i> , to determine whether a program will meet state professional licensure requirements shall provide the student or applicant with current contact information for any applicable licensing boards, and advise the student or applicant to determine whether the program meets requirements for Licensure in the State where the student is located.	<i>Jy</i>	Yes or No <input type="checkbox"/> <input type="checkbox"/>

⁴ Complaints must follow the institution's customary resolution procedure before being referred to the state under SARA policy. Grade appeals and student conduct appeals are not allowed under SARA.

	Requirements for Institution Participation in SARA	INSTITUTION CEO or CAO Initial each line	SARA State Portal Entity confirms the institution meets the requirement
	An email dedicated solely to this purpose and sent to the student's best-known email address meets this requirement. The institution should use other additional means to notify the student, if needed.	Jy	
10.	Instruction The institution agrees that in cases where the institution cannot fully deliver the instruction for which a student has contracted, to provide a reasonable alternative for delivering the instruction or reasonable financial compensation for the education the student did not receive. This may include tuition assurance funds, surety bonds, irrevocable letter of credit, assistance with transfer, teach-out provisions or other practices deemed sufficient to protect consumers.	Jy	Yes or No <input type="checkbox"/> <input type="checkbox"/>
11	Catastrophic events The institution agrees that it has well-documented policies and practices for addressing catastrophic events. The institution agrees to provide the catastrophic event policy and disaster recovery procedures to the State Portal Entity, if/when requested. Impacted students will receive the services for which they have paid or reasonable financial compensation for those not received. This may include tuition assurance funds, surety bonds, irrevocable letter of credit, assistance with transfer, teach-out provisions or other practices deemed sufficient to protect consumers. The institution agrees that it and/or its home state has adequate measures to protect student records in the event of closure.	Jy	Yes or No <input type="checkbox"/> <input type="checkbox"/>
12.	Agree to Provisional status The institution agrees to abide by conditions of provisional approval, if necessary.	Jy	Yes or No <input type="checkbox"/> <input type="checkbox"/>
	Fees		
13.	Agree to pay State fees The institution agrees to pay to its Home State any State fees for SARA participation required by the Home State for administering SARA.	Jy	Yes or No <input type="checkbox"/> <input type="checkbox"/>
14.	Agree to pay SARA fees The institution agrees to pay its annual SARA participation fee to the National Council for State Authorization Reciprocity Agreements (NC-SARA).	Jy	Yes or No <input type="checkbox"/> <input type="checkbox"/>
	Data		
15.	Agrees to share data The institution agrees to provide data necessary to monitor SARA activities, including annual reporting of distance education enrollments and out-of-state learning placements by state, in accordance with the <u>NC-SARA Data Sharing Agreement</u> and relevant reporting handbooks.	Jy	Yes or No <input type="checkbox"/> <input type="checkbox"/>

Section 2 - Institutional Designation and Action and Information

I, the undersigned representative of (institution name) Southern University and A & M College
having the authority to commit the institution to operate under the SARA interstate agreement, hereby certify that
this institution meets all of the policies stated herein required for operation by the *SARA Policy Manual*.

Mailing address of the institution: 801 Harding Blvd
City, State, Zip: Baton Rouge, LA 70807

Institution OPEID number: 202500

Type of Institution
Public Institution
Independent not-for-profit institution
Independent for-profit institution
Tribal Institution
Other _____

Is the institution owned by another entity? Yes No
If yes, list official name of parent company: _____
If yes, official address of parent company: _____

Does the institution participate in Title IV? Yes No _____

Institution link to SARA student complaint process: www.subr.edu/page/accreditation
Optional additional link for website if necessary: _____

Institution link to Professional Licensure disclosures: www.subr.edu/page/professional-licensure-disclosures

Name of institution's accrediting body: SACSCOC

IPEDS Related Information

Institution IPEDS identification number: 180621
Institution FTE (latest IPEDS): 6778 Year reporting 2022-2023
Check one of the boxes below:
Institution with fewer than 2,500 FTE students: _____
Institution with between 2,500 and 9,999 FTE students: _____
Institution with 10,000 or more FTE students: _____

Institution Contact Information

Primary Contact

Name: Luria Young
Title: Interim Vice Chancellor for Academic Affairs
Email: luria_young@subr.edu
Phone: 225-771-4500

Secondary Contact

Name: _____
Title: _____
Email: _____
Phone: _____

Billing Contact

Name: Desiree Honore-Thomas
Title: Associate VP and Sr. Adm. Operations Officer
Email: desiree.honorethomas@sus.edu
Phone: 225-771-3571

Additional campus information:

List all campuses with distance education activity covered by SARA policies. Use additional paper if necessary.

Institution Name: _____
Address: _____
City, State Zip: _____

Institution Name: _____
Address: _____
City, State Zip: _____

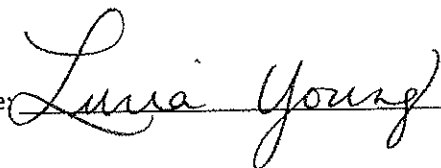
Institution Name: _____
Address: _____
City, State Zip: _____

Institution Name: _____
Address: _____
City, State Zip: _____

Institution Name: _____
Address: _____
City, State Zip: _____

Typed name of institutional signatory officer: Lurla Young
Email: lurla_young@subr.edu
Phone: 225-771-4500

Title of signatory institutional officer: Interim Vice Chancellor for Academic Affairs
The chief executive officer (CEO) or chief academic officer (CAO) of the institution completes and submits the application.

Signature: 

Date: 3/8/24

Section 3 - SARA State Supplemental Sheet for Institutions

SARA provides a degree of flexibility for States as they implement policy. Information about State-specific provisions may be added on this page for items such as fees (if any) to be charged to in-state institutions, criteria for consideration of appeals of institutions having financial responsibility composite scores between 1.0 and 1.49, etc. Institutions are reminded to check with their SARA State Portal Entity for additional Home State requirements and State Fees.

State fee (if any):

\$1500.00

State bonding requirement of institution (if any):

Financial responsibility criteria for federal financial composite score ratings 1.0-1.49:

Section 4 - SARA State Portal Entity Action and Information

Institution application

- | | |
|--------------------------|---|
| <input type="checkbox"/> | Approved |
| <input type="checkbox"/> | Provisionally Approved |
| <input type="checkbox"/> | Returned for Additional Data or Information |
| <input type="checkbox"/> | Denied |

Conditions related to Provisional Approval:

Include submission of SARA Institution Provisional Participation Form

Typed name of SARA State Portal Entity: _____

Typed name of Primary SARA State Portal Entity contact: _____

Signature _____ Date _____

Title of SARA State Portal Entity contact: _____

SARA State Portal Entity email: _____

SARA State Portal Entity phone: _____

Typed name of Secondary SARA State Portal Entity contact: _____

Title of Secondary SARA State Portal Entity contact: _____

Secondary SARA State Portal Entity email: _____

Secondary SARA State Portal Entity phone: _____

SOUTHERN UNIVERSITY AT NEW ORLEANS

6400 Press Drive
New Orleans, LA 70126

Phone: (504) 286-5311 Fax: (504) 286-5000
www.suno.edu



Office of the Chancellor

March 6, 2024

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

Dear President-Chancellor Shields:

This correspondence is to request your support and approval by the Southern University and A&M System Board of Supervisors to modify the organizational structure of Southern University at New Orleans (SUNO). This restructuring will include the Division of Academic Affairs, the Division of Administration and Finance and the Division of Enrollment Management and Student Success.

As we continue in our efforts to improve retention and graduation rates, structural changes that align with best practices in student success are necessary. One of the changes being recommended is the implementation of the "One-Stop-Shop" in the Division of Enrollment Management and Student Success. Currently, the Office of Admissions and Recruitment, and University College comprise the "One-Stop-Shop." To fully develop the "One-Stop-Shop," we are proposing the Office of Financial Aid be moved from the Division of Administration and Finance to the Division of Enrollment Management and Student Success.

The other structural change is to develop an Office of Institutional Effectiveness in the Division of Academic Affairs. The Office of Institutional Effectiveness will include institutional research, data science, program analysis and assessment. These functions currently reside in the Division of Administration and Finance. The Office of Institutional Effectiveness will serve as a repository of historical institutional data to support and inform continuous improvement and accreditation.

Thank you for considering this request and submitting it for approval at the March 22, 2024 meeting of the Southern University and A&M College System Board of Supervisors.

With kind regards,

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

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

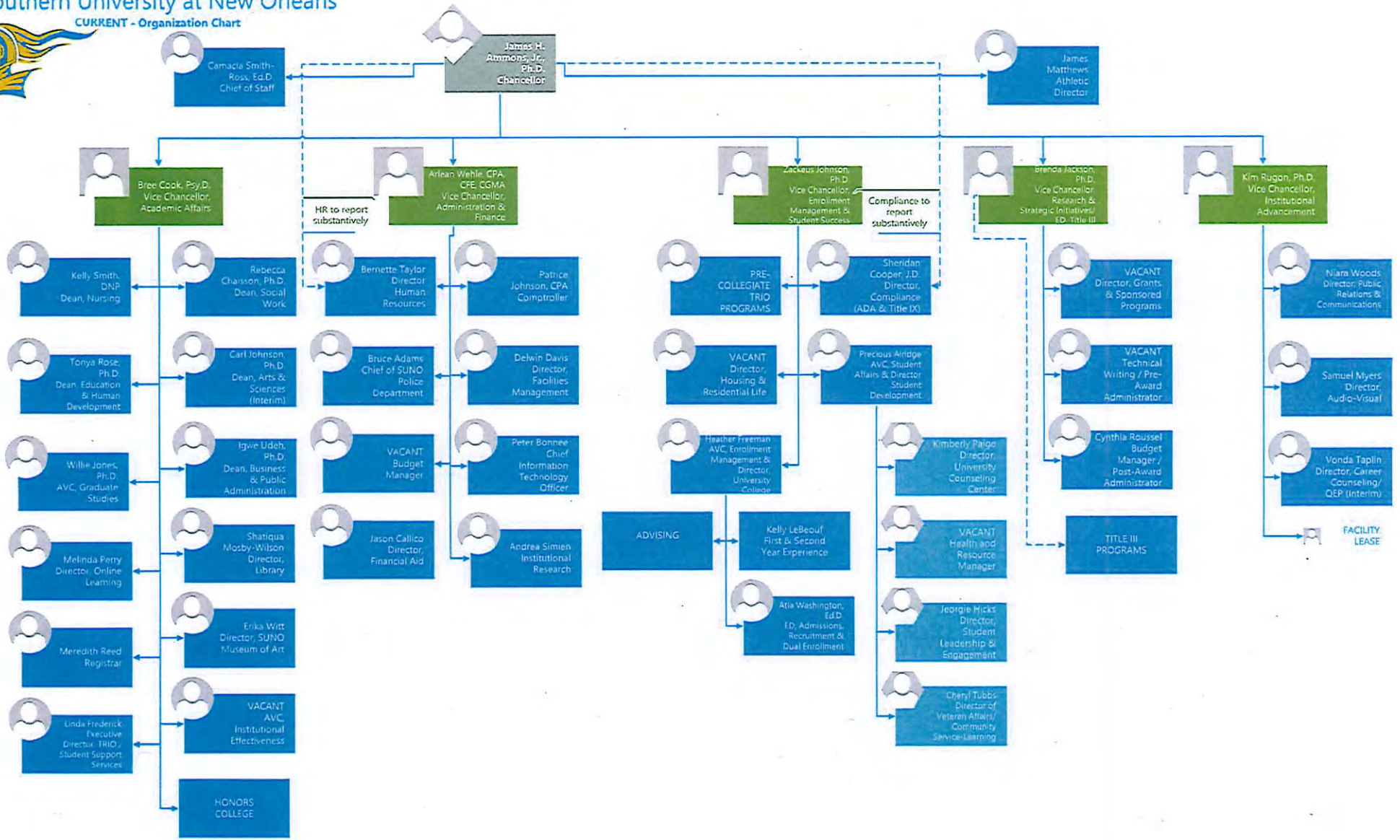
APPROVED: _____

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

Enclosed: Current University Organization Chart
Proposed University Organization Chart
Proposed Academic Affairs Organization Chart
Proposed Enrollment Management & Student Success Organization Chart
Proposed Administration & Finance Organization Chart

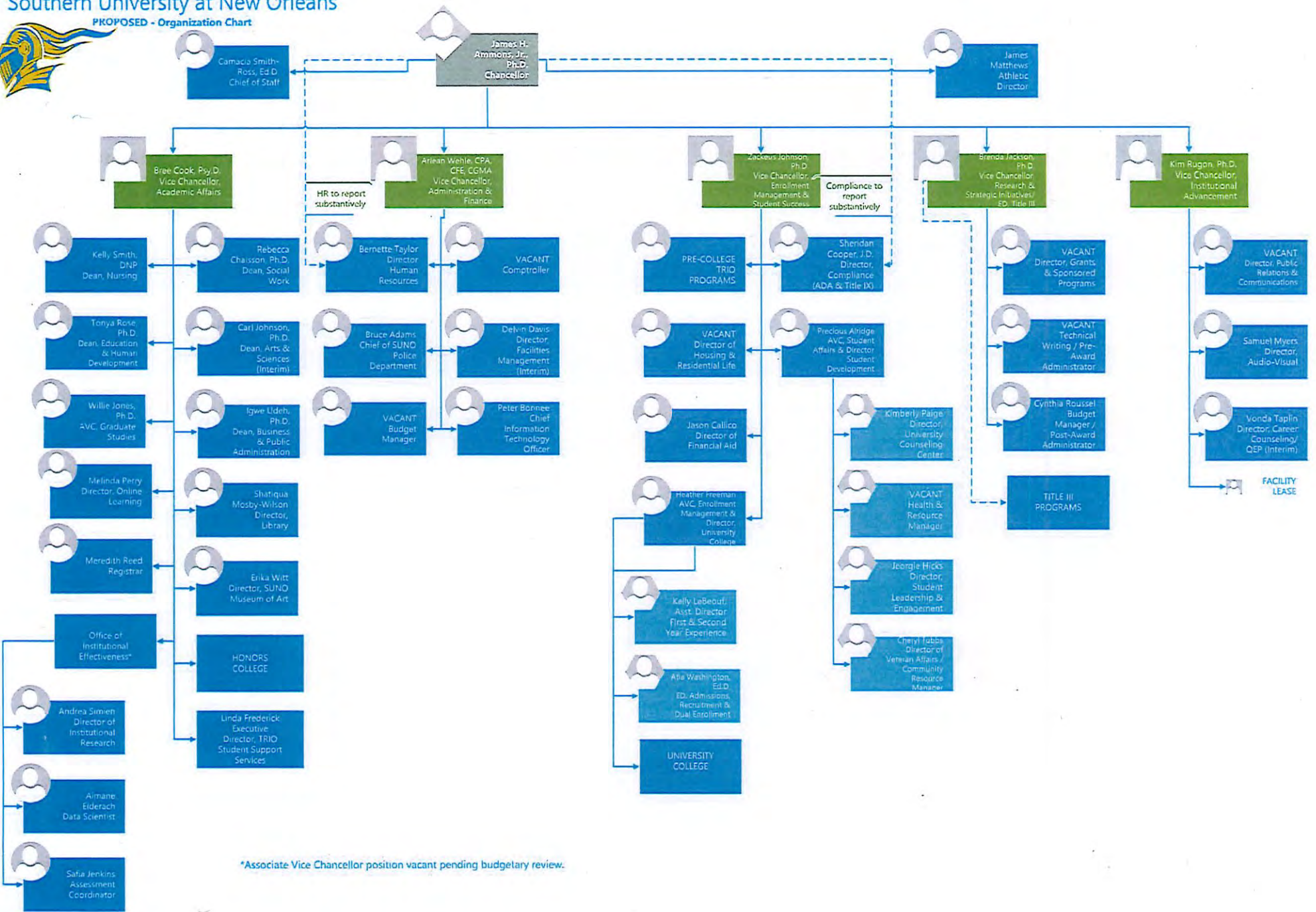
Southern University at New Orleans

CURRENT - Organization Chart

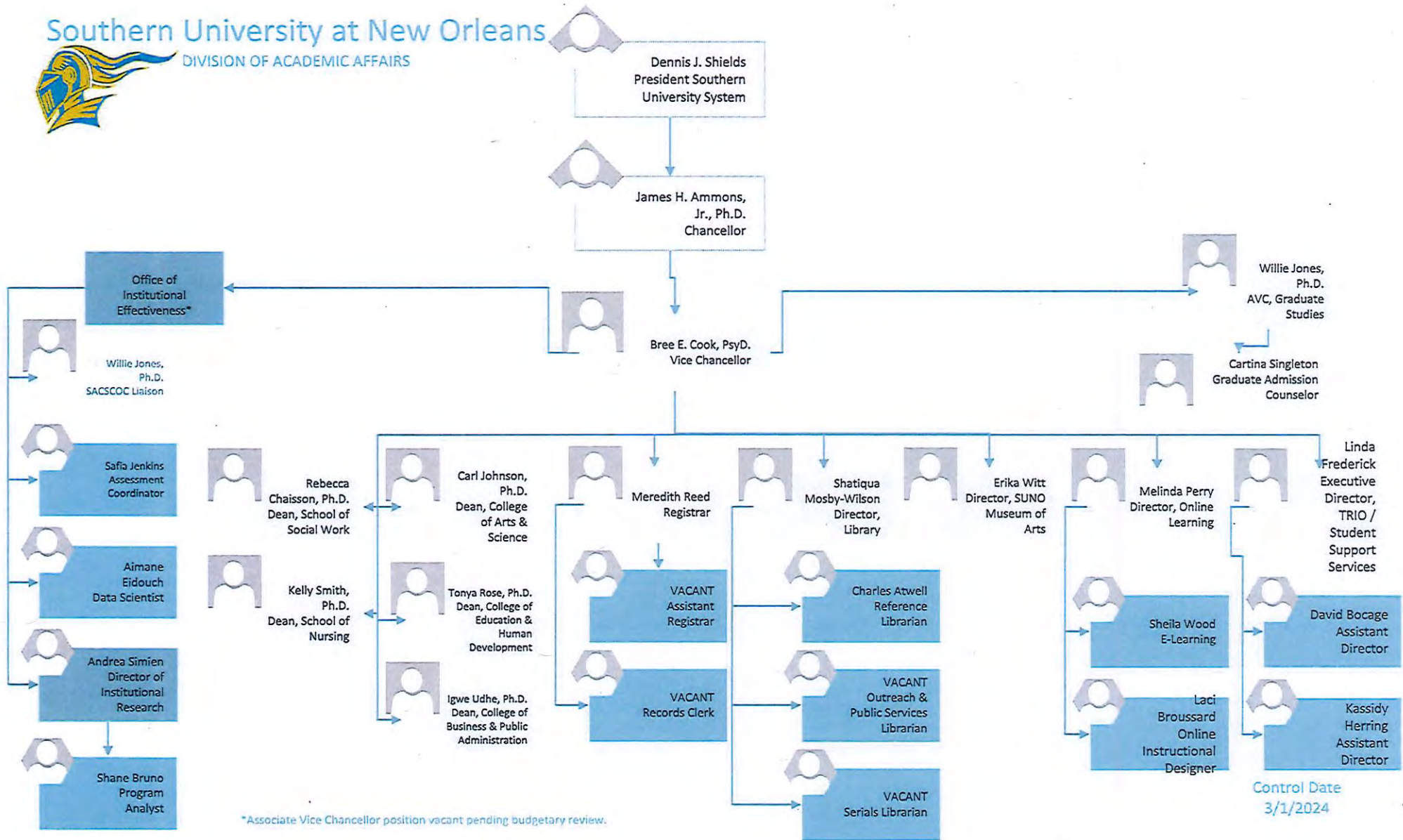


Southern University at New Orleans

PKOPOSED - Organization Chart



*Associate Vice Chancellor position vacant pending budgetary review.



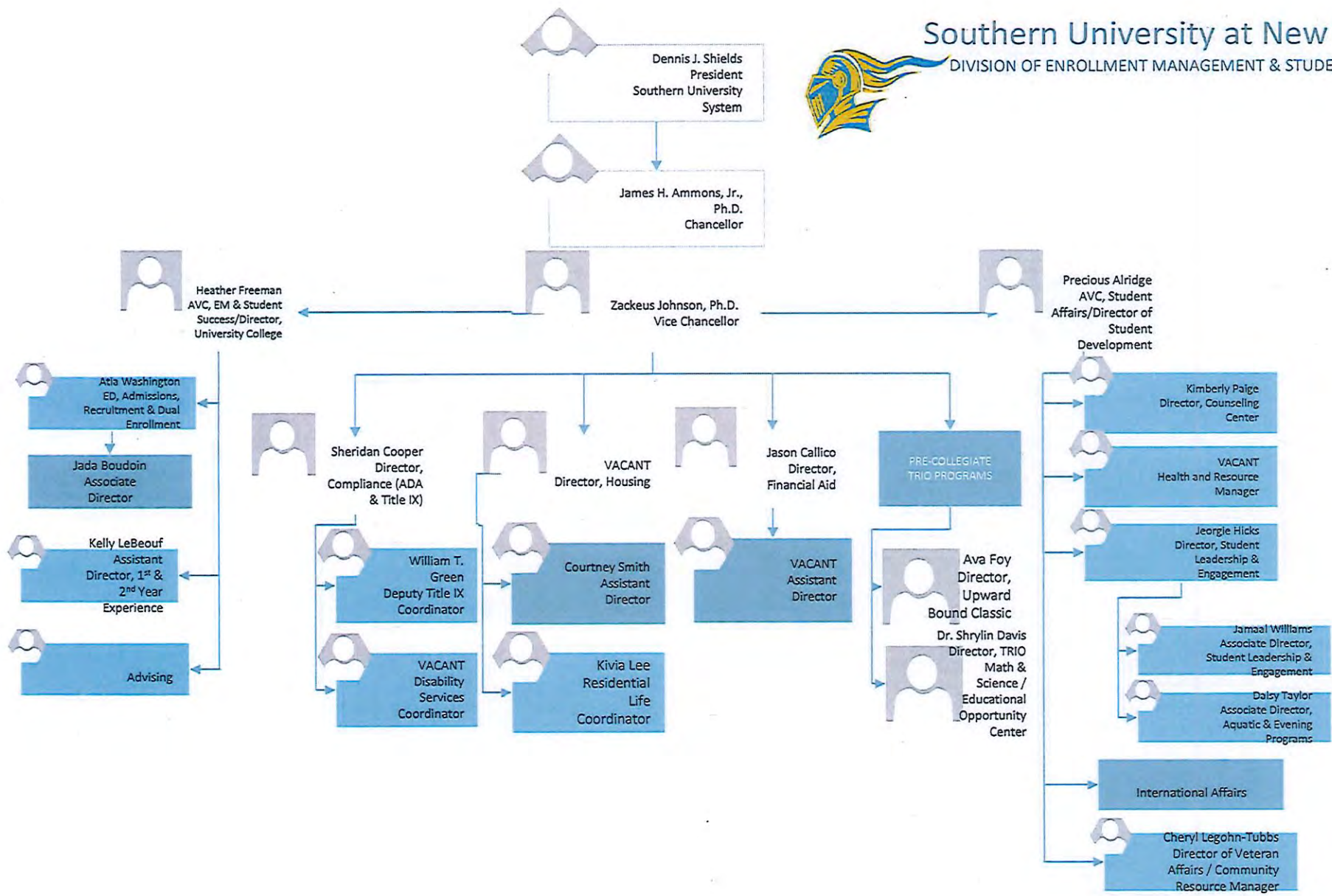
* Associate Vice Chancellor position vacant pending budgetary review.

Control Date
3/1/2024



Southern University at New Orleans

DIVISION OF ENROLLMENT MANAGEMENT & STUDENT SUCCESS

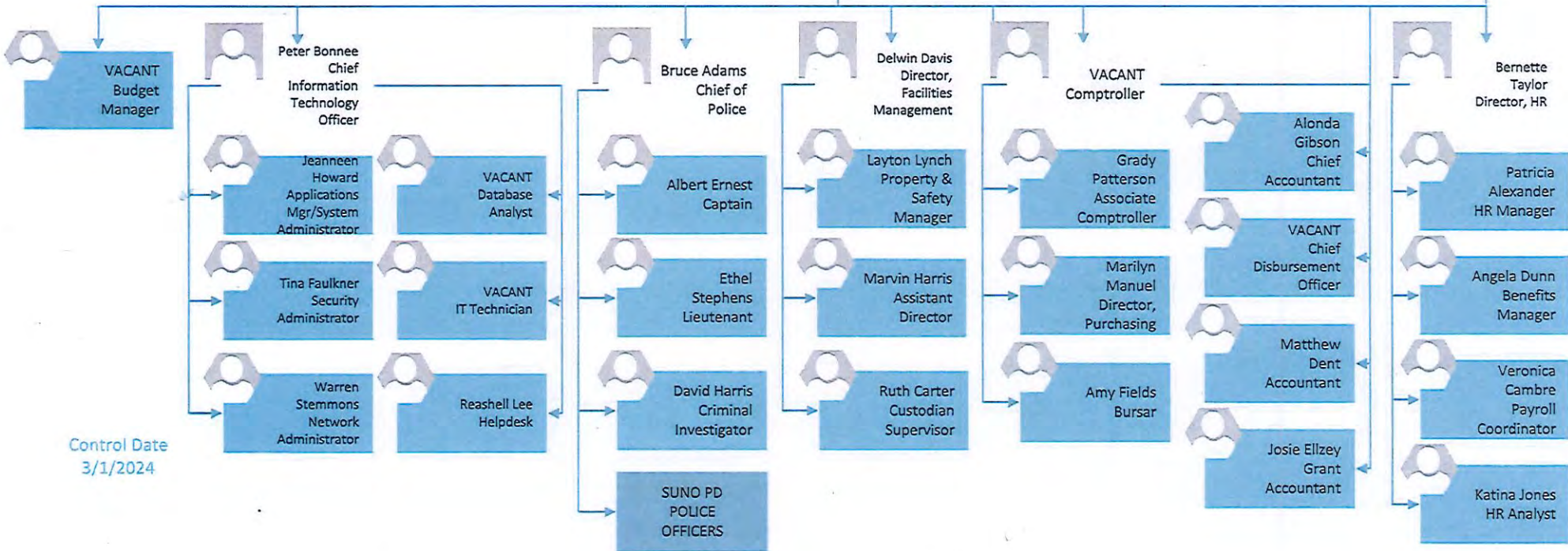


Control Date
3/6/2024

Dennis J. Shields
 President
 Southern
 University System

James H. Ammons,
 Jr., Ph.D.
 Chancellor

Arlean Wehle, CPA,
 CFE, CGMA
 Vice Chancellor,
 Administration &
 Finance



Control Date
 3/1/2024



Dr. Aubra J. Gantt
CHANCELLOR

OFFICE OF THE CHANCELLOR
SOUTHERN UNIVERSITY AT SHREVEPORT

AGANTT@SUSLA.EDU
OFFICE: (318) 670-9312
FAX: (318) 670-6374

March 6, 2023

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

**RE: Lease Agreement for Southern University at Shreveport-Aerospace Technology Center –
Lease between the City of Shreveport, Shreveport Airport Authority and the Board of
Supervisors for Southern University and A&M College System**

Dear President Shields,

Southern University at Shreveport requests approval of the attached lease agreement between the City of Shreveport, Shreveport Airport Authority and the Board of Supervisors for Southern University and A&M College System, for space located at 1520 Airport Drive. This space is utilized by Southern University at Shreveport's Aerospace Technology program (as classroom and office space). The lease term is January 1, 2024 through December 31, 2028.

Thank you for your favorable consideration and support of this request. Should you have any questions or concerns, please advise.

Respectfully Submitted,


Dr. Aubra Gantt
Chancellor

STATE OF LOUISIANA

PARISH OF CADDO

R.S. 9:2742

EXTRACT OF LEASE/OPTION/AMENDMENT

LESSOR'S NAME:

CITY OF SHREVEPORT
SHREVEPORT AIRPORT AUTHORITY

LESSEE'S NAME:

BOARD OF SUPERVISORS FOR THE SOUTHERN
UNIVERSITY AND AGRICULTURAL & MECHANICAL
COLLEGE SYSTEM

LEASE NUMBER:

19-5307

LEASE TERM:

01/01/2024 THROUGH 12/31/2028

BRIEF DESCRIPTION OF PROPERTY:

"21,277 square feet of usable space located at 1520 Airport Drive, Army Reserve Building and Hangar 20, Shreveport, Louisiana, to be used by the Southern University at Shreveport-Aerospace, as a classroom/office, with sixty (60) parking spaces provided."

WITNESS:

LESSOR: CITY OF SHREVEPORT
SHREVEPORT AIRPORT AUTHORITY

Nelda Garza

Printed Name: Nelda Garza

BY: *[Signature]*

Date: Feb. 15, 2024

Stacy Kuba

Printed Name: Stacy Kuba

LESSEE: BOARD OF SUPERVISORS FOR THE
SOUTHERN UNIVERSITY AND AGRICULTURAL &
MECHANICAL COLLEGE SYSTEM

Printed Name: _____

BY: _____

Dennis J. Shields, President

Date: _____

Printed Name: _____

APPROVED:

This _____ day of _____, 2023.

Office of the Governor
Division of Administration

BY: _____

Roger E. Husser, Jr., Director

LEASE

STATE OF LOUISIANA

PARISH OF CADDO

The following contract of lease is made and entered into this ___ day of _____, 2023, by and between the City of Shreveport, Shreveport Airport Authority, hereinafter referred to as "Lessor", and the State of Louisiana, Board of Supervisors for the Southern University and Agricultural & Mechanical College System, herein represented by the undersigned, hereinafter referred to as "Lessee".

1.

For the consideration and upon the term and conditions hereinafter, the Lessor has this day rented, let and leased unto Lessee, here present and accepting the same, for a period of Five (5) years commencing January 1, 2024, and ending December 31, 2038, the following described property:

"21,277 square feet of usable space located at 1520 Airport Drive, Army Reserve Building & Hangar #20, Shreveport, Louisiana, to be used by the Southern University at Shreveport - Aerospace as a classroom/office, at the rate of \$4.108575 per square foot per annum for the period of 1/1/24-12/31/24; at the rate of \$4.231832 per square foot per annum for the period of 1/1/25-12/31/25; at the rate of \$4.358787 per square foot per annum for the period of 1/1/26-12/31/26; at the rate of \$4.489551 per square foot per annum for the period of 1/1/27-12/31/27; at the rate of \$4.624238 per square foot per annum for the period of 1/1/28-12/31/28, with Sixty (60) parking spaces provided."

2.

The consideration of this lease is the payment by Lessee to Lessor of the sum of ONE MILLION, SIX HUNDRED TWENTY-FIVE THOUSAND, EIGHT HUNDRED NINETY-TWO AND 84/100 (\$1,625,892.84) DOLLARS in the following installments:

- For the period of 1/1/24 – 12/31/24, TWELVE (12) equal installments of SEVEN THOUSAND, TWO HUNDRED EIGHTY-FOUR AND 85/100 (\$7,284.85) DOLLARS each, the first installment being due and payable on the 1st day of January, 2024, and the remaining installments being due and payable, respectively on the 1st day of each month thereafter;
- For the period of 1/1/25 – 12/31/25, TWELVE (12) equal installments of SEVEN THOUSAND, FIVE HUNDRED THREE AND 39/100 (\$7,503.39) DOLLARS each, being due and payable on the 1st day of

January, 2025, and the remaining equal installments being due and payable, respectively on the 1st day of each month thereafter;

- For the period of 1/1/26 – 12/31/26, TWELVE (12) equal installments of SEVEN THOUSAND, SEVEN HUNDRED TWENTY-EIGHT AND 49/100 (\$7,728.49) DOLLARS each, being due and payable on the 1st day of January, 2026, and the remaining equal installments being due and payable, respectively on the 1st day of each month thereafter;
- For the period of 1/1/27 – 12/31/27, TWELVE (12) equal installments of SEVEN THOUSAND, NINE HUNDRED SIXTY AND 35/100 (\$7,960.35) DOLLARS each, being due and payable on the 1st day of January, 2027, and the remaining equal installments being due and payable, respectively on the 1st day of each month thereafter;
- For the period of 1/1/28 – 12/31/28, TWELVE (12) equal installments of EIGHT THOUSAND, ONE HUNDRED NINETY-NINE AND 16/100 (\$8,199.16) DOLLARS each, being due and payable on the 1st day of January, 2028, and the remaining equal installments being due and payable, respectively on the 1st day of each month thereafter.

2a.

City of Shreveport/Shreveport Airport Authority Supplemental Contract Terms is hereby attached to this lease as Exhibit A.

3.

Lessor grants to the Lessee the option to extend this lease from the end of its term for an additional period of TWO (2), FIVE (5) year terms upon giving sixty (60) days written notice prior to the expiration date of this lease. There shall be a 3% increase each year of the option period(s).

4.

Should the Lessee be unable, for whatever reason, to maintain possession of the leased premises in accordance with the terms set forth herein, the Lessee shall be entitled to the remission of rent for such term during which the Lessee is deprived of possession.

5.

All monthly payments of rent as herein fixed shall be paid by Lessee to: **City of Shreveport, Shreveport**

Airport Authority 5103 Hollywood Avenue, Suite 200, Shreveport, LA 71103

6.

LESSOR agrees that the building, grounds, and facilities herein leased shall comply with the requirement of La. R.S. 40:Part V. EQUAL ACCESS TO GOVERNMENTAL AND PUBLIC FACILITIES FOR DISABLED COMMUNITY, specifically Articles La. R.S. 40:1731 through 40:1744.

7.

Lessor further agrees to make, at Lessor's own expense, all changes and additions to the leased premises required by reason of any laws, ordinances, orders or regulations of any municipality, parish, state, federal, or other public authority including the furnishing of required sanitary facilities and fire protection facilities, and Lessor shall furnish and maintain all fire extinguishers and equipment necessary to comply with the order of the Louisiana State Fire Marshal. Lessor shall be responsible for all costs associated with any required periodic inspections and servicing of fire extinguishers and equipment.

8.

Lessor must comply with all requirements of the State Fire Marshal's Office. Lessor further agrees to comply with any order issued during the lease term by the State Fire Marshal's Office within the timeframe mandated by that office. Failure to do so will constitute a breach of the terms of said lease.

9.

Lessor shall deliver the leased premises to the Lessee at the beginning of this lease in a thoroughly sanitary and tenantable condition, and, by assuming possession, Lessee admits that it has examined the leased premises and found them to be in good, safe, and acceptable condition. Provided, however, that Lessee shall provide to Lessor, no later than fifteen (15) days after occupancy, a list of all deficiencies in need of correction in order to bring the leased premises into compliance with the terms of the lease. Where Lessee already occupies these premises under a prior lease, possession and occupancy under this lease shall not be deemed to occur until Lessee inspects the premises and certifies in writing to the Division of Administration that all requirements have been satisfied.

10.

Should Lessor fail to keep the leased premises in good and tenantable condition, to make any of such repairs

Lessee of the necessity therefore, or should Lessor commit any other breach of the lease terms and conditions, the Lessee may at its option, with approval of the Division of Administration, correct the same and deduct the cost thereof from the rental payments, or Lessee may, with approval of the Division of Administration, quit and surrender possession of the premises without further liability to Lessor hereunder, upon sixty (60) days written notice. Provided, however, that in the event of conditions requiring immediate maintenance and/or repair, including but not limited to flooding, roof leaks, failure of electrical system, etc., Lessee may at its option, and with notice to the Division of Administration, correct the same and deduct the cost thereof from the rental payments after reasonable attempts to contact the Lessor.

11.

Lessor agrees to do at Lessor's expense such painting and other maintenance to the exterior of the building as is necessary to maintain the building in good condition and appearance. Exterior clean-up shall be maintained constantly to insure that areas outside of leased premises, including parking facilities are trash-free. All grass and weeds shall be cut weekly during growing season and otherwise as needed. Shrubberies shall be maintained in a neat condition, with pruning as necessary. Lessor shall have sole responsibility for all maintenance and repair to the heating and air conditioning systems, plumbing systems (including plumbing fixtures), sewerage disposal systems (including septic tanks), electrical systems, light fixtures (including replacement of light bulbs and fluorescent tubes), and all other equipment furnished by the Lessor.

The Lessor shall be responsible for maintaining the entire building and site in good condition throughout the term of the lease. Lessor shall make all such repairs to the premises as may become necessary because of breakage or other damages not attributable to the negligence of the Lessee, its agents, or its employees. Lessor shall be responsible for any damages to Lessee's employees, agents, invitees, visitors, and property and/or equipment that are a result of Lessor's negligence to properly maintain the premises.

12.

Any water intrusion in the building will require the following action by the Lessor:

Carpet: The following work shall be performed by a restoration contractor that is knowledgeable and experienced in remediation of wet carpet. Excess water shall be immediately vacuumed out of the carpet. The wet carpet shall be sanitized with a chemical approved for indoor use. Area fans shall be installed until the carpet is completely dry. If carpet is not professionally dried and sanitized within 72 hours of notification of the occurrence by Lessee, all areas of wet carpet and padding must be removed and replaced with new carpet and

Walls & Ceilings: The following work shall be performed by a restoration contractor that is knowledgeable and experienced in remediation of water damaged sheetrock. All sections of walls, baseboards, insulation and ceilings subjected to water intrusion shall be removed and replaced, within 72 hours of notification of the occurrence from Lessee and finished to match existing wall within 30 calendar days. The restoration contractor shall certify that the interior wall or ceiling cavities were completely dry prior to installing the replacement sheetrock.

Ceiling Tiles: All ceiling tiles subjected to water intrusion shall be removed within 72 hours of notification of the occurrence from the Lessee and replacement within 45 calendar days. Replacement ceiling tiles shall match existing.

13.

All communications desktop devices (intercom/paging instruments, line status indicators, computer terminals, radio/paging consoles, telephone answer-machines/consoles/sets, etc.) will be installed, maintained, and paid for by the Lessee.

Communications cable/wire shall be provided in the lease space by the Lessor.

All communications equipment (computer controllers, modems, multiplexers, telephone system controllers, etc.) will be installed, maintained, and paid for by the Lessee. The Lessor shall provide space and environment for this equipment. The Lessor's cable/wire shall terminate in the same space as the Lessee's equipment.

The Lessor shall have the local telephone company provide a service entrance cable into the leased space. The telephone company's service cable shall terminate in the same room/space as the Lessor's inside cable/wire and have a minimum capacity of one pair of twisted copper wires per 100 square feet of lease space to be occupied. The Lessor shall provide the pathway(s) (conduit, trench, etc.) for the service cable according to the telephone company's requirements.

The Lessee will order and pay for, through the Office of Telecommunications Management, dial tone and data services from the telephone company. The Lessor shall provide interconnection between the telephone company's RJ21X demarc and the Lessor's wiring connection demarc.

If the lease space has elevators, the Lessor shall provide each elevator that will be used by Lessee personnel with an emergency telephone as required by building codes. Charges for this line(s) (elevator dial tone service) shall be borne by the Lessor.

14.

LESSEE shall pay for all utilities such as electricity, gas, water, sewer, septic tank service, trash/garbage pickup and disposal.

15.

Complete janitorial services, including restroom and custodial supplies for the Army Reserve Building shall be provided by the LESSOR. Complete janitorial services, including restroom and custodial supplies for Hangar #20 shall be provided by the LESSEE.

LESSOR shall provide pest control services on a monthly basis.

16.

The parties hereto agree that no expense incurred as a result of Lessor originated changes, renovations or improvements made during the term of the lease shall be borne by the Lessee.

17.

Lessor herewith grants Lessee the right to add to or to install in the leased premises at its own expense any fixtures, appurtenances, appliances, coverings, or other such objects as Lessee may desire, provided that the installations and alterations made by Lessee do not diminish the value of the leased premises, and the right to remove at Lessee's expense upon the termination of this lease, all such fixtures, appurtenances, appliances, coverings or other improvements placed in or on the leased premises by Lessee, provided that the Lessee restores the leased premises to substantially the same condition as existed at the time of occupancy by Lessee.

18.

If, prior to the termination of this lease, through no fault, neglect or design of Lessee, the leased premises and/or said building be destroyed by fire or other casualty, or be unfit for occupancy, then this lease shall be cancelled inso facto unless the leased premises can be rendered fit for occupancy within one hundred twenty (120) days

thirty (30) days of the occurrence. The Lessee shall be entitled to such reduction or remission of rent as shall be just and proportionate.

If this lease be cancelled for such cause, Lessee shall be entitled to a credit corresponding to the unexpired term of this lease, the unearned proportion of rent shall be annulled and returned to Lessee, and Lessor shall have the right to take possession of the leased premises, discharged of this lease.

If the leased premises and/or said building be only so slightly injured by fire or other casualty as not to render the leased premises unfit for occupancy, Lessor agrees that same shall be repaired with reasonable diligence, in which event Lessee shall not be entitled to any reduction or remission of rent whatever.

19.

Lessor agrees to carry Property Insurance to the replacement cost value of the building structure. Lessee agrees to carry commercial general liability insurance of \$1,000,000 per occurrence for Bodily Injury/Property Damage claims for those incidents in which the occurrence is the result of the negligence of the lessee.

For other than intentional and/or negligent acts of the Lessee, Lessor agrees to waive rights or claims against the Lessee, its agents, or employees for any loss to the premises that arises due to force majeure, Acts of God, and other conditions outside the control of Lessee.

If lessor requires an insurance certificate verifying lessee coverage, please contact State of Louisiana, Office of Risk Management at 225-342-8472 to request the insurance certificate. Lessor will be required to provide a fully executed lease agreement upon insurance certificate request.

20.

It is agreed that any assignment of this lease or the proceeds thereof must be approved in advance of such assignment, in writing, by the appropriate party. If the request to assign is by the Lessee, such assignment must be approved by the Lessor. If the request to assign is by the Lessor, such assignment must be approved by the Commissioner of Administration. Approval of requested assignment shall not be unreasonably or arbitrarily

of this lease or the proceeds of this lease upon receipt of reasonable assurances from assignee of his ability and willingness to assume responsibility for performance of the terms of the lease in the event of failure of performance by the assignor.

21.

It is agreed by both Lessee and Lessor that in the event the Lessee requires adjacent additional space which could not reasonably have been foreseen at the time of execution of the lease or of the exercise of Lessee's option to extend, it shall promptly notify Lessor in writing of such requirement. Lessor shall respond in writing within thirty (30) days of receipt of such notification whether such additional space is available.

In the event such additional space is available, the Lessor shall provide such additional space on the same basis and at the same rate as for such comparable space under the then current lease.

22.

In the event the State of Louisiana provides the Lessee with adequate space in a building owned by the state or owned or leased by the Office Facilities Corporation established by LA R.S. 39:1798 et seq, the Lessor agrees to terminate said lease after sixty (60) days notice.

23.

In the event that public funding for Lessee becomes inadequate to meet the obligations of this lease, Lessee may, with the approval of the Division of Administration, terminate the lease or reduce the space provided and the rental due by giving sixty (60) days written notice to Lessor. The rental payment due when such a reduction in space is exercised shall be on the same terms and at the same rate per square foot as for the original space under the then current lease.

24.

All notices required under this lease shall be in writing and shall be sent by United States Mail and in the case of notices to the Lessor shall be addressed as follows or in such manner as the Lessor shall from time to time make notification to the Lessee:

All requirements of this section shall be in accordance with the Louisiana Administrative Code, Title 33, Part III, Chapter 27 (LAC 33:III, Chapter 27) Asbestos-Containing Materials (ACM) in Schools and State Buildings and any revisions to these regulations promulgated pursuant to the Louisiana Environmental Quality Act (La. R.S. 30:2001, et seq.) and the Louisiana Administrative Procedure Act (La. R.S. 49:951 et seq.). A copy of these regulations may be found on the Louisiana Department of Environmental Quality's (LDEQ) public website.

Pursuant to LAC 33:III, Chapter 27, if the Lessor has reason to believe that the facility being leased does not contain asbestos, the Lessor must provide appropriate documentation from the architect, project engineer, or other principal responsible for the construction or renovation of the proposed leased space that no asbestos containing building material was specified in any construction documents for the building, or, to the best of his or her knowledge, no asbestos containing building material was used in the building. In addition, the Lessor must provide any forms required by LAC 33:III, Chapter 27, and all required forms shall be properly completed as specified in the regulations. This documentation and any required forms must be submitted to the LDEQ Office of Environmental Services, Public Participation and Permit Support Division for review and approval. If the documentation as mentioned above cannot be obtained, the Lessor shall have conducted an asbestos inspection of the building in accordance with LAC 33:III, Chapter 27 indicating therein locations of all materials containing more than one (1) percent asbestos, as determined in accordance with LAC 33:III, Chapter 27. This inspection shall be performed by a LDEQ accredited Inspector with current accreditation. If any asbestos is detected (friable or non-friable) and allowed to remain while the building is occupied, the Lessor shall have developed and shall maintain an ASBESTOS MANAGEMENT PLAN WHICH HAS BEEN APPROVED BY THE LOUISIANA DEPARTMENT OF ENVIRONMENTAL QUALITY.

All Asbestos Management Plans must be developed by an LDEQ accredited Management Planner and must be

Management Plans for School and State Buildings , Form AAC-8” located on the LDEQ public website. Prior to occupancy, the original and completed Form AAC-8 must be provided to the LDEQ for approval. Occupancy of the building cannot occur until the Asbestos Management Plan is approved by LDEQ. The Lessor, in accordance with LAC 33:III, Chapter 27, must maintain, have updated, and comply with the approved Asbestos Management Plan to keep it current with ongoing operations and maintenance, periodic surveillance, inspections, re-inspections, renovations, response action activities, and training of maintenance and custodial personnel. Any updates to the Asbestos Management Plan shall be submitted to the Division of Administration for record purposes. The Lessor must provide a copy of the Asbestos Management Plan and any updates to the Lessee to be maintained at the facility.

All documentation required under this section shall be forwarded to the LDEA by the Lessor PRIOR TO OCCUPANCY OF THE LEASED SPACE BY THE STATE OF LOUISIANA.

26.

The State is not liable for any costs incurred by any Lessor prior to the statutory approval of a lease by the Commissioner of Administration in accordance with LA R.S. 39:1641(A).

27.

When requested by the State, Lessor shall execute a Subordination of Lessor’s Lien with respect to equipment in favor of a third party, whenever the third party is financing the acquisition of the equipment. The State will supply the document to be executed.

IN WITNESS WHEREOF, the parties hereto have signed their names on the dates listed below, in the presence of the undersigned competent witnesses:

WITNESS:

LESSOR: CITY OF SHREVEPORT
SHREVEPORT AIRPORT AUTHORITY

Nelde Grove
Printed Name: Nelde Grove

BY: [Signature]

Date: Feb. 15, 2024

Stacy Kuba
Printed Name: Stacy Kuba

LESSEE: BOARD OF SUPERVISORS FOR SOUTHERN
UNIVERSITY AND AGRICULTURAL & MECHANICAL
COLLEGE SYSTEM

Printed Name: _____

BY: _____
Dennis J. Shields, President

Date: _____

Printed Name: _____

APPROVED:

This _____ day of _____, 2023.

Office of the Governor
Division of Administration

BY: _____
Roger E. Husser, Jr., Director
Facility Planning & Control