

**SUBR**



**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

July 5, 2024

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

RE: Appointment of Dr. Jasmine Berry as a Tenure-Track Assistant Professor in the College of Sciences and Engineering and Search Waiver Request

Dear President Shields:

Dr. Lealon Martin, dean of the College of Sciences and Engineering, is recommending the appointment of Dr. Jasmine Berry for the position of tenure-track Assistant Professor in the Department of Computer Science in the College of Sciences and Engineering (CoSE), effective August 15, 2024. Dr. Martin also requests a waiver for the search for the recommended appointed position. The proposed nine-month salary for Dr. Berry is \$90,000.

I support the recommendation of Dr. Martin. The recommendation letter of Dr. Martin is attached for your review. Dr. Berry has excellent academic and research credentials. Her research is at the forefront of current advances and innovation in Artificial Intelligence (AI) and related fields.

I hereby request that the recommendation of Dr. Lealon Martin, with which I concur, be presented to the Southern University Board of Supervisors at its July 19, 2024 Board Meeting. If you have any questions, please feel free to contact me.

Yours sincerely,

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

Attachment

Approved: \_\_\_\_\_ Date: \_\_\_\_\_  
Dennis J. Shields, President, SUS



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College of Sciences and  
Engineering  
P.O. Box 9969  
Baton Rouge, LA 70813  
Office: (225) 771-5290  
[www.suhr.edu/cso](http://www.suhr.edu/cso)

July 1, 2024

Dennis J. Shields, President  
Southern University System  
4<sup>th</sup> Floor, JS Clark Administration Building  
Baton Rouge, Louisiana 70813  
*Via Email: [dennis.shields@sus.edu](mailto:dennis.shields@sus.edu)*

Re: *Support for the Appointment of Dr. Jasmine Berry as a Tenure-Track Assistant  
Professor in the College of Sciences and Engineering*

Dear President Shields,

I write this letter in support of the recommended appointment of Dr. Jasmine Berry for the position of Tenure-Track Assistant Professor in the Department of Computer Science in the College of Sciences and Engineering (the "College"), effective August 15, 2024, subject to a nine-month contract and annual salary of Ninety Thousand Dollars and No Cents (\$90,000.00). Additionally, I support the requested waiver of search for the recommended appointed position.

Dr. Berry graduated summa cum laude from Norfolk State University in Virginia, and her subsequent achievements underscore the benefits of an HBCU education. She went on to earn a Master of Science (2016) and a Doctor of Philosophy (2020) from the University of Southern California, with the distinction of being the first African-American woman to be conferred with a PhD in Computer Science from that institution.

Dr. Berry's research is at the forefront of current advances and innovation in Artificial Intelligence ("AI") and related fields. In 2021, she received the prestigious and competitive Computing Innovation Fellowship ("CIFellow") award. The CIFellow program is funded through the National Science Foundation and run by the Computing Research Association and the Computing Community Consortium to serve as a career-enhancing bridge experience for recent post-doctoral graduates to on their way to distinguished careers in computing research. This award is a key indicator of Dr. Berry's bright future as an academic and researcher, and of what would be an impactful and transformative career at Southern.

As a CIFellow, AI is Dr. Berry's primary research interest, with practical applications to robotics, neuroscience, and healthcare. She is currently conducting post-doctoral research in Neuro-AI in the Robotics Institute at the University of Michigan, which boasts the most preeminent and largest AI and robotics programs in the United States. With her mentor, Dr.

**Support – Dr. Jasmine Berry**

**July 1, 2024**

**Page | 2**

Chad Jenkins, Dr. Berry has worked to extend concepts from Theory of Mind research into computational models and algorithms that enable robots to better collaborate with humans. Dr. Berry has posed particularly compelling intellectual questions about identity and artificial intelligence and the implications for multi-robot coordination. With the rapid proliferation of large language models and diffusion models across society, such questions are of critical relevance to robotics and AI and our promise to have a positive and equitable impact.

In pursuit of these questions, Dr. Berry has made inroads in modeling Leslie's Theory of Mind as factor graphs (Markov Random Fields, specifically) for decentralized inference of multi-robot coordination performed by belief propagation. Her ideas for understanding AI identity, combined with established work in the Jenkins Laboratory on efficient nonparametric belief propagation, have unlimited potential to provide a tractable model for explainable robot collaboration with a flexible underlying factor graph model – noting that the effectiveness of explainability depends on one's own identity.

Dr. Berry proposes to build a research program that is at the forefront of current advances and innovation in AI and related fields. She seeks to bridge gaps and understanding between self-aware computing in autonomous systems and precision health. When I spoke with Dr. Berry during her recent visit to the Southern University campus as a Google Innovation Lecturer in the College of Sciences and Engineering, she expressed her commitment to advancing personalized disease treatment through innovative applications of Human-Robot Interaction and AI. Her approach involves an interdisciplinary strategy that draws from the fundamentals of Computer Science, Cognitive Science, Psychology, and Neuroscience. Her research has the potential to result in seminal contributions in Brain-Inspired AI, Robotics and Human-Robot Interaction (“HRI”), and Machine Learning (“ML”) in healthcare. It is my belief that Dr. Berry's intellectual depth would be an asset to any major university, and that the College and the University would be fortunate to secure such a strong candidate.

With her excellent academic and research credentials, Dr. Berry is exactly what Southern University needs among its faculty. As an HBCU alumna, she learned first-hand that students' individual needs and personal development are just as important as their academic performance. This background, enhanced by her experiences and stellar work at prestigious and well-funded institutions, means that she has the understanding, expertise, and know-how to support the College's students while contributing to its objectives, including the goal of becoming a top producer of Computer Science graduates.

Retaining a candidate of Dr. Berry's caliber will increase the College's and the University's visibility among other potential candidates, will and inspire future students to excel and soar as per her example. The resulting ripple effect on new faculty hires, innovation in Computer Science, and advancement in the College at-large cannot be overstated. For these reasons and for the potential transformative energy that she brings, I emphatically

Support - Dr. Jasmine Berry

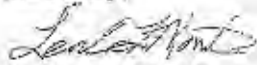
July 1, 2024

Page | 3

state my unreserved support and recommendation for Dr. Jasmine Berry as an Assistant Professor of Computer Science on a tenure-track.

Thank you so much for your support and consideration in this matter.

Sincerely,



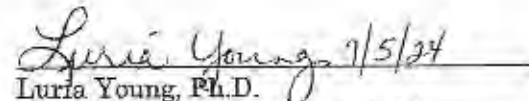
Lealon L. Martin

Dean

College of Sciences and Engineering

Southern University and A&M College

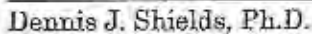
Approved by:



Luria Young, Ph.D.

Vice Chancellor for Academic Affairs

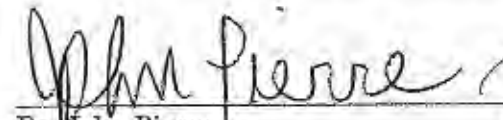
Southern University and A&M College



Dennis J. Shields, Ph.D.

President

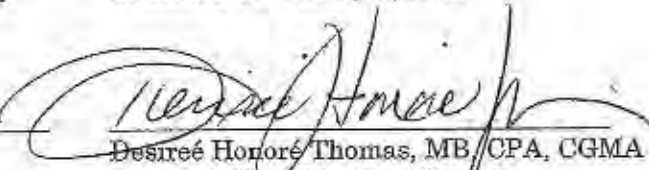
Southern University System



Dr. John Pierre

Chancellor

Southern University and A&M College



Desiree Honoré Thomas, MB/CPA, CGMA

Associate Vice President/Senior

Administrative Operations Officer

Southern University and A&M College



*"A People's Institution Serving the State, the Nation, and the World."*

Department of Computer Science  
College of Sciences and Engineering  
128 Henry L. Thurman Jr. Hall Room E101  
8608 Robert E. Smith Blvd  
Baton Rouge, Louisiana 70813

Office Phone: (225) 771-3652 • Cell: 225-828-2759

Fax: (225) 771-4223

Emails: mathieu.kourouma@sus.edu

mathieu\_kourouma@subr.edu

mkourouma@gmail.com

Dr. Lealon L. Martin  
Dean of College of Sciences and Engineering  
Southern University and A&M College  
Baton Rouge, LA 70813

Ref: Requesting and Recommending Dr. Jasmine Berry for a tenure-track position in Computer Science.


Dear Dean Martin,

Please consider my request and recommendation to appoint Dr. Jasmine Berry to the position of Assistant Professor in the Department of Computer Science on a Tenure-Track, effective Fall 2024. Dr. Berry is currently a postdoctoral researcher in the Robotics Institute of the University of Michigan, where she conducts cutting-edge research in the fields of Artificial Intelligence and Robotics. These are two critical growth areas and needs within the Computer Science department and as an interdisciplinary foundation for collaboration with other departments in the College and on campus.

Feedback from faculty in Computer Science and from the College from Dr. Berry's recent visit to Southern University Baton Rouge campus indicates strong support for Dr. Berry to join the faculty. Her presentation on *"Emerging Identities: Neuro-AI Strategies to Scale Personalization in Autonomous Systems"*, as our inaugural Google Innovation Lecturer, was well-received. The lecture was followed by enthusiastic and overwhelmingly positive interactions and communications with the faculty of Computer Science, College of Sciences and Engineering, administration, and staff.

The Computer Science faculty is truly impressed by Dr. Berry background and credentials. We strongly believe that Dr. Berry's skills, teaching and research experience will be a key asset for the advancement of the Computer Science Department, College of Sciences and Engineering, Southern University Baton Rouge, and the community. Not only that, her pleasant, yet Intellectually-charged demeanor, suggests that she will fit in very well with faculty in the department and also interact very well with our students. Therefore, it is my pleasure to request and recommend Dr. Jasmine Berry for a tenure-track position in Computer Science Department as an Assistant Professor starting fall 2024. Please reach out to me if you have any questions or concerns.

Sincerely,

  
Prof. Mathieu KOKOLY-Kourouma, PhD, SCIP  
Interim Chair of Computer Science

|           |  |  |  |
|-----------|--|--|--|
| JOB CLASS |  |  |  |
| JOB CODE  |  |  |  |
| CAL ID    |  |  |  |

**SOUTHERN UNIVERSITY SYSTEM**

**Personnel Action Form**

|                 |  |  |  |  |  |  |  |
|-----------------|--|--|--|--|--|--|--|
| POSITION NUMBER |  |  |  |  |  |  |  |
|-----------------|--|--|--|--|--|--|--|

CAMPUS: SUS \_\_\_ SUDR \_\_\_ 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 Ebrahim Khosravi Reason Left Retired  
 Date Left 5/2020 Salary Paid \$80,969.00

**Profile of Person Recommended**

Length of Employment 8/1/2024 To 5/17/2025 (and continuing thereafter)  
 Effective Date 8/1/2024

Name Jasmine Berry SS# XX-XX-7036 Sex Female Race\* B  
 (Last 4 digits only)

Position Title: Assistant Professor Department: Computer Science

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 PAE, if applicable.)

Years Experience 12 Southern University Experience 0

| Degree(s): | Type/Discipline (BA-Education): | Institution/Location (SU-Baton Rouge):   | Year:       |
|------------|---------------------------------|--|-------------|
|            | <u>BS Computer Science</u>      | <u>Norfolk State University</u>          | <u>2012</u> |
|            | <u>MS Computer Science</u>      | <u>University of Southern California</u> | <u>2016</u> |
|            | <u>Ph.D. Computer Science</u>   | <u>University of Southern California</u> | <u>2020</u> |

Current Employer: \_\_\_\_\_

**Personnel Action**

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

Recommended Salary \$90,000.00 Salary Budgeted \$90,000.00

Source of Funds Computer Science Department (22477) - College of Sciences and Engineering

Identify Budget: 211001-22477-24100 Location Computer Science Department

Form Code: 211001-22477-24100 Page 1 Item # 1

Change of: \_\_\_\_\_

Position From To  
Assistant Professor Computer Science - College of Sciences and Engineering

Status: \_\_\_\_\_

Salary Adjustment \$90,000.00

Financial Aid signature (if applicable):

List total funds currently paid this employee by Southern University:

| Source of Funds   | Amount      |
|---|-------------|
| Computer Science Department (College of Sciences and Engineering) | \$90,000.00 |
|   |             |
|   |             |

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

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

Supervisor [Signature] 7/5/24 Date 7/5/24  
 Vice Chancellor [Signature] Date 7/5/24  
 Director/Personnel \_\_\_\_\_ Date \_\_\_\_\_

Dean/Unit Head [Signature] 7/5/24 Date 7/5/24  
 Chancellor [Signature] 7/3/24 Date 7/3/24  
 Vice President/Finance \_\_\_\_\_ Date \_\_\_\_\_  
 Business Affairs/Comptroller \_\_\_\_\_

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:** Dr. Martin is recommending a salary of \$90,000.00 for Dr. Jasmine Berry as a Assistant Professor of the Computer Science.

**EMPLOYEE REGULAR WORK SCHEDULE:** 8:00 AM – 5:00 PM  
**EMPLOYEE DIRECT SUPERVISOR:** Dr. Lealon L. Martin, Dean, College of Sciences and Engineering  
**SUPERVISOR/DEPARTMENT CONTACT NUMBER:** 225-771-4009  
**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, H-1-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/Pac/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)



\_\_\_\_\_  
President

\_\_\_\_\_  
Date

\_\_\_\_\_  
Chairman/S.U. Board  
of Supervisors

\_\_\_\_\_  
Date

# JASMINE BERRY, Ph.D.

AI Research Scientist

Email [jasab@umich.edu](mailto:jasab@umich.edu) | [LinkedIn](https://www.linkedin.com/in/jasminberry) [www.linkedin.com/in/jasminberry](https://www.linkedin.com/in/jasminberry)

## EDUCATION

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- University of Southern California, Los Angeles, CA** 2020  
Doctor of Philosophy (Ph.D.), Computer Science, Brain Theory  
Dissertation: Sensory Acquisition for Emergent Body Representations in Neuro-Robotic Systems  
Advisors: Francisco Valero-Cuevas, Alice Parker
- University of Southern California, Los Angeles, CA** 2016  
Master of Science (M.S.), Computer Science
- Norfolk State University, Norfolk, VA** 2012  
Bachelor of Science (B.S.), Computer Science – Engineering (*Summa Cum Laude*)  
Minor in Mathematics

## RELEVANT SKILLS

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- **Natural Languages:** English, Spanish
- **Programming Languages:** Python (Pandas, Numpy, Matplotlib), SQL, R, Java, C++, HTML, CSS, Javascript, Verilog, VHDL, MATLAB
- **Machine Learning Libraries:** TensorFlow, PyTorch, scikit-learn, NLTK, OpenCV
- **Big Data Tools:** Hadoop, Spark, Data Modeling, Visualization, & Analytics
- **Cloud Technologies:** AWS data ecosystem (Lambda, Step Functions, S3, Athena, DynamoDB, Redshift), Google Cloud, Microsoft Azure
- **Operating Systems:** Windows, Unix, Linux
- **Research:** Quantitative Reports, Technical Writing and Communication, Literature Reviews, Survey Design, Software Engineering

## PROFESSIONAL EXPERIENCE

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**Postdoctoral Research Fellow, University of Michigan**  
Ann Arbor, MI  
January 2022 – present

- National Science Foundation, CCC Computing Innovations Research Fellow (CIFellow) in the Laboratory for Progress.
- Researched and developed novel algorithmic approaches for social collaborative robotic systems and computer vision in multi-agent environments.
- Devised several algorithmic methods for task assignment of autonomous agents with 65-70% success rate.

- Coordinated with interdisciplinary team members across labs in the Robotic Institute, fostering a collaborative research environment and leading seminars on the integration of AI in robotic systems for real-world applications.
- Published 4-5 peer-reviewed papers on the applications of 1) digital health for athletes and 2) probabilistic inference mathematical methods in human robot interaction environments and multi-agent task allocation.

**Director of AI Research, Core AI**

Raleigh, NC

April 2023 – present

- Directed strategic planning and implementation of AI research initiatives to drive innovation in Large Language Models (LLMs), Natural Language Processing (NLP), and generative AI systems.
- Promoted an environment of exploration and adoption of novel algorithms, models, and methodologies in AI using Microsoft Azure and Amazon AWS.
- Fostered collaborations with senior management to align research objectives with business goals.
- Presented research findings updates to stakeholders and investors, ensuring transparency and support for platform initiatives.
- Analyzed large datasets of user media to derive insights for optimizing sales tactics and customer engagement.

**Lead Data Scientist, Intake Health**

Los Angeles, CA

March 2021 – January 2022

- Maintained software technology standards and compliance regulations for precision health diagnostics.
- Deployed IoT nodes with proprietary prescriptive analytics via Amazon Web Services to collect anonymized data from hundreds of athletes.
- Utilized TensorFlow and PyTorch to improve hardware device detection model accuracy to >90%.
- Conducted predictive analytics of customer data to enhance performance of ML classification algorithms for detecting physiological biomarkers.

**Technical Lead, Harexi Health**

Los Angeles, CA

August 2017 – August 2020

- Identified technical opportunities and risks for mobile (Android) and web-based (Firebase) platforms.
- Led and managed several teams totaling over 10 front-end and back-end developers for product development.
- Maintained current information about technology standards and compliance regulations for precision health diagnostics in Diabetic and chronically-ill patients.
- Monitored scientific trends for benchmarking system's performance in clinical trials and research studies.
- Achieved optimal data partitioning and efficient storage for thousands of labeled and unlabeled entries.

**AI Engineer-In-Residence, West Coast Consortium for Technology & Innovation in Pediatrics (CTIP)**

Los Angeles, CA

May 2020 – May 2021

- Facilitated discussions on the development, production, and distribution of pediatric medical devices.
- Advised medical technology startups within the CTIP portfolio on product design, strategic and competitive criteria.
- Verified technology intervention points that can be leveraged to increase competitive advantages.

**Quality and Reliability Engineer, Intel Corporation, Intel Architecture Group A (IDGA)**

Folsom, CA

May 2012 - August 2012

- Performed empirical data lab collection and Quality and Reliability (Q&R) analyses on smartphone and tablet systems using Matrix, TAT, and Kratos tools.
- Assisted in formerly defining a tablet use-model for completion of Q&R Goals and Use-Conditions Whitepaper.
- Researched use-model studies of mobile devices for the development of future generation devices.
- Designed experiments for statistical analysis and reliability statistics to ensure equipment requirements met inspection specifications and standardized qualifications.

**Technical Assistant, National Reconnaissance Office, Norfolk State University Information Assurance Center**

Norfolk, VA

August 2010 - May 2012

*Project: Implantable Wireless Sensor Networks: Human Body as a Communications Medium*

- Researched relevant implementation solutions in the field of sensor nodes.
- Proposed a general framework for sensor networks in medical and disease condition monitoring.
- Designed hardware and software architecture (routing protocols) and communication methods of various networking nodes (i.e., Imote2 and MicaZ).

**Intrusion Analyst, Lockheed Martin Corporation, Computer Incident Response Team (LM-CIRT)**

Gaithersburg, MD

May 2010 - August 2010

- Analyzed and process hundreds of intrusion related alerts from both commercial off-the-shelf (COTS) and custom sensors, updating standard operating instructions (SOI) as required.
- Performed peer reviews of incident reports and email attack trends for completeness and accuracy.
- Supported enterprise response activities through command line log analysis and investigated targeted malicious email to aid in enterprise security education initiatives.

**Software Engineer, National Security Agency, Tools and Techniques Division**

Ft. Meade, MD

May 2009 - August 2009

- TS/SI/TK security clearance
- Lead developer and programmer for the first Global Tipping Management Tracking System.

- Developed and tailored existing code of the full-stack web application to exact specifications for new team capabilities.
- Arranged troubleshooting for 3 critical system deficiencies.
- Routinely interfaced system features with requests of the sponsor, program manager, and end-users on technical and operational aspects of the tracking system.

## **RESEARCH EXPERIENCE**

---

### **Research Assistant, Brain-Body Dynamics Lab, University of Southern California**

Los Angeles, CA

August 2016 - August 2020

Advisor: Dr. Francisco Valero-Cuevas

*Project: Computational analysis of sensory modalities in neuromuscular dynamics*

- Publish science articles on neural network learning of sensory modalities in bio-inspired robotic systems.
- Design sensory learning methods based on neural physiology for robotic agent locomotion using D3.js data visualization, Python libraries, and machine learning.

### **Research Assistant, Biomimetic Real-Time Cortex (BioRC) Project, University of Southern California**

Los Angeles, CA

August 2013 - May 2016

Advisor: Dr. Alice Parker

*Project: Influence of Human Brain Augmentation on Self-awareness and Consciousness*

- Research topics on building cognition in our neuromorphic and bio-inspired architectures using MATLAB toolbox.
- Demonstrate plausibility of machine subjective experience for neuromorphic architectures.

### **Research Assistant, USC Brain Project, Department of Neuroscience, University of Southern California**

Los Angeles, CA

August 2013 - May 2016

Advisor: Dr. Michael Arbib

*Project: Extending the Mirror Neuron System, II (MNS2) for behavioral reaching and grasping tasks*

- Identified Brain Operating Principles (BOPs) and neural correlates that are useful for function of agency in autonomous systems.
- Modeled the cortical Mirror Neuron System and applied BOPs to simulate 1) self-recognition and 2) hand reaching and grasping tasks in an interactive user interface environment.
- Developed source code with Maya Animation Software and Python Scripting.

### **Research Assistant, Berkeley Wireless Research Center, University of California, Berkeley**

Berkeley, CA

May 2011 - August 2011

Advisor: Dr. Borivoje Nikolic

*Project: Energy efficient microprocessor*

- Participant of Summer Undergraduate Program in Engineering Research at Berkeley (SUPERB-ITS).

- Investigated programmable logic array (FPGA) communication from host station (PC) to chip and vice versa, with an energy-efficient microprocessor via Ethernet connection.
- Researched ways to provide fast synchronization with the chip and establish robust protocol that can be re-used for future implementations, using Verilog and VHDL.

## **TEACHING EXPERIENCE**

---

**Teaching Assistant**, Department of Computer Science, *University of Southern California*

Role: Offered weekly 60-minute recitation; graded assignments, exams; helped design in-class materials for the following courses.

### **Teaching Assistant (TA)**

Computer Science Department, University of Southern California / Fall 2018

- Course Title: CS 561 – *Foundations of Artificial Intelligence*
- Professor: Dr. Sheila Tejada

### **Teaching Assistant (TA)**

Computer Science Department, University of Southern California / Spring 2016

- Course Title: CS 109 – *Introduction to Computing*
- Professor: Dr. Gaurav Sukhatme

### **Teaching Assistant (TA)**

Computer Science Department, University of Southern California / Spring 2015

- Course Title: CS 109 – *Introduction to Computing*
- Professor: Dr. Paul Rosenbloom

### **Teaching Assistant (TA)**

Computer Science Department, University of Southern California / Spring 2015

- Course Title: CS 588 – *Specification and Design of User Interface Software*
- Professor: Dr. Massoud Ghyam

### **Teaching Assistant (TA) & Lab instructor**

Computer Science Department, University of Southern California / Fall 2014

- Course Title: CS 101L – *Fundamentals of Computer Programming*
- Professor: Dr. Massoud Ghyam

### **Teaching Assistant (TA)**

Computer Science Department, University of Southern California / Spring 2014

- Course Title: CS 588 – *Programming and Multimedia on the WWW*
- Professor: Dr. Massoud Ghyam

## LEADERSHIP POSITIONS

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- USC Viterbi Global Committee, 2015-2016
- Vice President of Minority Engineering Graduate Association, 2015-2016
- Women in Engineering Student Advisory Board, 2015-2016
- Vice President of Dozoretz National Institute for Mathematics and Applied Sciences, 2011-2012
- Treasurer of National Society of Black Engineers (Local Chapter), 2010-2011
- Senator of National Society of Black Engineers (Local Chapter), 2009-2010

## PUBLICATIONS

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1. **Berry, J. A.** (2024). Digital Athletes in the Classroom: Computing Education for Students Through the Digital Transformation of Sports. *IEEE Black Issues in Computing Education*. *Accepted*.
2. **Berry, J. A.** (2023). Agent Assessment of Others Through the Lens of Self—A Position Paper. *Accepted at AAAI-FSS Agent teaming in mixed-motive situations*.
3. **Berry, J. A.**, Olson, F. A., Gilbert, A., & Jenkins, O. C. (2023). A Case of Identity: Enacting Robot Identity with Belief Propagation for Decentralized Multi-Agent Task Allocation. *IEEE Robot and Human Interactive Communication (RO-MAN)*.
4. Bender, B. F., Johnson, N. J., **Berry, J. A.**, Frazier, K. M., & Bender, M. B. (2022). Automated Urinal-Based Specific Gravity Measurement Device for Real-Time Hydration Monitoring in Male Athletes. *Frontiers in Sports and Active Living*, 4, 921418.
5. Bender, B. F., & **Berry, J. A.** (2023). Trends in Passive IoT Biomarker Monitoring and Machine Learning for Cardiovascular Disease Management in the US Elderly Population. *Advances in geriatric medicine and research*, 5(1).
6. **Berry, J. A.**, and Parker, A. C. (2016). The Elephant in the Mirror: Bridging the Brain's Explanatory Gap of Consciousness. *Frontiers in Systems Neuroscience*, 10.
7. **Berry, J. A.**, Ritter, R., Nagamori, A., & Valero-Cuevas, F. J. (2017). The neural control of movement must contend with trajectory-specific and nonlinearly distorted manifolds of afferent muscle spindle activity. In *International Joint Conference on Neural Networks (IJCNN)* (pp. 1188-1194), IEEE.
8. Marjaninejad, A., **Berry, J.A.**, Valero-Cuevas, F.J. (2018). An Analytical Approach to Posture-Dependent Muscle Force and Muscle Activation Patterns. 40th Annual International Conference of the IEEE Engineering in Medicine and Biology Society.
9. **Berry, J. A.**, & Valero-Cuevas, F. J. (2020, July). Sensory-Motor Gestalt: Sensation and Action as the Foundations of Identity, Agency, and Self. *Artificial Life Conference Proceedings* (pp. 130-138). MIT Press.
10. **Berry, J. A.**, Marjaninejad, A., & Valero-Cuevas, F. J. (2023). Edge Computing in Nature: Minimal pre-processing of multi-muscle ensembles of spindle signals improves discriminability of limb movements. *Frontiers in Physiology*, 14.
11. Olson, E. A., Pavlasek, J., **Berry, J. A.**, & Jenkins, O. C. (2023). Counter-Hypothetical Particle Filters for Single Object Pose Tracking. *arXiv preprint arXiv:2305.17828*.

## **AWARDS AND HONORS**

- 2023 Aspiring PI Travel Award, Foundational Research in Robotics (FRR)
- 2021 – 2024 Computing Community Consortium, Computing Innovations Fellow (CIFellow)
- 2018 Viterbi Graduate Fellowship
- 2012 – 2014 GEM Consortium PhD Fellowship, sponsored by Intel Corp.
- 2011 Facebook Grace Hopper Scholarship Recipient
- 2011 9<sup>th</sup> Annual National Spelman Computer Science Olympiad: 2<sup>nd</sup> Place in Robotics
- 2010, 2011 Thurgood Marshall College Fund Leadership Institute Participant and Alumnus
- 2010 8<sup>th</sup> Annual National Spelman Computer Science Olympiad: 2<sup>nd</sup> Place in Programming Event
- 2010 Who's Who Among Students in American Universities & Colleges
- 2010 VADM Samuel L. Gravely Memorial Scholarship
- 2009 – 2012 Alpha Kappa Alpha Educational Advancement Foundation, Inc. Scholarship
- 2009 – 2011 Dozoretz National Institute for Mathematics and Applied Sciences Class Scholar Award
- 2009, 2010 Armed Forces of Communications and Electronics (AFCEA) Hampton Roads Chapter Scholarship Recipient
- 2009 – 2010 Dozoretz National Institute for Mathematics and Applied Sciences Four Point Award
- 2009 – 2012 Golden Key International Honour Society
- 2009 7<sup>th</sup> Annual National Spelman Computer Science Olympiad Grand Champion: 1<sup>st</sup> place in Robotics Event, 2<sup>nd</sup> place in Hardware Design Event, 3<sup>rd</sup> place in Google Gadget Event
- 2009 Excellence Award for Exemplary Contributions and Service during Summer Internship at the Department of Defense
- 2008 – 2012 DNIMAS Scholarship (Dozoretz National Institute for Mathematics and Applied Sciences)
- 2008 – 2012 Dean's Honor Award, Norfolk State University

## **INVITED TALKS, PRESENTATIONS, & PANELS**

1. Invited Talk – April 2023  
*Research University Alliance*  
University of California, Berkeley
2. Panel Speaker – September 2022  
*Future of Computing: Student & Early Career Researchers Roundtable*  
USC/ISI Symposium on the Future of Computing Research
3. Panel Speaker – September 2022  
*Designing for the Future: Immersive Tech and the Metaverse*  
Wonder Women Tech, Long Beach, CA
4. Panel Speaker – March 2022  
*Cultural Views on AI from African, Asia, and North America*  
European Artificial Intelligence Week, Sponsored by AI4Belgium
5. Panel Moderator – October 2020  
*Equity in Telehealth*



Artificial Intelligence in Los Angeles (AILA), Los Angeles, CA

6. Contributed Talk Speaker – July 2020  
*Hybrid Life Topic, Sensory-Motor Gestalt*  
 Artificial Life Conference, Montreal, Canada
  
7. Poster Presentation – May 2017  
 “Neural control of movement must contend with trajectory-specific and nonlinearly distorted manifolds...”  
 30<sup>th</sup> International Joint Conference on Neural Networks, IEEE Computational Intelligence Society  
 Anchorage, AK
  
8. Tech Panelist – August 2016  
*Women in Technology and Engineering*  
 Google HQ, Venice, CA

### **CONFERENCE, PROGRAMS, AND WORKSHOP ACTIVITIES**

|   |      |
|---|------|
| Early and Mid-Career Mentoring Workshop<br>Computing Research Association<br>Chicago, IL                                  | 2023 |
| Neuroscience Needs a Revolution to Understand Consciousness<br>California Institute for Human Science<br>Encinitas, CA    | 2023 |
| ACM Federated Computing Research Conference (FCRC)<br>Orlando, Florida  | 2023 |
| NSF Foundational Research in Robotics - National Robotics Initiative<br>Principal Investigators' Meeting<br>Arlington, VA | 2023 |
| NeuroTech Workshop<br>Minneapolis, MN   | 2022 |
| Automotive Research Center<br>University of Michigan<br>Ann Arbor, MI   | 2022 |
| 8th Annual BRAIN Initiative Meeting   | 2022 |
| LA BioStart Biotechnology Bootcamp  | 2019 |

California State University LA  
Los Angeles, CA

NSF Dissertation Institute Workshop  
Houston, Texas, University of Houston

2018

Grace Hopper Celebration of Women in Computing Conference  
Houston, Texas

2015

Federated Computing Research Conference  
CRA-W Early Career Mentoring Workshop  
Portland, Oregon

2015

22nd Annual Joint Symposium on Neural Computation  
Los Angeles, CA, University of Southern California

2015

NSBE National Convention  
Anaheim, CA

2015

Neuromorphic Cognition Engineering Workshop  
Presented by the Institute of Neuromorphic Engineering (INE)  
Telluride, Colorado

2014

Van Der Meulen Symposium: Neurorestoration Expanding the Landscape  
for the Treatment of Nervous System Diseases through Engineering and  
Medicine.  
USC Keck School of Medicine, Los Angeles, CA

2014

CRA-Women, Grad Cohort Workshop  
Santa Clara, CA

2014

MD&M West—Medical Conference  
Anaheim Convention Center in Anaheim, CA

2013

## **OUTREACH AND VOLUNTEERING**

**Medical Innovation, Research and Entrepreneurship (MIRE), University Lab Partners**

May 2021 - Present

- Quarterly speaker and instructor on Artificial Intelligence and Health training for High School students in Orange County, CA.

**International Conference on Intelligent Robots and Systems (IROS)**

October 2023

- Coordinator and conference planning for volunteer personnel that included graduate students, postdocs, and faculty.

**Black in Robotics (BiR)**

August 2020 - Present

- Volunteer instructor for virtual workshops and tutorials on Robotics Hardware and Software development.

**Institute of Engineering Community and Cultural Competence (IEC3), USC Viterbi School of Engineering**

August 2017 - May 2018

- Volunteer STEM speaker for K-12 local outreach.
- Assisted in effort to eliminate the gender gap in STEM by providing culturally- and socially-relevant training and research to help pave the way for more women of color to enter STEM fields.

**SHINE (Summer High School Intensive in Next-Generation Engineering), University of Southern California**

June 2017 - July 2017

- Mentored for a seven-week opportunity for talented high school students to participate in hands-on engineering laboratory research focused on real-world problems.

**Concerned Citizens Community Involvement, Limitless STEM Academy**

January 2015 - Present

- Volunteer STEM mentor and robotics instructor.
- Build excitement, knowledge and understanding of STEM using the KISS Institute of Practical Robotics "Junior Botball® Challenge" curriculum.

**Girl Scouts Science and Technology Robotics Demo Expo, Norfolk State University**

August 2010 - May 2012

- Volunteered to demonstrate the construction of robotics and their applications for youth members of the Girl Scouts organization.

**STARS (Science and Technology Academicians on the Road to Success) Tutoring Center, NSU**

August 2009 - May 2012

- Volunteer mentor for high-school and middle school students in weekly tutoring sessions of class assignments for science & mathematics.

**MEMBERSHIPS & AFFILIATIONS**

- Armed Forces Communications and Electronics Association International (AFCEA)
- Association of Computing Machinery (ACM)
- Association for the Advancement of Artificial Intelligence (AAAI)
- Black in AI
- Black in Robotics (BiR)

- Biocom - Life Science Association of California
- Institute of Electrical and Electronic Engineers (IEEE)
- National Society of Black Engineers (NSBE)
- Society of Women Engineers (SWE)
- Society for Neuroscience (SFN)



**SOUTHERN LAB**  
SOUTHERN UNIVERSITY  
LABORATORY SCHOOL

Date: Tuesday, June 25, 2024

To: Luria Young, Ph.D.  
Vice Chancellor for Academic Affairs  
3rd Floor, J.S. Clark Administration Building  
Baton Rouge, LA 70813

Re: Recommendation for Pay Increase: Quianna Chaney

Please accept this correspondence as a formal request for a salary increase for Ms. Quianna Chaney, who currently serves as an Instructor and Head Girls Basketball Coach at Southern University Laboratory School (SULS).

Ms. Chaney's dedication and exceptional performance have been evident in her role, where she has led our girls' basketball team to win two championships and has earned the prestigious Coach of the Year honors. Her contributions to the school and the athletic program have significantly enhanced the reputation and success of our institution.

Currently, Ms. Chaney's salary is \$55,917 per year. In recognition of her achievements and commitment, we are requesting that her annual salary be increased to \$70,000. This increase is justified by her consistent success and the positive impact she has made on the students and the school community.

Funds for this salary increase have been allocated in the SULS General Fund Budget, ensuring that the raise is financially sustainable. Given her dedication and the tangible results she has delivered, it is without hesitation that I recommend this salary increase for Ms. Chaney.

Please advise if any additional information is needed. Thank you in advance for your leadership and support in this matter.

Respectfully,

Herman R. Brister  
Director

John Pierre, Ph.D.  
Chancellor SUBR

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

Dennis Shields  
President

|           |  |  |  |  |
|-----------|--|--|--|--|
| JOB CLASS |  |  |  |  |
| JOB CODE  |  |  |  |  |
| CAL ID    |  |  |  |  |

**SOUTHERN UNIVERSITY SYSTEM**

Personnel Action Form

|                 |   |   |   |   |   |   |
|-----------------|---|---|---|---|---|---|
| POSITION NUMBER | 2 | F | 9 | 5 | 9 | 2 |
|-----------------|---|---|---|---|---|---|

CAMPUS: SUS \_\_\_\_\_ SUBR  SULA \_\_\_\_\_ SUAREC \_\_\_\_\_ SUNO \_\_\_\_\_ SUSLA \_\_\_\_\_

EMPLOYMENT CATEGORY: 9-MONTH \_\_\_\_\_  12-MONTH \_\_\_\_\_ OTHER \_\_\_\_\_ (Specify) \_\_\_\_\_

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

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

**Profile of Person Recommended**

Length of Employment August 2024 To May 2025 (continuous employment)  
 Effective Date August 1, 2024

Name Quianna Chaney SS# \_\_\_\_\_ Sex F Race B  
(Last 4 digits only)

Position Title: Physical Education Teacher/Girls Basketball Department: Southern University Laboratory School

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 7 Years Southern University Experience 7 Years  
 Degree(s): Type/Discipline (BA-Education): BS: General Studies Institution/Location (SU-Baton Rouge): Louisiana State University Year: \_\_\_\_\_  
MS: Educational Leadership Grand Canyon University

Current Employer Southern University Laboratory School

**Personnel Action**

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

Recommended Salary \$70,000 Salary Budgeted \$70,000

Source of Funds SULS General Fund

Identify Budget: SULS General Fund Location \_\_\_\_\_  
 Form Code: 211001-22281-24100 Page \_\_\_\_\_ Item # \_\_\_\_\_

Change of: \_\_\_\_\_ From \_\_\_\_\_ To \_\_\_\_\_

Position NA From \_\_\_\_\_ To \_\_\_\_\_

Status \_\_\_\_\_

Salary Adjustment \$55,917 \$70,000

Financial Aid signature (if applicable):

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

| Source of Funds                | Amount          |
|--------------------------------|-----------------|
| <u>211001-22281-6100-24100</u> | <u>\$70,000</u> |
|                                |                 |
|                                |                 |

Comments: (Use back of form)

\*See Reverse Side

Graduate School signature (if applicable):

[Signature] 6/25/24  
 Supervisor Date  
[Signature] 6/27/24  
 Vice Chancellor Date  
[Signature] 7/3/24  
 Director/Personnel Date

[Signature] 6/25/24  
 Dean/Unit Head Date  
[Signature] 6/27/24  
 Chancellor Date  
[Signature] 7/3/24  
 Vice President/Finance Date  
 Business Affairs/Comptroller

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 peoples 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:** Monday - Friday 7:30 am to 3:30 pm

**EMPLOYEE DIRECT SUPERVISOR:** Herman R. Brister

**SUPERVISOR/DEPARTMENT CONTACT NUMBER:** 225-771-3490

**NUMBER OF EMPLOYEES SUPERVISED, (if any):** NA

**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, H-1-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. F1 Student at S.U.)
- OPT (F-1 Visa-TNS Prior Approval-"Practical Work Experience")

2F 952  
FUNDS AVAILABLE  
OFFICE OF THE COMPTROLLER  
SOUTHERN UNIVERSITY SYSTEM

- US  
RA  
H1  
J1  
F1  
FO

GRANTS & CONTRACTS SECTION  
211001-22281-61002-241

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

**PAP 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 PAP, 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)



# QUIANNA CHANEY

*Coach 225-200-5340*

Professional basketball player with 10+ years combined in the WNBA and internationally. Veteran player seeking a coaching position where I am able to use the full scope of my basketball experience to help athletes make better decisions and to become learners of today and leaders of tomorrow.

## EDUCATION

Bachelor of General Studies  
 Louisiana State University  
 2004-2007  
 Masters in Educational Leadership  
 Grand Canyon University  
 2020-2021



## WORK EXPERIENCE

---

*Southern University Laboratory School 2017- Present*

### *P.E Teacher*

- *Help children work on fitness levels to ensure they lead healthy and active lifestyles*
- *Teach a range of different sports and provide young people with opportunities to develop and fine-tune their social and physical skills*
- *Create structured lessons to promote the importance of movement.*

*Professional Basketball Player 2008-2010*

- *Drafted 2nd round 19th pick to Chicago Sky*
- *International 2008-2017*

## SKILLS

---

- *Coaching +Teamwork*
- *Team Development*
- *Strong +Effective communication*
- *Player Development*
- *Respect + Positive Attitude*
- *Sportsmanship*

## AWARDS RECEIVED

---

- *2024 State Champion*
- *2023 State Runner Up*
- *2022 Stars of Stars Coach of the Year*
- *2022 State Champion*
- *2022-2023 District Coach of the year*
- *2002, 2003, 2004 State Champ as a player*
- *2004 Miss Louisiana Basketball*





**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

July 2, 2024

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

RE: Salary Adjustment for Consuela S. Douzier, Associate Director of Financial Aid


Dear President Shields:

Ms. Consuela Douzier is the Associate Director of Financial Aid at Southern University and A&M College. Her current salary is \$58,908. Ms. Douzier has agreed to take on additional responsibilities as the Satisfactory Academic Progress (SAP) Appeals chairperson. SAP Appeals are various tedious processes.

In addition, Ms. Douzier will provide financial aid technical support and other support related to financial aid functions in Banner. Furthermore, she will assume direct immediate supervision for a loan coordinator, loan counselor, and an account II. The proposed salary adjustment is \$11,092, making her newly proposed annual salary \$70,000, effective July 1, 2024. Ms. Douzier's experience, dedication, and analytical skills make her worthy of this salary adjustment. Her resume is attached for your review.

I hereby respectfully request that the recommended salary adjustment of \$11,092 for Ms. Consuela Douzier, Associate Director of Financial Aid, be approved by the Southern University Board of Supervisors at its July 19, 2024 meeting. If you have any questions, please feel free to contact me.

Yours sincerely,

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

Attachments (2)

Approved: \_\_\_\_\_ Date: \_\_\_\_\_  
Dennis J. Shields, President, SUS

|           |  |  |  |  |
|-----------|--|--|--|--|
| 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  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

2023-2024 APPEALS  
2024 JUL 24/2024

Previous Employee \_\_\_\_\_ Reason Left \_\_\_\_\_  
Date Left \_\_\_\_\_ Salary Paid \_\_\_\_\_

Profile of Person Recommended

Length of Employment \_\_\_\_\_ To \_\_\_\_\_  
Effective Date August 1, 2024

Name Consuela Douzier SS# U01298164 Sex F Race\* B  
(Last 4 digits only)

Position Title: Associate Director Department: Financial Aid

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 FAF, IC applicable.)

Years Experience 13 years in Financial Aid Southern University Experience \_\_\_\_\_ 20 years  
Degree(s): \_\_\_\_\_ Type/Discipline (BA-Education): \_\_\_\_\_ Institution/Location (SU-Baton Rouge): \_\_\_\_\_ Year: \_\_\_\_\_

| MBA-Adult Education          | University of Phoenix      | 2012 |
|------------------------------|----------------------------|------|
| ADM Supervision Certificate  | Louisiana State University | 2008 |
| MBA Business Administration  | University of Phoenix      | 2007 |
| BS - Business Administration | University of Phoenix      | 2006 |
| A.S. Business Technology     | Remington College          | 2000 |

Current Employer Southern University and Agricultural & Mechanical College

Personnel Action

Check One  New Appointment  Continuation  Sabbatical  Leave of Absence  
 Transfer  Replacement  Other (Specify) Add. Duties and Salary Adjustment

Recommended Salary \$70,000 Salary Budgeted \$70,000

Source of Funds General Fund

Identify Budget: \_\_\_\_\_ Location \_\_\_\_\_  
Form Code: \_\_\_\_\_ Page \_\_\_\_\_ Item # \_\_\_\_\_

Change of: \_\_\_\_\_ From \_\_\_\_\_ To \_\_\_\_\_

Position \_\_\_\_\_

Status \_\_\_\_\_

Salary Adjustment \$58,908 \$70,000

Financial Aid signature (if applicable):

List total funds currently paid this employee by

Southern University:

0\*See Reverse Side

Comments: (Salary Adjustment due to additional duties)

| Source of Funds          | Amount   |
|--------------------------|----------|
| 211001 26301 61002 25000 | \$70,000 |
|                          |          |
|                          |          |

\*See Reverse Side

Graduate School signature (if applicable):

Tashita Davis 7/3/24  
Supervisor Date

Laura Young 7/3/24  
Vice Chancellor Date

Deann M. Harris 7/5/2024  
Director/Personnel Date

Tashita Davis 7/3/24  
Dean/Unit Head Date

John K. Pierre 7/3/24  
Chancellor Date

\_\_\_\_\_  
Vice President/Finance Date  
Business Affairs/Comptroller

\_\_\_\_\_  
President Date

\_\_\_\_\_  
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.

**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:** M-F 8am - 5pm

**EMPLOYEE DIRECT SUPERVISOR:** Taishieta Davis

**SUPERVISOR/DEPARTMENT CONTACT NUMBER:** 225-771-2012

**NUMBER OF EMPLOYEES SUPERVISED, (if any):** 8

**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/Pac/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)

## *Consuela S. Douzier*

Em

### **SUMMARY OF QUALIFICATIONS**

- 5 years experience in reprographics, records management, and mail services
- 6 years experience in a supervisory role
- Demonstrated leadership through training and motivating personnel, report generation, problem resolution, and quality control
- Extensive experience providing a administrative support including scanning, photocopying, faxing, sorting and distributing mail, filing, and typing
- Received recognition as Employee of the Month
- Knowledgeable and Proficient in Microsoft applications (Word, Excel, PowerPoint, Outlook, Access, Publisher)
- Knowledgeable and Proficient in the use of Java Client Workflows
- 10 years of experience in higher education

### **EXPERIENCE**

- Associate Director of Financial Aid, Southern University, B.R., LA* 2020-Present
- Provide leadership and direction for the Financial Aid office, especially in the absence of the Financial Aid Director.
  - Assist in the development of institutional policies and procedures based on federal regulations, guidelines, and professional literature.
  - Keep up to date and abreast of changes to pertinent legislation and regulations concerning Financial Aid.
  - Act as a resource for clarification and information.
  - Oversee all operations and processing to ensure proper disbursements of federal, state, and agency funds to a diverse community of students.
  - Collaborate with the Director of Financial Aid to develop, implement, and maintain internal controls and procedures across campus to minimize exposure to risks.
  - Establish institutional policies and procedures, such as those related to Satisfactory Academic Progress (SAP), Professional Judgement, and Dependency Override processes.
- Financial Aid Counselor, Southern University, Baton Rouge, LA* 2011- 2020
- Counsel and process students' financial aid awards
  - Reconcile reporting
  - Assist students with counseling (Entrance Counseling and MPN)
  - Research balances and reports
  - Utilize other databases to provide students with efficient services
  - Make corrections through the BANNER system so students aid the process
  - Return of Title IV
  - Return to Lenders
- Accounting Specialist I, Southern University, Baton Rouge, LA* 2010-2011
- Update and review billings
  - Work with AR and Billing Supervisor
  - Solve billing issues for assigned groups or student clientele
  - Assists in other accounting projects as needed
  - Assist in the preparation of student accounts for graduation
- Program Assistant, Family Road of G.B.R., Baton Rouge, LA* 2007- 2010
- Assist customers with information on classes, sessions, and appointments.
  - Input data from customer applications into an online database.
  - Process forms for next-day sessions and classes.
  - Schedule appointments for customers.
  - Assist clients with submitting Medicaid applications process

*Experience (Continued)*

- Serials Library Specialist 2**, Southern University, Baton Rouge, LA **2004 – 2010**
- Check in serials on Unicom Workflow holdings record that consist of journals, periodicals and subscription serials books for the stack area
  - Claim periodicals, journals and other subscriptions that has been lost, damage or never received through the mail system
  - Check in daily mail for the library, staff and our mass production of periodicals that routed through the mail, and sorted and sent our mail
  - Perform inventory of the library book collection
  - Analyzed data and formulated solutions for specific problem areas
  - Safeguarded and maintained all classified material, and transcribed recorded statements
  - Performed data entry of personnel records into database

- File Clerk/Lead Scanner**, Direct General Corp., Baton Rouge, LA **2004-2004**
- Performed daily work schedules for the Environmental Services Aide and monthly work schedules for days off for everyone in the department
  - Performed financial tasks for the department such as weekly payroll and billing
  - Budgeted department purchases and posted invoices
  - Contacted vendors and ordered supplies, and attended to resident's needs and complaints
  - Compiled, copied, sorted, and filed records of office activities, business transactions, etc.
  - Ordered materials, supplies, and services, and completed records and reports
  - Operated office machines, such as photocopier, telecopier, and personal computer
  - Reviewed files, records, and other documents to obtain information to respond to requests

- Office Assistant**, St. James Place Retirement Center, Baton Rouge, LA **2001 – 2004**
- Oversee daily schedules and duties of employees
  - Track employee's absenteeism's, leave requests and personnel records
  - Inventory and ordering of supplies and correspond with vendors
  - Monitor accounts expenditures for the department.
  - Managed payroll and other human resources issues for 27 employees
  - Scheduled all meetings, process requests of clients and answered telephone calls at a high volume
  - Performed interim duties as supervisor over Environmental Service Aides and Technicians
  - Oversee monthly spending of department budgets and closing out for the year.

**EDUCATION**

- *Ph.D. Public Policy* **2020-Present**  
Southern University A&M College
- *M.S. Accountancy* **2014-2015**  
University of Phoenix
- *M.A. Education, Adult Education* **2011-2012**  
University of Phoenix
- *Administrative Supervision Certificate* **2007-2008**  
Louisiana State University
- *M.B.A. Business Administration* **2006-2007**  
University of Phoenix

- *B.S. Business Administration* **2003-2006**  
**University of Phoenix**
- *A.S. Business Technology. (Awards: President's & Dean's List)* **1999-2000**  
**Remington College**
- *Certified Nursing Assistant* **1993-1994**  
**DHCI (Domestic Healthcare Institute)**

#### **CERTIFICATIONS**

- *TOCDS- (Training in Online Course Delivery and Support)* **2010**  
**Southern University A&M College**
- *ESL (English as a Second Language)* **2010**  
**Southern University A&M College**
- *Medicaid Application Representative Analyst Certification* **2008**  
**Department of Health & Hospital**

#### **GROUPS**

- *SUBR Staff Senate Senator* **2008-2011**
- *Human Resources Committee.* **2008-2011**
- *JUMP Mentoring Program* **2009-2010**

#### **Community Outreach Activities**

- **Ministry of Help**
  - *Volunteers in conducting computer instructions in the area of Microsoft applications, computer orientation (setting up computer, installing computer software, etc.) and how to purchase a computer as it relates to hardware and software*
  - *Volunteers in church's bookstore in the area of sales of book materials and current or previous services. Create DVD's and CDs through Studio Master System*

## **Associate Director, Financial Aid**

### **Job Description:**

The Associate Director assists with the overall responsibility for daily operations of the Financial Aid office, including training and management of operational staff, awarding aid, verification, Satisfactory Academic Progress (SAP) and appeals, return to Title IV calculations (R2T4), compliance, and process improvement. The Associate Director maintains full working knowledge of the federal, state, and institutional regulations. The Associate Director of Financial Aid is responsible for financial aid fund management and the administration of the Federal Direct and private loan programs. The Associate Director is responsible for management of the disbursement process, reporting, and reconciliation of Title IV programs. The Associate Director of Financial Aid serves as a resource to ensure compliance regarding Title IV eligibility questions from financial aid staff. This position is to serve as backup to the Director of Financial Aid, as needed.

### **Essential Duties and Responsibilities:**

- Maintains full working knowledge of the federal, state, and institutional regulations.
- Develop and maintain departmental procedures to ensure continued compliance.
- Assist in Project Management plans to complete software implementations and make appropriate system changes.
- Plan, assign, and review work of staff to ensure that the financial aid department objectives are met. May hire, train, develop and manage staff to ensure that competent staff exists to meet the department's objective.
- Develop and execute auditing and quality assurance procedures to monitor all daily performance of staff.
- Oversee the Satisfactory Academic Progress (SAP) review process to ensure compliance with federal regulations. This includes organizing appeals and setting committee meetings.
- Test Banner processes for annual updates and accuracy in financial aid administration.
- Work with information technology staff to develop and implement enhancements or modifications to existing systems.
- Determine and override complex and unique issues by exercising Professional Judgment authority as allowed by the Department of Education.
- Research and respond to inquiries, problems and issues that may arise from various sources.
- Participate in college night functions, summer orientation sessions, workshops, classes and other activities as necessary.
- Work closely with federal, state, and internal auditors.
- Coordinate with other departments what is needed for the University to remain in compliance with regards to maintaining eligibility to utilize Title IV funding.
- Performs other duties as assigned.



*Office of Academic Affairs*

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

July 1, 2024

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

RE: Restructuring of College of Sciences and Engineering Administrative Structure

Dear President Shields:

Dr. Lealon Martin, Dean of the College of Sciences and Engineering, is requesting a restructuring of the administrative structure for the College. Dr. Martin proposes to add the following positions:

- (1) Associate Dean for Student Affairs
- (2) Senior Associate and Vice Dean for Strategic Innovation and Transformation

Currently, the College has only two associate dean positions, namely the Associate Dean for Research and Graduate Programs and Associate Dean for Academic Affairs. The position of Associate Dean for Academic Affairs is currently occupied.

The Associate Dean for Student Affairs will serve as a key advocate and leader for student success within the college. The position will be responsible for overseeing a comprehensive range of student affairs programs and services, fostering a supportive and inclusive campus environment, and promoting the personal development and professionalism of students. The associate dean will collaborate with the leaders of the College of Sciences and Engineering, its faculty, staff, and University stakeholders to develop and implement initiatives that enhance the overall student experience and contribute to the success and well-being of students within the college. A position/job description is attached for your review.

The Senior Associate and Vice Dean for Strategic Innovation and Transformation in the College of Sciences and Engineering is a leadership position focused on driving innovation, transformation, and strategic initiatives within the college. This role will encompass a wide range of responsibilities, including drafting policies and procedures, managing information technology assets, and



Dennis J. Shields, President  
Page 2  
July 1, 2024

helping manage the college's budget and finances. The Senior Associate and Vice Dean will collaborate closely with the dean, college leadership, faculty, staff, and external partners to develop and implement strategic initiatives that will enhance the operations of the college, support its mission, and position the college for future success.

I respectfully request that this proposal for restructuring of the administrative structure and adding two administrative positions, Associate Dean for Student Affairs and Senior Associate and Vice Dean for Strategic Innovation and Transformation in the College of Sciences and Engineering be presented to the Southern University Board of Supervisors at its July 19, 2024, meeting.

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

Yours sincerely,

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

Attachment

baj

Approved: \_\_\_\_\_ Date: \_\_\_\_\_  
Dennis J. Shields, President,  
Southern University System

|           |  |  |  |
|-----------|--|--|--|
| JOB CLASS |  |  |  |
| JOB CODE  |  |  |  |
| CAL ID    |  |  |  |

**SOUTHERN UNIVERSITY SYSTEM**

**Personnel Action Form**

POSITION NUMBER 2M993A

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 Rachel E. Vincent Finley Reason Left Promotion  
 Date Left 8/1/2024 Salary Paid \$112,290

**Profile of Person Recommended**

Length of Employment 8/1/2024 To 6/30/2025 (and continuing thereafter)  
 Effective Date 8/1/2024

Name H. Dwayne Jerro SS# xxx-xx-7700 Sex Male Race\* B  
(Last 4 digits only)

Position Title: Associate Dean for Academic Affairs and Undergraduate Education Department: College of Sciences and Engineering

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

|  |  |  |
|--|--|--|
|  |  |  |
|--|--|--|

 Expiration Date: \_\_\_\_\_

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

Years Experience 3 Southern University Experience 22

| Degree(s): | Type/Discipline (BA-Education):     | Institution/Location (SI-Baton Rouge): | Year:       |
|------------|-------------------------------------|--|-------------|
|            | <u>BS Mechanical Engineering</u>    | <u>Southern University-BR</u>          | <u>1991</u> |
|            | <u>Ph.D. Mechanical Engineering</u> | <u>Louisiana State University</u>      | <u>1998</u> |

Current Employer Southern University-BR

**Personnel Action**

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

Recommended Salary \$126,000.00 Salary Budgeted \$126,000.00

Source of Funds - College of Sciences and Engineering

Identify Budget: 211001-22750-24100 Location College of Sciences and Engineering  
 Form Code: 211001-22750-24100 Page 1 Item # 1

Change of:  
 Position Prof. & Chair, Mechanical Engineering From To Prof & Associate Dean for Academic Affairs & Undergraduate Education  
 Status \_\_\_\_\_  
 Salary Adjustment \$102,231.00 (nine months) \$126,000.00

Financial Aid signature (if, applicable):

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

\*See Reverse Side

Comments: (Use back of form)

| Source of Funds                     | Amount       |
|-------------------------------------|--------------|
| College of Sciences and Engineering | \$126,000.00 |
|                                     |              |
|                                     |              |

\*See Reverse Side

Graduate School signature (if, applicable):

Seaton L. Marty 7/3/2024  
 Supervisor \_\_\_\_\_ Date \_\_\_\_\_  
Lauria Young 7/3/24  
 Vice Chancellor \_\_\_\_\_ Date \_\_\_\_\_  
Lawn M. Harris 7/5/24  
 Director/Personnel \_\_\_\_\_ Date \_\_\_\_\_

Seaton L. Marty 7/3/2024  
 Dean/Unit Head \_\_\_\_\_ Date \_\_\_\_\_  
John K. Pierce 7/3/24  
 Chancellor \_\_\_\_\_ Date \_\_\_\_\_  
 Vice President/Finance \_\_\_\_\_ Date \_\_\_\_\_  
 Business Affairs/Comptroller \_\_\_\_\_

\_\_\_\_\_  
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 America, and who maintains cultural identification through tribal affiliation or community recognition.

**COMMENTS:** The difference between Dr. H. Dwayne Jerru's current salary nine month salary (\$102,231) and his new twelve month salary (\$126,000.00) is \$23,769.00. This PAF is submitted to execute the necessary salary adjustment, effective as of 8/1/2024.

**EMPLOYEE REGULAR WORK SCHEDULE:** 8:00 AM – 5:00 PM

**EMPLOYEE DIRECT SUPERVISOR:** Dr. Lealon T. Martin, Dean, College of Sciences and Engineering

**SUPERVISOR/DEPARTMENT CONTACT NUMBER:** 225-771-4009

**NUMBER OF EMPLOYEES SUPERVISED, (if any):** \_\_\_\_\_

**HR USE ONLY: STATUS (circle one):** EXEMP?  NON-EXEMP?

**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-1/1-94. 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.

**FUNDS AVAILABLE**  
OFFICE OF THE COMPTROLLER  
SOUTHERN UNIVERSITY SYSTEM

**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   |         |

*Handwritten notes: 2M9934, 2/10/21, 2/25/21, 2/27/21*

**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/Inel 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

**H. DWAYNE JERRO, Ph.D.**  
Professor and Chair  
Department of Mechanical Engineering  
Southern University and A&M College

Email 

## **PROFILE, ACTIVITIES, AND INTERESTS**

An energetic mechanical engineering professor possessing a passion for learning, and leading others into leadership. He loves to solve problems and add value to and on whatever he works. He has expertise in the areas of mechanics, materials science, design, and control. He has worked on various projects involving composite materials, high performance computing, robotics, and visualization. The heart of his robotics work has been on increasing youth (K-12) interest and entry in the Science, Technology, Engineering, and Math (STEM) career fields. He has also worked with several of his students in the area of renewable (offshore wind) energy modeling. His research and educational activities have allowed collaboration with universities, private companies, and several federal governmental laboratories and agencies, such as, the National Science Foundation, NASA, National Geospatial-Intelligence Agency, Office of Naval Research, National Nuclear Security Administration (NNSA), etc. He is excited about the opportunity to grow as a leader and to grow the people and programs at Southern University.

## **EDUCATION**

Ph.D. Mechanical Engineering, Louisiana State University (LSU), 1998  
*Dissertation: H. D. Jerro, "Characterization and Analysis of the Superabrasive Diamond Blade Sawing Process," Louisiana State University, December 1998.*

Certificate Institute for Mechanics & Materials Summer School, Univ. California, San Diego, 1994

B.S. Mechanical Engineering, Southern University, Baton Rouge, 1991

## **PROFESSIONAL EXPERIENCE**

8/13 – Pres Chair, Mechanical Engineering Department, Southern University

8/12 – 8/13 Interim Chair, Mechanical Engineering Department, Southern University

8/11 – Pres Professor, Mechanical Engineering Department, Southern University

8/06 – 8/11 Associate Professor, Mechanical Engineering Department, Southern University

8/02 – 5/07 Assistant Professor (Joint Faculty Appointment with Southern University), Mechanical Engineering Department, Louisiana State University (LSU)

8/02 – 8/06 Assistant Professor (Joint Faculty Appointment with LSU), Mechanical Engineering Department, Southern University

9/99 – 8/02 Assistant Professor, Mechanical Engineering, Louisiana Tech University

1/99 – 8/99 Research Assistant Professor, Center for Energy & Environmental Studies, Southern University

1/98 – 12/98 Instructor (Research Advisor), Department of Mechanical Engineering, Southern University

|              |  |
|--------------|--|
| 5/97         | Independent Contractor (Data Compression), Albemarle Corporation   |
| 1/96 – 5/96  | Instructor, Department of Mechanical Engineering, Southern University  |
| 8/95 – 12/96 | Teaching Assistant, Department of Mechanical Engineering, Louisiana State University   |
| 1/92 – 12/98 | Research Assistant, Department of Mechanical Engineering, Louisiana State University   |
| 6/91 – 12/91 | Engineering Internship, Baton Rouge Metropolitan Airport   |
| 8/87 – 8/90  | Engineering Co-op Student, General Motors Corporation (Delco Electronics), (Note: Given Work Time Consists of Five (5) Non-Continuous Periods Due to School Obligations) |

### HONORS/DISTINCTIONS

|           |  |
|-----------|--|
| 2019 – 20 | Southern University - Mechanical Engineering Outstanding Faculty Award   |
| 2019      | Co-Chair of the American Society of Mechanical Engineers (ASME) International Mechanical Engineering Education (MEED) Leadership Summit, New Orleans, Louisiana, March 20-23, 2019 |
| 2014 – 19 | Southern University - Faculty Advisor of the NSBE Student Chapter  |
| 2012 – 13 | Southern University - Mechanical Engineering Most Outstanding Faculty Member Award   |
| 2009 – 10 | Southern University - Mechanical Engineering Outstanding Faculty Member Award  |
| 2008 – 09 | Southern University - Mechanical Engineering Favorite Faculty Award  |
| 2004      | Southern University STEM - Young Faculty Award (Hall of Fame Inductee)   |
| 2001 – 02 | Louisiana Tech University Faculty Senate Member  |
| 2000 – 01 | Louisiana Tech Mechanical Engineering's Golden Shaft Award   |
| 2000      | Louisiana Tech Coll. of Engr. & Sci. Research Collaboration Award (Co-Recipient)   |
| 1999      | Grant Parish (Louisiana) School Board Outstanding Citizen Resolution   |
| 1996 – 97 | Graduate Tuition Award   |
| 1996      | LSU Huel D. Perkins Doctoral Fellowship Recognition Award  |
| 1995      | "Best Paper Award" ASME/ETCE Conference's Materials & Design Technology Symposium  |
| 1992 – 95 | Louisiana Board of Regents Dean's Fellowship   |

### PROFESSIONAL AFFILIATIONS

- America Society of Mechanical Engineers (ASME)
- National Society of Black Engineers (NSBE)
- Pi Tau Sigma, Honorary Mechanical Engineering Society (Inactive)
- Pi Mu Epsilon, Honorary National Mathematics Society (Inactive)

### PATENT

|      |   |
|------|---|
| 1994 | U.S. Patent No. 5289794 - March 1994, <i>Magnetically Aligned Transmission Shift Indicator</i> , H. D. Jerro, J. L. Kohler, S.G. Skiver, T. J. Candy, D. F. Wildfong, and M. D. Murphy. |
|------|---|

### PROFESSIONAL CERTIFICATION

|      |  |
|------|--|
| 1992 | Engineer-in-Training, Louisiana. #EI.0014468 |
|------|--|

**LIST OF PUBLICATIONS**

- (1) Sushu, H., J. Fan, S. Ibekwe, **H. D. Jerro**, P. Mensah, G. Li, "Shape memory alloy reinforced vitrimer composite for healing wide-opened cracks," *Smart Materials and Structures*, v. 29, n. 6 (2020), <https://doi.org/10.1088/1361-665x/ab85a7>.
- (2) G. Dursun, S. Ibekwe, G. Li, P. Mensah, G. Joshi, **H. D. Jerro**, "Influence of laser processing parameters on the surface characteristics of 316L stainless steel manufactured by selective laser melting," *Materials Today: Proceedings*. 26 (2), Jan (2020), <https://doi.org/10.1016/j.matpr.2019.12.061>.
- (3) P. Zhang, U. Ayangbikor, S. Ibekwe, **H. D. Jerro**, S. S. Pang, P. Mensah, G. Li, "Healing of polymeric artificial muscle reinforced ionomer composite by resistive heating," *Journal of Applied Polymer Science*, 133(28), (2016), <https://doi.org/10.1002/app.43660>.
- (4) P. Zhang, A. Ogu, S. Ibekwe, **H. D. Jerro**, S. S. Pang, G. Li, "Healing of shape memory polyurethane fiber-reinforced syntactic foam subjected to tensile stress." *Journal of Intelligent Material Systems and Structures*, Vol 27(13), (2015), <https://doi.org/10.1177/1045389X15610912>.
- (5) Meng, Harper, H. Mohamadian, M. Stubblefield, **H. D. Jerro**, S. Ibekwe, S. S. Pang, G. Li, Various Shape Memory Effects of Stimuli-responsive Shape Memory Polymers," *Smart Materials and Structures*, Vol. 22, n. 9 (2013).
- (6) Morampudi, V., Z. Ouyang, G. Ji, G. Li, **H. D. Jerro**, "Characterization of Short Basalt Fiber Reinforced Syntactic Foams," Conference: ASME 2011 Pressure Vessels and Piping Conference, pp. 51-55, May 21, 2012, Paper #PVP2011-57730, <https://doi.org/10.1115/PVP2011-57730>.
- (7) Babu, S., N. Vellore, A. Raghavamenon, **H. D. Jerro**, S. Yang, R. Uppu, "Molecular Docking of Bisphenol A and its Nitrated and Chlorinated Metabolites Onto Estrogen-Related Receptor-Gamma," *Free Radical Biology and Medicine*, Vol. 51, Supplement, Nov. 1, p. S141 (2011).
- (8) Jana, A., K. Sekeroglu, **H. D. Jerro**, P. Mensah, S. Ibekwe, S. Kodiyalam, "ME Laboratories with Mechatronics Component," *Proceedings of the 2011 ASEE Gulf-Southwest Annual Conference*, Session P2C-2, Houston University, Houston, Texas, March 9-11, 2011.
- (9) G. Ji, Z. Ouyang, G. Li, W. Xu, **H. D. Jerro**, S. S. Pang, "Effects of Adhesive Thickness on Global and Local Mixed Mode I/II Interfacial Fracture of Bonded Steel Joints," *American Society of Mechanical Engineers, Pressure Vessels and Piping Division (Publication) PVP*, Vol 3, pp. 21-29, (2011), <https://doi.org/10.1115/PVP2011-58084>.
- (10) Ouyang, Zhenyu, W. Xu, G. Ji, G. Li, **H. D. Jerro**, S. S. Pang. (2010). "Nonlinear Model of Torsional Fracture in Adhesive Pipe Joints," *American Society of Mechanical Engineers, Pressure Vessels and Piping (PVP) Division* (Publication), Vol. 6, Paper #PVP2010-25717, <https://doi.org/10.1115/PVP2010-25717>
- (11) Ji, G., Z. Ouyang, G. Li, **H. D. Jerro**, S. S. Pang, "Effect of Bondline Thickness on Interfacial Fracture of Laminated Composite Materials," *The Proceeding of the ASME 2010 Pressure Vessel and Piping (PVP) Conference*, Paper #PVP2010-25714, Session 1.1.H, Bellevue, Washington, July 18-22, 2010.
- (12) Jana, A., K. Sekeroglu, **H. D. Jerro**, P. Mensah, S. Ibekwe, S. Kodiyalam, "Enhancement of ME

- Laboratories with Interdisciplinary Emerging Technologies," *Proceedings of the 2010 ASEE Gulf-Southwest Annual Conference*, McNeese State University, LA, March 24-26, 2010.
- (13) Maharsia, R. R., **H. D. Jerro**, "Enhancing tensile strength and toughness in syntactic foams through nanoclay reinforcement," *Material Science and Engineering A*, Vols. 454-455, pp. 416-422 (2007).
  - (14) Maharsia, R. R. and **H. D. Jerro**. "Hybrid Syntactic Foams for Enhanced Tensile Strength Properties," *21st Technical Conference of the American Society for Composites (ASC)*, pp. 699-707, 2006
  - (15) Li, X., M. A. Stubblefield, G. Li, **H. D. Jerro**, "Fusion and Visualization of 3D Image Elevation Data in Computer Automated Virtual Environment (CAVE)," *Proceedings of the Earth and Space 2006: Engineering, Construction, and Operations in Challenging Environments Conference of the American Society of Civil Engineers (ASCE)*, League City / Houston, TX, March 5-8, 2006.
  - (16) Maharsia, R. R., N. Gupta, **H. D. Jerro**, "Investigation of flexural strength properties of rubber and nanoclay reinforced hybrid syntactic foams," *Material Science and Engineering A*, Vol. 417, issues 1-2, pp. 249-258 (2006).
  - (17) Maharsia, R., N. Gupta, and **H. D. Jerro**, "Long Term Hygrothermal Testing of Rubber Filled Hybrid Syntactic Composites in Salt Water Media," *Proceedings of the 20th Annual Technical Conference of the American Society for Composites (ASC)*, Philadelphia, PA, September 7-9, 2005.
  - (18) Gupta, N., E. Woldesenbet, and **H. D. Jerro**, "Effect of Microballoon Radius Ratio on Syntactic Foam Core Sandwich Composites," *Journal of Sandwich Structures and Composites*, Vol. 7, No. 2, pp. 95-111 (2005).
  - (19) Gupta, N., R. R. Maharsia, **H. D. Jerro**, "Enhancement of Energy Absorption Characteristics of Hollow Glass Particle Filled Composites by Rubber Addition," *Material Science and Engineering A*, Vol. 395, Issues 1-2, pp. 233-240 (2005).
  - (20) Gupta, N., G. Li, H. D. Jerro, E. Woldesenbet, S.S. Pang, "Effect of Nano-size Clay Particles on the Flexural Properties of Syntactic Foams." *ANTEC 2004 - Annual Technical Conference Proceedings*, Chicago, Illinois, May 16-20, 2004, pp. 1320-1324.
  - (21) Maharsia, R., N. Gupta, and **H. D. Jerro**, "Hygrothermal Testing and Evaluation of Mechanical Properties of Rubber-Glass Particulate Hybrid Composites," *Joint 19th Annual Technical Conference of the American Society for Composites (ASC) and the ASTM-D30*, Atlanta, Georgia, October 17-20, 2004.
  - (22) Pang, S. S., G. Li, **H. D. Jerro**, and J. A. Peck, "Fast Joining of Composite Pipes Using UV Curing FRP Composites," *Polymer Composites*, Vol. 25, No. 3, pp. 298-306 (2004).
  - (23) **Jerro, H. D.**, C. Huang, N. Gupta, P. Mensah, A. Aripirala, Implementation of an Interactive Concept Mapping Technique in an Engineering Courses, *Proceedings of the ASEE Gulf-Southwest Section 2004 Conference*, Lubbock, Texas, March 10-12, 2004.
  - (24) Chaukar, S., R. Maharsia, N. Gupta, **H. D. Jerro**, and J. A. Peck, "Evaluation of Change in Mechanical Properties due to the Incorporation of Fiber Optic Sensors in Glass Fiber Reinforced Composite Pipes," Paper #125, *18th Annual Technical Conference of the American Society for Composites (ASC)*, Gainesville, Florida, October 19-22, 2003.



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- (25) **Jerro, H. D.**, C. Huang, L. Evans, and P. Mensah, "Demonstration of Concept Maps to Enhance Student Learning in an Engineering Course" *Proceedings of the ASEE GSW 2003 Conference*, Arlington, Texas, March 19-21, 2003.
- (26) Maharsia, R. and **H. D. Jerro**, "Investigation of the Manufacturability of Smart Composites Piping Structures Using Life Cycle Cost Modeling and Uncertainty Analysis," *Proceedings of the ASME/ETCE Conference*, Houston, Texas, February 4-6, 2002, CMDA-29070.
- (27) **Jerro, H. D.**, "Marine Composites Affordability: Materials and Manufacturing," Affordability Measurement and Prediction Program (AMPP) Technical Review, Arlington, Virginia, August 2001.
- (28) **Jerro, H. D.**, "Marine Composites Affordability: A Knowledgebased Approach," Affordability Measurement and Prediction Program (AMPP) Technical Review, Arlington, Virginia, August 2000.
- (29) **Jerro, H. D.**, "Smart Composite Piping Structures," Trenchless Technology Center Annual Review, Ruston, LA, September 2000.
- (30) Jackson, C., S. Taylor, and **H. D. Jerro**, "Characterization of Electrical and Mechanical Properties of Fiber Reinforced Composites," *1999 ASEE/GSW Conference*, Dallas, Texas, March 7-9, 1999.
- (31) **Jerro, H. D.**, C. C. Yang, S. S. Pang, and R. A. Mirshams, "Kinematics of the Chipping Process Using Circular Diamond Saw Blades," *ASME Transactions: Journal of Manufacturing Science and Engineering*, Vol.121, No. 2, pp. 257-264, May 1999.
- (32) Yang, C. C., S. S. Pang, and **H. D. Jerro**, "Buckling Analysis of Thick-Walled Composite Cylinders," Final Report, Louisiana Space Consortium, Contract No. NASA/LSU (1991-96)-01, March 31, 1998.
- (33) **Jerro, H. D.**, C. C. Yang, S. S. Pang, and R. A. Mirshams, "Grit Distribution in Superabrasive Diamond Sawing," *International Journal of Advanced Manufacturing Systems*, Vol. 1, Issue 1, pp. 25-38, 1998 (also published in the *Proceedings of the ASME 8th Annual International Energy Week Conference & Exhibition -- Book IV, Energy Engineering*, Vol. III, Composite Materials Design and Analysis, pp. 203-211, Houston, Texas, Jan. 27-31, 1997).
- (34) Huangfu, Z., W. Wang, S. S. Pang, C. Yang, **H. D. Jerro**, and R. A. Mirshams, "Finite Element Analysis of Dynamic Characteristics of Diamond Circular Saw Blades," *Proceedings of the ASME 8th Annual International Energy Week Conference & Exhibition -- Book IV, Energy Engineering*, Vol. III, Composite Materials Design and Analysis, pp. 195-202, Houston, Texas, Jan. 27-31, 1997.
- (35) **Jerro, H. D.**, C. C. Yang, S. S. Pang, and R. A. Mirshams, "Stress Analysis of the Chipping Process of Superabrasive Diamond Blades," *Proceedings of the Society of Engineering Science 32nd Annual Technical Meeting*, pp. 247-248, New Orleans, Oct. 29 - Nov. 2, 1995. (Abstract)
- (36) **Jerro, H. D.**, C. C. Yang, S. S. Pang, and R. A. Mirshams, "Kinematic Analysis of Chipping Materials Using Superabrasive Diamond Tools," *Proceedings of the ASME/ETCE 1995 Energy-Sources Technology Conference & Exhibition*, Vol. 71, Materials and Design Technology, pp. 83-88, Houston, Texas, Jan. 29, 1995.
- (37) Yang, C., **H. D. Jerro**, S. S. Pang, "Finite Element Analysis of Segmented Circular Sawblades," *Conference Proceedings of the AACPS 1994 Science, Engineering, & Technology Seminars (SETS)*, pp. ME.II.14-18, Houston, Texas, May 1994.
- (38) **Jerro, H. D.**, A. Jana, and R. N. Dave, "Multiprocessing Systems: A Design Experience,"
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*Proceedings of the ASEE Gulf-Southwest Section Meeting*, Vol. 1, Baton Rouge, Louisiana, March 1994.

- (39) Chehl, S., S. S. Pang, Y. Zhao, C. Yang, and H. D. Jerro, "Fracture Mechanics Study for Nuclear Reactor Pressure Vessel and Piping Components," Third Semi-Annual Report, U. S. Nuclear Regulatory Commission, Contract No. BNR 1601925040, March 31, 1993.

### **SYNERGISTIC (RESEARCH FUNDING AND OTHER) ACTIVITIES**

- (1) Asme panclist
- (2) Co-Founding/Co-Chair of Southern University (SU) STEM Day in 2017 and also Co-Chair of the 2018 and 2019 SU STEM Day Events. It is a fall semester college-wide and unifying program to reach out to several hundred high school students to promote the mission and program offerings of the College of Sciences and Engineering. It shares with students the exciting career opportunities that are available to them in the STEM disciplines and is filled with fun educational/STEM activities for the students who attended.
- (3) "Consortium for Research On the Science and Engineering of Signatures (ROSES)," National Nuclear Security Administration (NNSA)/Department of Energy (DoE), \$130,000, Southern University (SU) PI: H. D. Jerro, SU Co-PI: F. Lacy, 10/01/2017 to 03/31/2019.
- (4) "Consortium for Research On the Science and Engineering of Signatures (ROSES)," National Nuclear Security Administration (NNSA)/Department of Energy (DoE), \$95,468.98, Southern University (SU) PI: H. D. Jerro, SU Co-PI: P. Carrierc, 10/01/2014 to 09/30/2017.
- (5) "The Consortium for Innovation in Manufacturing and Materials (CIMM)," National Science Foundation (NSF) EPSCoR and Louisiana Board of Regents, \$20,000,000, LSU PI: M. Khonsari; Southern University (SU) PI/Co-PI: G. Li and P. Mensah, Other Investigators: S. Ibekwe, H. D. Jerro, etc. Other Institutions: Louisiana Tech University, University of New Orleans, Grambling State University, 8/01/2015 to 07/31/2020.
- (6) "Active Thermal Control System (ATCS) Material Compatibility for Non-Metallics with 2-Formyl Benzoic Acid and O-Phthaldehyde," The Boeing Company, Task Order No. 001-FY2015LD, \$111,000, Southern University (SU) PI: H. D. Jerro, SU Co-PIs: S. Ibekwe, P. Mensah, 04/01/2015 to 09/30/2015.
- (7) "Carbon Dioxide Removal Material Absorbent Bed Accelerated Life Test," The Boeing Company, \$53,622, Southern University (SU) PI: H. D. Jerro, SU Co-PI: P. Mensah, 11/26/2013 to 01/19/2015.
- (8) "Alternate Gas Trap Assembly (AGTA) Material Performance – Secondary Effects," The Boeing Company, \$46,378, Southern University (SU) PI: H. D. Jerro, Co-PIs: S. Ibekwe, G. Li, M. Uppu, 11/26/2013 to 01/19/2015.
- (9) "The LONI Institute: Advancing Biology, Materials, and Computational Sciences for Research, Education, and Economic Development," Louisiana Board of Regents, \$7,000,000, LSU PI: E. Seidel; Southern University (SU) PI: H.P. Mohamadian, SU Co-PIs: E. Khosravi, H. D. Jerro, Other Institutions: Louisiana Tech University, University of New Orleans, Tulane University, University of Louisiana-Lafayette, 07/01/2007 to 06/30/2014.
- (10) Participated in "ABET Fundamentals" workshop held in Starkville, Mississippi, October 2014.

- (11) *"The Enhancement of ME (Mechanical Engineering) Laboratories,"* Louisiana Board of Regents, \$73,387, Southern University (SU) PI: A. Jana, Co-PIs: **H. D. Jerro**, S. Ibekwe, P. Mensah, 06/01/2009 to 05/30/2012.
- (12) *"Smart Adhesively Bonded High-Performance Joint for Composite Structures"* NASA EPSCoR/Louisiana Board of Regents, \$2,007,000, PI: J. Wefel; LSU-PI: G. Li, LSU Co-Is: S.S. Pang, M. Wahab, K. Lian; Southern University (SU)-PI: M. Stubblefield, SU Co-Is: S. Ibekwe, **H. D. Jerro**, 10/01/2007 to 09/30/2011.
- (13) *"Scholarships Creating Opportunities for Retention in Engineering (SCPORE),"* National Science Foundation, \$500,000, PI: K.E. Crosby, Co-PIs: B.R. Blevins, F. Lacy, **H. D. Jerro**, 01/15/2007 to 12/31/2010.
- (14) *"Collaborative Project: Faculty Development – Multi University Research and Training in Information Assurance and Computer Security,"* National Science Foundation, \$407,533, (LSU): PI: S.S. Iyengar, Co-PIs: S.S. Pang, P. Chen, R. Kannan, (Louisiana Tech): V. Phoha; (Southern University): M.A. Stubblefield, G. Li, **H. D. Jerro**, 01/01/2007 to 12/31/2008.
- (15) *"Developing Self-Healing Syntactic Foam Composites for Increasing Life and Reliability of Aerospace Structures,"* Louisiana Space Consortium (LaSPACE), \$26,347, Southern University (SU), PI: **H. D. Jerro**, 05/01/2006 to 08/31/2007.
- (16) *"Developing Smart Composites for Increasing the Reliability of Cylindrical Aerospace Structures,"* Louisiana Space Consortium (LaSPACE), \$28,436, Southern University (SU), PI: **H. D. Jerro** 05/1/2005 to 11/30/2006.
- (17) *"Discovery and Visualization of Geospatial Intelligence for Homeland Security Using Computer Automated Virtual Environment (CAVE),"* National Geospatial-Intelligence Agency (NGA), \$120,000, PI: M.A. Stubblefield, Co-PIs: X. Li, G. Li, **H. D. Jerro**, 9/01/2004 to 10/31/2006.
- (18) *"Smart Composite Materials Research with Piping Structures,"* National Science Foundation – SMART HBCU-UP, \$10,000, Southern University (SU), PI: **H. D. Jerro**, 7/01/2004 to 6/30/2005.
- (19) *"Smart Fiber Optic Composite Structures Research for Space and Aerospace Applications,"* Council on Research Faculty Research Grant, \$10,000, LSU, PI: **H. D. Jerro**, 7/01/2004 to 6/30/2005.
- (20) *"Developing Environmental Safe Composites for Hazardous Petrochemical Piping Systems,"* J. Bennett Johnston Science Foundation, \$5,000, LSU, *Student Proposal, Graduate Student & Co-PI:* R. Maharsia, Faculty Mentor & PI: **H. D. Jerro**, 7/01/2004 to 6/30/2005.
- (21) *"Development of Unconventional Composite Pipes, Ducts, Joints, and Fittings for Low-to-Moderate Pressure Marine Applications,"* Board of Regents Industrial Ties Research (ITRS) Program, (PI: M. A. Wahab; Co-PIs: S. S. Pang, **H. D. Jerro**), \$155,000, 6/01/04 – 5/31/07 (LSU).
- (22) *"Marine Composites Affordability: A Knowledgebased Approach,"* Office of Naval Research, \$604,347, Louisiana Tech university, PI/PD: **H. D. Jerro**, Co-PI: A. Butler, Other Collaborators: Northrop Grumman Ship Systems - Avondale Operations, University of New Orleans, Naval Surface Warfare Caderock, and LPD-17, 8/17/2000 to 8/16/2003.
- (23) *"Research Experiences for Minority Undergraduates in Advanced Composite Piping Systems,"* National Science Foundation, \$502,101, LSU/SU, PI: S. S. Pang, Other Investigators: F. D. Smith,

H. K. Lawson, M. A. Stubblefield, **H. D. Jerro**, P. F. Mensah, S. I. Ibekwe), 07/01/1997 to 06/30/2000.

- (24) "Research and Educational Experiences for Minority Undergraduates in Composite Materials," NASA, \$400,00, Southern University (SU), PI: S. S. Chehl, Other Investigators: S. S. Pang, C. Yang, M. A. Stubblefield, S. I. Ibekwe, P. F. Mensah, Y. Zhao, and **H. D. Jerro**, 10/01/1997 to 12/31/1999.
- (25) "Buckling Analysis of Thick Walled Composite Cylinders," NASA/Louisiana Space Consortium, \$15,000, LSU, C. Yang and **H. D. Jerro**, 9/15/1996 to 8/30/1997.

### SELECTED EDUCATIONAL (LEARNING OR TRAINING) ACTIVITIES

- Applying the Quality Matters (QM) Rubric (APPQMR), Online Instruction Course, May 2020
- ABET Accreditation Assessment Workshop, September 2014, Starkville, Mississippi
- Faculty Leadership Development Institute, Southern University, Baton Rouge, 2006 thru 2008.
- "National Science Foundation Summer Workshop/Short Course in Sensor Science and Technology," Alabama A&M University, Normal, Alabama, June 7-10, 2005, Participation: Student.
- "The Theories and Practices of Scholarly Teaching (ST) and the Scholarship of Teaching and Learning (SoTL) Symposium," Clark Atlanta University, October 17, 2003, Participation: Attendee.
- "Fiber Optic Sensor 'Hands On' Course," Blue Road Research Corporation, September 23-25, 2003, Portland, Oregon, Participation: Student
- College of Engineering "Pro-Seminar on College Teaching" Class given by the Centers for Excellence in Learning and Teaching (CELT), Louisiana State University, Fall 2002, Participation: Attendee.
- National Science Foundation Action Agenda Workshop: Integrated Engineering Curriculum, College of Engineering, Louisiana Tech University, Ruston, Louisiana, Periodically held Workshops from 2000 to 2002, Participation: Attendee.

### SELECTED PRESENTATIONS

- "Discovery and Visualization of Geospatial Intelligence for Homeland Security Using Computer Automated Virtual Environment (CAVE)," 2005 National Geospatial-Intelligence Agency (NGA) Academic Research Program Symposium, Washington, D.C., September 21-23, 2005.
- "Discovery and Visualization of Geospatial Intelligence for Homeland Security Using Computer Automated Virtual Environment (CAVE)," 2004 National Geospatial-Intelligence Agency (NGA) Academic Research Program Symposium, Washington, D.C., September 15-17, 2004.
- Presentation of Mechanical Engineering as a Career Option to Southern University Laboratory School students (Spring 2004)
- "Marine Composites Affordability: Materials and Manufacturing," Affordability Measurement and Prediction Program (AMPP) Technical Review, Arlington, Virginia, August 2001.
- "Marine Composites Affordability: A Knowledgebased Approach," Affordability Measurement and Prediction Program (AMPP) Technical Review, Arlington, Virginia, August 2000.
- "Smart Composite Piping Structures," Trenchless Technology Center Annual Review, Ruston, LA, September 2000.
- "The Internet, Web, and You," Tallulah Summer Institute, NASA PACE Program, Tallulah, Louisiana, June 28-29, 1999.

### **RECENT COLLABORATORS**

**LaQuitta Thomas**, Texas Instruments (TI), **Fred Lacy**, Southern University (SU); **Ghanashyam Joshi** (MathWorks); **Karen Crosby**, SU; **Stephen Akwaboa**, SU; **Samuel Ibekwe**, SU; **Guoqiang Li**, LSU, **Garret L. Hart**, Pacific Northwest National Labs (PNNL), **Cheslan Simpson**, PNNL, **Michelle B. Lee**, Los Alamos National Laboratories (LANL), **Oscar Barton**, Morgan State University; **Ashley Huderson**, U.S. Department of Education; **Aisha Lowery**, Amazon Web Services (AWS)

### **GRADUATE/POSTGRADUATE ADVISORS**

**Dr. Su-Seng Pang**, Professor Emeritus of Mechanical Engineering and Associate Vice Chancellor for Strategic Initiatives (Retired), Louisiana State University (LSU); **Dr. Chihdar Charles Yang**, Professor, Wichita State University; **Dr. George Z. Voyiadjis**, Boyd Professor and Chair of Civil Engineering, LSU

### **GRADUATE/POSTGRADUATE ADVISEES**

**Rahul Maharsia**, M.S. (Louisiana Tech) & Ph.D. (LSU), **Alfred Maldonado**, M.S. (Louisiana Tech), **G. Garrick**, M.S. (LSU), **Gefu Ji**, M.S. (SU), **Sushma Manjunath**, M.S. (LSU); **Sreenivas Vulavala**, M.S. (LSU); **Amol Mudgundi**, M.S. (LSU); **Leela Madhav Gullapalli**, M.S. (SU); **NnZinga Thomas**, M.S. (SU), **Ingrid J. Cruz**, Ph.D. (SU), **Kristen Hypolite**, M.S. Student (SU)



**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

July 5, 2024

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

RE: Appointment of Peter Kochenburger as Alliant Insurance Assistant Professor for Risk Management and Waiver of Search Request


Dear President Shields:

Dr. Donald Andrews, dean of the College of Business, is requesting the appointment of Peter Kochenburger as the Alliant Insurance Assistant Professor for the Risk Management and Insurance program. He is also requesting a waiver for the search for the recommended appointed position. The proposed nine-month salary from the College of Business is \$85,000 for the 2024-2025 academic year.

Professor Kochenburger will be involved in strategic planning, curriculum development, course assessment, research, teaching, and student recruitment. The CV for Professor Kochenburger has over 35 years of experience in insurance and over 20 years of experience in academia. His CV is attached for your review.

The academic appointment commences August 12, 2024. I respectfully request that this appointment recommendation be presented to the Southern University Board of Supervisors at its July 19, 2024 Board Meeting for review and approval. If you have any questions, please feel free to contact me.

Yours sincerely,

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

Attachment

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

Dennis J. Shields, President, SUS

**Peter Kochenburger**  
**Insurance Related Activities**  
peter.kochenburger@sulc.edu, (860) 655-8612

**Positions:**

- Southern University Law Center, Visiting Professor of Law with joint appointment at the College of Business, and Managing Fellow for the Law Center's new Insurance Law and Policy Institute. Responsible for expanding the student opportunities in insurance at both the Law Center and the College of Business, and helping design and implement the University's new Risk Management & Insurance undergraduate major. Fall 2022 – Spring 2025 academic years
- University of Connecticut School of Law, Associate Clinical Professor of Law and Deputy Director of the Insurance Law Center. Directed daily operations of the only Insurance Law LL.M. program in the United States, including teaching, managing the most comprehensive insurance law curriculum in the world, hiring adjunct faculty, developing, and running conferences and programs, and developing new courses and initiatives. Worked with faculty, insurers, law firms, regulators, and insurance-related non-profit associations in CT and throughout the country. March 2004 – July 2022 at UConn, and at SULC since then.
- Travelers Insurance Company, Counsel, managed coverage and bad faith cases throughout the country, Legislative Director responsible for 25 states from 1998-2002. March 1993 – February 2004
- Iowa Department of Justice (Consumer Protection Division), Assistant Attorney General and Deputy Administrator of the Iowa Consumer Credit Code. Responsible for investigation and litigation involving consumer lenders including banks, credit card issuers, mortgage companies, small loan creditors, and insurers. August 1988 – February 1993.

**Appointments and service on insurance regulatory bodies:**

- Federal Reserve Board, Insurance Policy Advisory Committee, appointed to three-year term starting January 2022.
- Federal Insurance Office (U.S. Department of the Treasury), Federal Advisory Committee on Insurance; appointed to initial three year in February 2010 and reappointed in February 2023.
- Funded Consumer Representative, National Association of Insurance Commissioners, 2010 to present.
- New York Department of Financial Services Consumer Protection Advisory Council, appointed by NY DFS Superintendent in December 2019.
- Consumer stakeholder at the International Association of Insurance Supervisors, helped create first formal consumer participation program at the IAIS.
- Connecticut Insurance Department Advisory Committee on Regulation, 2019-2020. Appointed by Commissioner Andrew Mais and served as chair of the "Enabling Innovations" subcommittee.

**Activities:**

- Frequent speaker and panelist at academic conferences, NAIC meetings, professional organizations including state and national bar associations, regulatory groups, actuarial and compliance associations, and academic conferences.
- Consultant and expert witness on insurance-related litigation and regulation, including retentions by the Attorney General's Offices of New York and New Jersey, Penn State University,

the New Hampshire Insurance Department, Idaho Transportation Department and the Connecticut State Attorneys' Office.

- Organize and teach training sessions for insurance regulators, industry professional groups, and regulators from multiple countries, including China's Banking and Insurance Regulatory Commission (now part of the National Financial Regulatory Administration).
- Published in law reviews, books and professional publications on insurance regulation, big data, insurance and consumer protection, insurance and gun violence, cyber insurance, insurance and climate change, legal and public policy issues related to international, federal, and state insurance regulation, and insurance issues related to autonomous vehicles.
- Regularly quoted in national and business media on insurance and consumer topics.
- Created new programs to increase both the diversity and enrollment in the Law School's insurance law courses and LL.M. program, including working with state insurance departments throughout the country to encourage department attorneys to enroll in classes and the LL.M. Program, creating new Insurance Law and Regulation Certificate for UConn J.D. students, developing a certificate program for insurance professionals.
- Collaborate with Law School and other UConn departments and faculty on multi-disciplinary work and grant opportunities, including the Transportation Technology & Society Research Group, the Gun Violence Prevention Research Interest Group, the Business School's Enterprise Risk Management conferences, and School of Engineering grant proposals.

#### Education

- J.D., *cum laude*, Harvard Law School
- B.A., *cum laude*, Yale University

#### Related

- Elected to the American Law Institute in 2013. Served in the Member Consultative Group for the Restatement of the Law of Liability Insurance (RLLI) project, chaired major RLLI conference.
- Elected as an honorary fellow to the American College of Coverage Counsel, July 2022.
- Associate Editor, ABA Tort Trial and Insurance Practice Journal.
- Executive Committee, Insurance Law Section of the Connecticut Bar Association.
- Forbes Advisor, Insurance Advisory Board Joined by Invitation in May 2024
- Mansfield Town Council (November 2009 – July 2022, elected position), Chair of Finance Committee. Mansfield is the host town for UConn's central campus and the Town Council oversees a \$55 million annual budget.



## PETER R. KOCHENBURGER

[peterkochenburger@yahoo.com](mailto:peterkochenburger@yahoo.com)

860-655-8612

### CAREER PROFILE

Visiting Professor of Law at Southern University Law Center for 2022-2024 academic years and Managing Fellow for the Center's Insurance Law & Policy Institute. Immediately prior served as Executive Director of the Insurance Law LL.M. Program and Deputy Director of the Insurance Law Center at the University of Connecticut School of Law; responsibilities included directing the daily operations of the Insurance Law Center and LL.M. program, teaching insurance related courses, expanding the insurance law program within the U.S. and internationally, and advising international and graduate students. Worked as the actual or de facto project leader in drafting regulations, comprehensive academic studies, obtaining approval for new academic degree programs, developing training programs for domestic and foreign government agencies, and coordinating and leading specific consumer advocacy initiatives at the National Association of Insurance Commissioners (NAIC) and other insurance-related bodies. Previous legal work in the private and public sectors in defense and plaintiffs' litigation, administrative/regulatory law, and public affairs work in insurance, financial services, and consumer protection.

Currently serving on the Federal Advisory Committee on Insurance at the Treasury Department, the Insurance Policy Advisory Committee at the Federal Reserve, and the New York Department of Financial Services' Consumer Protection Advisory Council. Appointed as a funded consumer representative to the NAIC since 2010 and a consumer stakeholder at the International Association of Insurance Supervisors since 2013. Drafted many insurance-related policy and briefing papers for the Attorney General of Iowa, C-suite executives at Travelers, and deans at the UConn School of Law, and provided my own written testimony to legislative and regulatory bodies such as the NAIC, the International Association of Insurance Supervisors, the National Council of Insurance Legislators, state legislatures, and at numerous academic conferences.

Elected to the American Law Institute in 2013. Expert witness and consultant to government agencies, nonprofit organizations, policyholders, and insurers; testified before Congressional subcommittee on international regulatory efforts and consumer protection, and speaker at various academic symposiums, the American and state bar associations, and continuing legal education programs for government lawyers, various trade and professional associations, and consumer groups. Participated and helped organize insurance law programs in China, Holland, Italy, Serbia, Taiwan, and the United Kingdom.

*Admitted to Connecticut and Massachusetts Bars*

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### EDUCATION

- Juris Doctorate, *cum laude*, Harvard Law School, Cambridge, MA, 1986
- Bachelor of Arts in History, *cum laude*, Yale University, New Haven, CT,  
*McClintock Award for senior essay in American History*

## PROFESSIONAL EXPERIENCE

**SOUTHERN UNIVERSITY LAW CENTER**, Baton Rouge, LA. 8/2022 – Current  
*Visiting Professor of Law, Managing Fellow, Insurance Law & Policy Institute*

Joint appointment with Southern University Law Center and the University's College of Business. Teaching Insurance Law, Torts, and Life Insurance and Financial Planning. Also responsible for expanding student knowledge of and access to employment opportunities in insurance and insurance law nationally. One of three faculty members designing and implementing an undergraduate major in Risk Management and Insurance, which should be in place for the Fall 2024 semester; this will be the first such undergraduate degree program at an HBCU.

**UNIVERSITY OF CONNECTICUT SCHOOL OF LAW**, Hartford, CT  
*Senior Research and Engagement Fellow*  
*Associate Clinical Professor of Law, Emeritus*

*Executive Director of the Insurance Law LL.M. Program* 3/2004 – 7/2022  
*Deputy Director of the Insurance Law Center*  
*Associate Clinical Professor of Law*  
*Director of Graduate Programs (3/2004 – 8/2015)*

Taught and developed insurance law courses and managed the daily operation, budget, and expansion of the Insurance Law Center, which offers the only LL.M. in Insurance Law in the United States and is the major center in the country for the study of insurance, law, and risk. Work with law firms, insurance companies, regulators, academic institutions, and consumer groups to enhance the Insurance Center's mission and programs.

Organize and participate in insurance-related seminars, including NAIC meetings, bar conferences, continuing education programs at various professional associations, and academic symposiums. Serve as consultant to media, government agencies, policyholders, insurers, and the media, and selected as a funded Consumer Representative at the NAIC since 2010. Developed and taught Liability Insurance as the School's first online course. As Director of Graduate Programs from 2004 -2015, recruited, advised, and taught international lawyers for the Law School's LL.M. program in United States Legal Studies. Coordinated efforts to expand the program, including developing relationships with various foundations and foreign law schools.

### *Selected Accomplishments:*

- **Oversaw day-to-day management of the Insurance Law Center**, including coordinating a curriculum of over 18 insurance law related courses a year, advising LL.M. and J.D. students, program expansion and public relations, website design, finances, budgeting, and staffing. Created new relationships with state insurance departments and externship opportunities for our students at various insurance companies and law firms. Worked with insurance regulators in new insurance markets to send their attorneys to the School's LL.M. program.
- **Organized symposiums** on international insurance regulation, the ALI's Restatement of Law Liability Insurance, healthcare finance reform, insurance and climate change, and several joint forums with Renmin Law School in Beijing on insurance for environmental risks, cyber insurance, and insurance and climate change. Frequent speaker at academic, bar associations and other

professional conferences in the U.S; internationally have lectured or been a panelist at the Remmin Law School, the University of International Business and Economics in Beijing, Xiamen University, the Fudan-Pacific Institute of Finance in Shanghai, the Catholic University of Milan, the Taiwan Insurance Law Association, and International Association of Insurance Law meetings in Serbia and the UK.

- **Taught Principles of Insurance, Liability Insurance, Insurance Regulation, Comparative Insurance Regulation, Consumer Protection Law, and Workers' Compensation Law, and co-taught a class in Reinsurance Law. Co-teaching Insurance Regulation (fall 2022, 2023).**
- **Oversaw creation of the Law School's S.J.D. (Doctor of Science of Law) degree program;** development of proposal through approval by the University Board of Trustees, licensing and accreditation from the State Board of Regents, and ABA Acquiescence (2010-2012),
- **Developed and taught the first academic course taught at a U.S. law school on comparative insurance regulation,** focusing on the European Union, U.S., and Chinese insurance regulation, with faculty and students from all three regions.
- **Created Law School's first online course** and one of the first online law school classes in the country that combined legal education with the most current research on student centered learning and assessment and achievement. Course emphasized written exercises and detailed discussion of case law in twelve different liability insurance areas. Helped design and teach similar courses in Reinsurance and Surety Law.
- **Directed successful effort to rebuild LL.M. program for foreign lawyers** by revamping educational program, marketing, and student services. Developed School's relationships with various government grant programs such as the Muskie Program and USAID, as well as the Saudi Arabian Cultural Mission, resulting in additional international lawyers attending the Law School on government scholarships. Served as Director of Graduate Programs from 2004 – 2015
- **University service** included teaching the required first-year honors course to pre-law students, participating as the Law School's representative on the University President's Committee on Corporate Social Responsibility from 2006-2009, the Provost's 2009 Task Force on Online Education, and the 2010 International Executive Committee.

**TRAVELERS PROPERTY CASUALTY, Hartford, CT**

*Counsel – Travelers Property Casualty*

*Counsel & Legislative Director for Government Affairs – Travelers/Citigroup.*

*Associate Counsel – Travelers*

1993 to 3/2004

1995 to 3/2004

1998 to 2002

1993 to 1995

Provided analysis, strategic direction, and guidance in legal, political, and regulatory issues. Managed a diverse range of complex litigation activities nationwide related to company's entire product line (including workers' compensation and liability insurance) – more than 50% of cases with \$1+ million exposure. Directed and mentored junior attorney. Hired and supervised outside counsel, including motions, discovery, briefing and settlements. Represented company in settlement conferences, negotiations, and trials. Previously directed legislative and regulatory affairs in 23 states, working closely with state officials, lobbyists, and trade associations. Drafted proposed legislation, testified at public hearings, and participated in regulatory proceedings. Implemented corporate business plans by retaining and directing local attorneys and lobbyists.

### *Selected Accomplishments:*

- **Selected to take charge of and manage coverage and bad faith docket for Travelers' subsidiary (Minnesota-based Northland insurance specializing in surplus lines/specialty/trucking).** Established and maintained excellent working relationships with newly acquired subsidiary. Triaged cases and coordinated transition/integration of litigation within the Travelers' system of a company that had operated independently for 50 years. Won several summary judgment cases related to trucking issues as well as in a coverage/bad faith claim with exposure in excess of \$25 million, through redirecting our litigation strategy and retaining new outside counsel. Obtained \$8,000,000 verdict against another carrier in an excess verdict/bad faith matter while serving as an outside legal consultant to Travelers.
- **Directed significant litigation, including major antitrust and class action suits.** Coordinated amicus support/strategy and won landmark case before the Kentucky Supreme Court involving workers' compensation.
- **Led Travelers' legal and political efforts in Nevada** as it opened its workers' compensation system to private competition.
- **Significant contributor to development of legal and political strategy regarding OSHA's proposed Ergonomics Standard** – which would have severely disrupted workers' compensation systems nationwide, according to industry opinion.
- **Spearheaded government affairs and litigation activities in Alabama,** then considered the most hazardous state in the country for corporate defendants. Quickly resolved multimillion-dollar exposure cases with favorable settlements. Formulated and executed company's political strategy for 2000 Alabama Judicial races. At the Alabama Supreme Court, overturned \$4 million trial court judgment against Travelers.
- **Managed all major bad faith cases involving workers' compensation.** Developed favorable case law nationwide and established federal circuit court precedent for removal of such cases to federal court. Won numerous cases on summary judgment.
- **Administered all advertising injury coverage cases.** Developed and expanded case law in the federal circuit courts denying coverage for trademark infringement under commercial general liability insurance policies.
- **Other results:** Recognized as an internal expert on political and legal developments related to California workers' compensation and tort reform issues. Led efforts to defeat Florida legislation requiring insurers to cover certain environmental hazards in excess of industry standards. Passed legislation in Arizona expanding use of workers' compensation deductible policies among large employers.

**IOWA DEPARTMENT OF JUSTICE, Consumer Protection Division, Des Moines, IA**  
1988 to 1993

#### *Assistant Attorney General & Deputy Administrator of the Iowa Consumer Credit Code*

Enforced a comprehensive regulatory system protecting consumers in credit transactions. Investigated and prosecuted cases involving consumer fraud, financial investment schemes, consumer credit and credit insurance. Conducted rule making on consumer issues and counseled governmental agencies and private parties on consumer credit law. Advised on federal and state legislative consumer credit proposals. Collaborated with state and federal agencies such as the FTC, FRB, other state attorneys'

general offices and the state banking division.

*Selected Accomplishments:*

- **In a case of nationwide significance, successfully represented State of Iowa in litigation with Citibank**, resulting in company's agreement to abide by Iowa consumer lending laws.
- **Directed amicus litigation for 27 states against consumer lending institutions**, involving the exportation of credit card terms in violation of state law. Authored amicus brief to U.S. Supreme Court on behalf of the states.
- **Participated in and led multi-state enforcement activities** such as litigation against mortgage lenders for violations of mortgage escrow requirements.
- **Drafted and promulgated consumer protection regulations governing credit insurance** and other regulations permitting the Department of Justice to collect hundreds of thousands of dollars in fees each year from consumer creditors.

**HARVARD LAW SCHOOL**, Cambridge, MA

1986 to 1988

*Special Assistant to the Dean (1986-1988) / Associate Director of Student Services (1987-1988)*

Authored paper on legal demographics used in first year law classes. Researched and wrote on the Iran/Contra affair, Congressional ethics, and international terrorism. Reviewed academic and professional opportunities for law students on Dean's behalf. As Associate Director of Student Services, administered student service activities and coordinated programs expanding public interest law opportunities.

- **Teaching Fellow at Harvard Graduate School of Education in 1987**. As Teaching Assistant, taught sessions on legal analysis for college administrators in a graduate course in higher education and the law.

**ADDITIONAL PROFESSIONAL ACTIVITIES & LEADERSHIP**

**National Association of Insurance Commissioners**

- Selected as a NAIC funded Consumer Representative each year since 2010. Represent and advocate for consumer interests before the NAIC, with a focus on state insurance regulation and the Federal Insurance Office, regulation of personal lines policies, the use of Big Data in underwriting and claims handling, international regulatory cooperation, climate change and insurance, and consumer protection. Successfully lobbied for consumer participation program at the International Association of Insurance Supervisors and led effort to establish initial NAIC funding for this program. Invited speaker at the 2013 NAIC Commissioners Conference and have conducted training sessions for state insurance department regulators and insurance supervisors from other countries.

**Other Advisory Bodies**

- **Federal Reserve Board: Insurance Policy Advisory Committee**, appointed to three-year term starting January 2022.
- **U.S. Department of Treasury: Federal Advisory Committee on Insurance (Federal Insurance Office)**, appointed February 2020 and reappointed February 2023 for a second

three-year term.

- New York Department of Financial Services' Consumer Protection Advisory Council since appointed in December 2019.
- Connecticut Insurance Department's Advisory Council on Regulation, 2019-2020.

#### **International Association of Insurance Supervisors**

- Led efforts to create first consumer participation movement in the organization, serve as a consumer stakeholder, 2013 to present. Moderated debates on Solvency II (2012 IAIS annual meeting and 2015 NAIC International Insurance Forum), served on multiple panels at 2017 Global Seminar, and held numerous meetings with IAIS leadership on consumer participation.

#### **Expert Witness and Consultant**

Serve as expert witness and advise law firms, policyholders, state agencies, and insurance companies on insurance regulatory, coverage, and bad faith issues. Work with media throughout the country on various insurance-related news articles and quoted in the New York Times, Bloomberg News, CBS, CNBC, AP, International Business Times, Money Magazine, The Guardian, Reuters, Boston Herald, The New Yorker, National Underwriter, AM Best, SNL Financial, Insurance Business Magazine, Insurance Business Journal, The Trace, NPR, Hearst News, New York Law Journal, Scientific America, Sacramento Bee, Hartford Courant, Des Moines Register, Bankrate, and other papers and media.

Examples:

- Expert witness for New York Department of Financial Services and Attorney General's Office in litigation with the National Rifle Association, Spring 2019, and in spring 2024 helped draft an amicus brief to the U.S. Supreme Court in *NRA v. Vullo*.
- Expert witness for Pennsylvania State University in insurance coverage litigation arising out of the Sandusky sexual abuse claims, 2015-2016.
- Retained by the Federal Trade Commission to work with Professor Patricia McCoy to develop and implement a new training program on consumer credit issues for the Division of Financial Practices, 2008.
- Co-authored 10-state survey of liability issues associated with the Safe Routes to School Program, sponsored by the Public Health Law and Policy association, 2011-2012.

#### **The American Law Institute**

- Elected in October 2013. Served in the Member Consultative Group for the Restatement of Law of Liability Insurance project. Currently in the Member Consultative Groups for the Restatement of the Law Third Torts: Miscellaneous Provisions, and Consumer Contracts.

#### **The American College of Coverage Counsel**

- Elected as an Honorary Fellow in July 2022.

#### **American Bar Association**

- Associate Editor, Tort Trial & Insurance Practice Law Journal, 2009 to present.

#### **Connecticut Bar Association**

- Executive Committee, Insurance Law Section, 2011 to present.

#### **Forbes Advisor, Insurance Advisory Board**

- Joined by invitation in May 2024.

**Municipal Government, 11/2009 – 7/2022**

- **Councilor, Mansfield Town Council.** Elected in fall 2009, 2011, 2013, 2015, 2017, 2019 and 2021 to serve on the 9-member governing body for the Town of Mansfield, Connecticut. Responsible for \$55 million budget. Chaired Finance Subcommittee from 11/2019 – 7/2022.
- **Commissioner, Mansfield Planning & Zoning Commission/Inland Wetland Agency.** Elected in 1999 as a member of town planning and zoning agency. Review and regulate proposed commercial, university and residential development. Served until fall 2009, when elected to the Town Council.

**Patrons Group**

- Elected in May 2007 as a Director of Patrons Group, a property-casualty insurer located in Connecticut. Also served on Corporate Governance Committee. Helped lead successful affiliation with State Auto in fall 2007 and served on Patrons Advisory Council until its dissolution at the end of 2013.

**U.S. State Department - Muskie Program**

- Served as evaluator for applications to the Muskie Program, a federally funded scholarship program that brings students from former Soviet Republics to the U.S. to earn a graduate degree. In January 2009 traveled to Moscow on Program's behalf to interview applicants and similar trip in February 2006 to Kyiv, Ukraine.

**UConn Law School, fall 2022, 2023, 2024**

- Co-teaching Insurance Regulation

**Adjunct Professor, Brooklyn Law School, summer 2023**

- Taught Insurance Law and Regulation for the School's summer term.

**Adjunct Professor, University of Connecticut School of Law, spring 2002 and 2003**

- Taught course in workers' compensation law to J.D. and LL.M. students.

**Lecturer in Law, Drake University Law School, fall 1990**

- Taught consumer protection law to second- and third-year law students; subjects included FTC enforcement, state consumer fraud statutes and Truth-in-Lending.

**President of the American Conference of Uniform Consumer Credit Code States, 1991 to 1992**

- Association of state officials who enforce and administer the Consumer Credit Code.

**Peter Kochenburger  
Publications**

Books

- THE “DEMATERIALIZED” INSURANCE: DISTANCE SELLING AND CYBER RISKS FROM AN INTERNATIONAL PERSPECTIVE (Peter Kochenburger, Pierpaolo Marano & Ioannis Rokas eds., 2016)

Law Review Articles and Book Chapters

- Peter Kochenburger & Patrick Salve, *An Introduction to Insurance Regulation*, in RESEARCH HANDBOOK ON INTERNATIONAL INSURANCE LAW AND REGULATION, Second Edition, (Julian Burling & Kevin Lazarus eds., 2023). I was responsible for substantially revising our chapter from the Handbook’s first edition, published in 2012.
- Aviva Abramovsky & Peter Kochenburger, *Transparency and the Insurance Contract in the United States*, in 2 TRANSPARENCY IN INSURANCE LAW AND REGULATION 683 (Pierpaolo Marano & Kyriaki Noussia eds., 2020)
- Aviva Abramovsky & Peter Kochenburger, *Insurance Online: Regulation and Consumer Protection in a Cyber World*, in THE “DEMATERIALIZED” INSURANCE 117 (Peter Kochenburger, Pierpaolo Marano & Ioannis Rokas eds., 2016)
- Peter Kochenburger, *Liability Insurance and Gun Violence*, 46 CONN. L. REV. 1265 (2014) [http://opencommons.uconn.edu/law\\_papers/226](http://opencommons.uconn.edu/law_papers/226)
- Peter Kochenburger & Joseph MacDougald, *Insurance and Climate Change*, 47 J. MARSHALL L. REV. 101 (2013) [http://opencommons.uconn.edu/law\\_papers/475](http://opencommons.uconn.edu/law_papers/475)
- Peter Kochenburger, *The Language Matters: Regulation of Insurance Policy Terms and Conditions*, in CHALLENGES IN HARMONIZATION OF THE SERBIAN INSURANCE LAW WITH THE EUROPEAN (EU) INSURANCE LAW (Association for Insurance Law of Serbia, April 2012)
- Amy Bach & Peter Kochenburger, *Insurance Consumer Protection Efforts by Government Regulators: Evolving under Scrutiny*, 13 N.Y. ST. B.A. GOV'T L. & POL'Y J. 16 (2011)
- Peter Kochenburger, Richean Zhiyan Li & Pierpaolo Marano, *Conflict of Interest of Insurance Brokers*, 2010 EUR. INSUR. L. REV. 21 (2011)



## Short Articles

- Peter Kochenburger, Jeffrey Stempel & Erik Knutsen, *Covid Coverage Cases Conflict with Insurer Documentation* (published May 24, 2022).
- Peter Kochenburger, *The Insurance Industry's Growing Potential Role in Gun Safety*, Law360 (published May 14, 2022).
- Peter Kochenburger & Jeffrey Stempel, *How Sonic Boom Risk Informs 'Physical Loss' for COVID Era*, Law360 (published April 5, 2022).
- Peter Kochenburger, Opinion, *Arbitration? No thanks*, Insurance Business America Magazine, July 9, 2018, at 9.
- Peter Kochenburger, Opinion, *The Dangers of Big Data*, Insurance Business America, Insurance Business America Magazine, March 2017, at 21.
- Peter Kochenburger, Opinion, *Gun Liability Insurance, Too Important Not to Try*, Insurance Business America, July 23, 2015, at 21.
- Peter Kochenburger, *Flood Insurance Reform and Modernization*, INSURANCE REGULATION COMMITTEE, A.B.A. SEC. TORT TRIAL & INS. PRAC. (Winter 2013).
- Peter Kochenburger, *Federal Insurance Office*, INSURANCE REGULATION COMMITTEE, A.B.A. SEC. TORT TRIAL & INS. PRAC. (Summer 2011).
- Peter Kochenburger, *Tone Deaf When Filed – The 2009 Optional Federal Charter Bill*, INSURANCE REGULATION COMMITTEE, A.B.A. SEC. TORT TRIAL & INS. PRAC. (Summer 2009).
- Peter Kochenburger, *Connecticut Supreme Court Rules on Bad Faith Jurisdiction, DeOliveira v. Liberty Mutual*, 870 A.2d 1066 (Conn. 2005), WORKERS COMPENSATION AND EMPLOYERS' LIABILITY LAW COMMITTEE, A.B.A. SEC. TORT TRIAL & INS. PRAC. (Winter 2005).

**Peter Kochenburger**  
**Selected Presentations: 2012 – May 2024**

**Regulatory**

- “Insurer’s Use of Criminal History Information in Underwriting,” presentation at the Special Committee on Race and Insurance (NAIC) meeting (March 28, 2024, virtual).
- “Transparency & Guardrails for Technology and AI in Insurance,” presentation at the spring 2024 National Association of Insurance Commissioners national meeting, Innovation, Cybersecurity and Technology Committee, Phoenix, Arizona (March 18, 2024), co-presenter.
- “Covering Cyber - Boosting Cyber Resilience and the Evolving Cyber Insurance Market,” National Association of Insurance Commissioners International Insurance Forum, Washington D.C. (May 18, 2023), panelist.
- “Social Inflation: Fact or Fiction,” National Council of Insurance Legislators, Summer 2022 Meeting, Jersey City, NJ (August 16, 2022), panelist.
- “Big Data and Cyber Security – Ensuring technology remains an asset not a liability,” National Association of Insurance Commissioners International Insurance Forum, Washington D.C. (May 12, 2022), panelist.
- “Teaching Insurance Law at Law Schools,” ABA Tort Trial Insurance Practice Section Conference, Baltimore, MD (April 29, 2022), panelist.
- Presentation to the Michigan Department of Insurance and Financial Services on Diversity, Equity, and Inclusion (November 22, 2021, virtual), co-presenter.
- “Claim Optimization and the Insurance Promise,” presentation at the summer 2021 National Association of Insurance Commissioners national meeting, Market Regulation and Consumer Affairs Committee, Columbus, Ohio (August 16, 2021).
- “Use of Zip Code, Education, and Occupation as Rating Factors ... in Insurance Underwriting,” National Council of Insurance Legislators’ interim meeting (June 18, 2021, virtual), panelist.
- “Innovation – Forecasting the Future of AI and Big Data,” National Association of Insurance Commissioners’ International Insurance Forum, (May 25, 2021, virtual) panelist.
- “Insurer’s use of Criminal History Information,” presentation at the National Council of Insurance Legislators’ spring meeting (April 15, 2021, virtual).
- “Insurers’ Use of Criminal History Information,” presentation at the fall 2020 National Association of Insurance Commissioners national meeting (December 3, 2020, virtual).
- “All In on AI? A New Study Decoding the Mysteries of AI in Insurance Fraud,” Coalition Against Insurance Fraud Webinar (September 30, 2020, virtual), panelist.
- “Insurance Regulation in the United States,” Hartford, CT (September 16-17, 2019), Organized and led extensive two-day training session for insurance regulators from the China Banking and Insurance Regulatory Commission, taught introductory session. This is the second training session we have held for the Commission.
- The Center for Insurance Policy and Research, “Demystify the use of Artificial Intelligence in Insurance,” (August 5, 2019) (NAIC’s summer 2019 meeting in NYC), panelist.
- “From Intentional Harm to Negligent Conduct,” presentation on the expansion of intentional act exclusions in liability insurance, National Association of Insurance Commissioners fall national meeting, San Francisco, CA (November 17, 2018)
- “Insurance Regulation in the United States,” Hartford, CT (July 9-10, 2018), Organized and

- led extensive two-day training session for insurance regulators from the China Banking and Insurance Regulatory Commission, taught introductory session.
- National Association of Insurance Commissioners Global Forum, Washington DC (May 14, 2018), panelist on “The Role of Insurance & Reinsurance in Disaster Risk Management.”
- National Conference of Insurance Legislators 2017 Annual Meeting, Phoenix, AZ (November 16-17, 2017), invited panelist on (1) the ALI’s draft Restatement of the Law of Liability Insurance (with Restatement Reporter Tom Baker), (2) life insurance, big data, and consumer protection, (3) international insurance issues.
- National Association of Insurance Commissioners (NAIC) International Insurance Forum, Washington D.C. (May 20, 2016). Invited speaker on Cybersecurity and Cyber Insurance panel (only consumer representative invited to serve on a panel).
- Public Hearing, NAIC Big Data Working Group, New Orleans (April 3, 2016). Invited to speak on the consumer perspectives panel.
- Public Hearing Testimony on Use of Consumer Data to Settle Automobile Insurance Claims, NAIC, Chicago (August 17, 2015). Invited speaker.
- NAIC International Insurance Forum, Washington D.C. (May 21, 2015). Invited panelist on “Global Insurance Standards – From Vision to Reality.”
- NAIC International Insurance Forum, Washington D.C. (May 10, 2013). Moderated third debate on Solvency II between Therese Vaughan (former NAIC CEO) and Karel Van Hulle (former Head of Unit, Insurance and Pensions at the European Commission).
- NAIC Regulatory Leadership Forum, Kansas City, Missouri (March 13, 2013). Invited to speak on consumer issues with state insurance regulators.
- NAIC Commissioners Conference, Virgin Islands (February 3, 2013). Invited to present consumer representative views and activities at the NAIC’s annual closed conference for commissioners.
- Center for Insurance Policy Research (NAIC) Summit on Flood Insurance, Atlanta (August 14, 2012), Invited panelist, presented on “Consumer Perspectives: Flood Insurance Reform” (with Sonja Larkin-Thorne).
- Public Hearing Testimony on Private Lender-Placed Insurance, National Association of Insurance Commissioners, Atlanta (August 9, 2012). Invited speaker.
- Congressional testimony “U.S. Insurance Sector: International Competitiveness and Jobs,” before the Subcommittee on Insurance, Housing and Community Opportunity, Washington D.C. (May 17, 2012). Invited to speak on the Federal Insurance Office, and consumer protection and international cooperation.

#### **Professional Organizations and Bar Associations**

- “Climate change and Louisiana insurance market, Southern University Alumni Fund Leadership Forum presentation, New Orleans, LA (June 24, 2023).
- Teaching Insurance Law at Law Schools,” ABA Tort Trial Insurance Practice Section Conference, Baltimore, MD (April 29, 2022), panelist.
- Unfair Discrimination - How will new legislation in Colorado influence the industry approach to potential bias in insurance?” Casualty Actuarial Society Rate Making, Product, and Modeling seminar, (March 16, 2022, virtual), speaker.
- “Cyber Insurance – Risks v. Reality,” ABA Insurance Coverage Litigation Committee mid-year program, Phoenix, AZ (February 24, 2022), panelist

- “The National Association of Insurance Commissioners’ Insurance Data Security Model Law,” ABA Insurance Regulation Committee webinar (January 24, 2022, recorded in September 2021), panelist
- AM Best TV webinar on COVID-19 Litigation (December 15, 2020), panelist.
- “Federalization of Insurance? The Federal Insurance Office,” ABA Insurance Regulation Committee webinar (November 18, 2020), panelist.
- American College of Coverage Counsel, COVID-19 Liability Issues webinar (November 12, 2020, virtual), moderator and co-organizer.
- “Constitutional Issues: Power of Receivership Courts,” International Association of Insurance Receivers, Webinar (October 13, 2020, virtual), panelist.
- “Navigating Opportunities and Risks Presented by Artificial Intelligence,” Connecticut Legal Conference, CBA Webinar (September 15, 2020, virtual), panelist (and organizer) for session on regulatory issues related to AI.
- “Act of God Exclusions and Coverage for COVID-19 Business Interruption Claims,” The Chartered Institute of Arbitrators (July 15, 2020, virtual), advocate for insurer in mock oral argument before a panel of former insurance commissioners.
- “Future of Insurance Regulation,” at Casualty Actuaries of New England fall meeting, Worcester, MA (October 11, 2019), one of two panelists.
- AM Best TV show (and webinar) on drones, aerial data-gathering, and insurance (July 16, 2019), panelist.
- Connecticut Bar Association’s annual Legal Conference, Hartford CT (June 10, 2019), discussed pet insurance on animal law panel.
- “The Regulatory Response to InsurTech,” Boston, MA (March 26, 2019) Casualty Actuarial Society seminar, organized and participated in regulatory discussion.
- AM Best TV, Gun Violence and Insurance: panelist and separately interviewed on this topic (filmed August 2018 and released in October and December 2018), <http://www.ambest.com/video/video.aspx?s=1&rc=kochenburger119>.
- Keynote speaker, “Liability Insurance and Gun Violence,” Property & Liability Research Bureau Eastern Regional Adjusters Conference, Hartford CT (October 30, 2018).
- “Liability Insurance and Gun Violence,” UK Institute and Faculty of Actuaries, Birmingham, UK (October 24, 2018 – via teleconference); Casualty Actuaries of New England, Springfield, MA (October 15, 2018).
- “The Regulatory Response to InsurTech,” joint seminar held by Casualty Actuarial Society and Canadian Institute of Actuaries, Toronto (October 16, 2018), organized and participated in regulatory panel.
- Fourth Annual Telematics and Connected Vehicles Insurance Conference, Chicago IL (April 25, 2018). Panelist speaking on data ownership, privacy, and regulatory concerns.
- “Big Data Changes Everything, Why Insurance Lawyers Need to Catch up Fast,” Connecticut Bar Association Annual Insurance Litigation Seminar, Hartford CT (April 13, 2018), Conference Co-Chair and moderator.
- American Bar Association Litigation Committee, 2018 Annual Insurance Coverage Seminar, Tucson, AZ (March 2, 2018), led roundtable discussion on the use of Big Data in insurance claims and underwriting.
- Defense Research Institute’s Northeast Regional Claims Conference, Hartford CT

(November 2, 2017), presented on insurance bad faith, the ALI draft Restatement of the Law of Liability Insurance (with co-panelist Kathleen J. Maus, Butler Weihmuller Katz Craig, LLP).

- “Looking Under the Hood and Into the World - Big Data and Insurance,” Property Casualty Insurers Association’s General Counsel Seminar, Philadelphia, PA (September 18, 2017), with co-panelists Dr. Cathy O’Neil and Robert Helfand.
- “Key Issues Facing Workers Comp – Point/Counterpoint,” National Council on Compensation Insurance (NCCI), Orlando Florida (May 17, 2017). Debated workers compensation issues with Robert Hartwig at a plenary session of the NCCI’s Annual Issues Symposium.
- Insurance Business Magazine, Flood Risk 2017, Orlando Florida (March 23, 2017). Panelist on claim handling session.
- Connecticut Bar Association Annual Insurance Law Symposium, Bad Faith Litigation, University of Connecticut School of Law (February 23, 2017), Conference Co-Chair, panelist and moderator.
- Connecticut Bar Association, “Getting to Less: Symposium on Strategies for Reducing Discovery in Insurance Coverage Litigation,” University of Connecticut School of Law (February 26, 2016). Conference Co-Chair and moderated panel on current efforts to reduce discovery costs.
- Connecticut Bar Association, “Storm Law: Helping clients Prepare for and Respond to Natural Catastrophes,” New Britain, CT (January 8, 2016), panelist on consumer protection and claim handling.
- Defense Research Institute Insurance Law and Claims Conference, Hartford CT (October 28, 2015). Presented on “The Unfair Claims Settlement Practices Act: Potential Limitations on Advocacy and Negotiation” (with Tom Farrish, Day Pitney, LLP).
- Association of Insurance Compliance Professionals Continuing Education Program, Providence, Rhode Island (May 8, 2015). Invited to speak on Cyber Risk and Cyber Insurance (with Theodore Augustinos, Locke Lord LLP).
- Connecticut Bar Association Symposium, “Insurance Claims Handling: Rights, Wrongs and Remedies,” University of Connecticut School of Law (February 6, 2015). Conference Co-Chair, moderated discussion on Market Conduct Exams with senior staff from the Connecticut Insurance Department
- Association of Insurance Compliance Professionals Continuing Education Program, Hartford, CT (May 16, 2014). Invited to speak on Liability Insurance and Gun Violence.
- Connecticut Bar Association Symposium, “Insurance Coverage 101,” University of Connecticut School of Law (January 23, 2014). Conference Co-Chair, moderated panel on Third-Party Liability Insurance.
- “Current Issues in Insurance Regulation: 2013,” New York City Bar Association (April 19, 2013). Invited to speak on “Insurance and Climate Change after Superstorm Sandy.”
- Connecticut Bar Association, “Liability Insurance and Litigation,” University of Connecticut School of Law (March 7, 2013). Conference Co-Chair and spoke on “Finding and Avoiding Coverage: The International Act Exclusion.”
- Connecticut Bar Association, training session for attorneys, New Britain, CT (January 18, 2012). Presentations on claims handling and the National Flood Insurance Program.

### Academic Conferences

- "Insurance as a Mechanism to Reduce Gun Injuries," an Innovation Day conference co-sponsored by the Niskanen Center and the University of Connecticut's ARMS (Advancing Research, Methods, and Scholarship in Gun Injury Prevention) Center, Washington D.C., (May 10, 2024), panelist.
- "Climate Change, the National Flood Insurance Program, and Louisiana," Southern University, Baton Rouge LA (October 31, 2023), organizer, panelist.
- "The Role of Law and Government in Cyber Insurance Markets," conference jointly sponsored by the Insurance Law Center and University of Minnesota Law School (March 12, 2021, virtual), moderator, host co-chair.
- "The ALI's Restatement of Law, Liability Insurance – Was the World Turned Upside Down?" Hartford, CT (April 5, 2019), Conference Chair and moderator, sponsored by the Insurance Law Center/UConn Law School, the Connecticut Bar Association's Insurance Law Center, and Rutgers Law School Center for Risk and Responsibility.
- "Putting Humans in the AV Driver's Seat, Autonomous Vehicles – People, Policy & Law," Storrs CT (April 1, 2019), organized and moderated panel on autonomous vehicles and insurers for this multi-disciplinary conference organized by UConn's Transportation Technology & Society Research Group (member).
- "The Protection Gap in Property Insurance," Rutgers Center for Risk and Responsibility, Camden NJ (March 29, 2019), presentation on intentional act exclusions.
- "Data Breaches Don't Discriminate – Cyber Insurance," American Association of Law Libraries Annual Meeting, Baltimore, MD (July 16, 2018), panelist.
- "Enterprise Risk Management – From Risk to Strategy," conference sponsored by UConn School of Business and Hartford CFA Society (March 20, 2018), moderated and helped organize Technology, Regulatory and Investment Risks panel.
- "Insurance in the Age of Trump," Insurance Law Center/UConn Law School (April 13, 2017). Conference Co-Chair, panelist and moderator.
- Resilience and the Big Picture: Governing and Financing Innovations for Long Island Sound and Beyond (April 22, 2016). Center for Energy and Environmental Law, University of Connecticut School of Law. Organized and moderated panel "Achieving Resilience Through Insurance and Finance."
- Connecticut Risk Management Conference, "The New Reality of Global Risk," University of Connecticut School of Business, Stamford (April 7, 2016). Organized and moderated panel on "Legal and Compliance Issues Across the World."
- Connecticut Risk Management Conference, "The Many Faces of Enterprise Risk Management," University of Connecticut School of Business, Stamford CT (March 20, 2015). Organized and moderated panel on "Cyber Risk, Insurance and Corporate Governance."
- "The Relationship between Insurance and Legal Regulation: Normative, Theoretical and Empirical Perspectives," UC Irvine School of Law, Irvine, CA (September 19, 2014). Panel Commentator.
- "Big Data and Insurance," University of Connecticut School of Law (April 3, 2014). Moderated panel on Big Data, Risk Classifications and Adverse Selection.
- University of Chicago Junior Faculty Workshop, Chicago IL (November 25, 2013). Presented early version of *Liability Insurance and Gun Violence*.

- “The Second Amendment and Gun Control,” Connecticut Law Review’s Fall 2013 Symposium (November 15, 2013). Invited to speak on liability insurance and gun violence.
- “The Law and Economics of Insurance,” University of Connecticut School of Law (October 4, 2013). Moderated panel on insurance regulation.
- “Adaptation of the Built Environment to Achieve Resilience to Climate Change,” 13<sup>th</sup> Kratovil Conference on Real Estate Law & practice, John Marshall Law School, Chicago Illinois (September 26, 2013). Invited to present “*Insurance and Climate Change: Spreading, Regulating and Avoiding the Risks.*” Paper co-authored with Joseph MacDougald, later published in the John Marshall Law Review.
- “Fragmented Risk,” Rutgers School of Law (March 1, 2013). Commentator on Catastrophes and Fragmented Risk panel.
- “Climate Change Risks & Liability: The Future of Insurance & Litigation,” University of Connecticut School of Law (October 5, 2012) (co-sponsored with the Center for Energy and Environmental Law). Co-Chair of the Conference, moderated panel “Domestic and International Responses.”

#### International

- “Insurance Law and Consumer Protection,” National ChengChi University, Taiwan (November 1, 2022, virtual), speaker.
- “Big Data, Predictive Analytics, and the Insurance Promise: the uses of AI in the Claims Adjustment and Fraud Detection Processes,” (October 6, 2021, virtual) Third International Insurance Congress, Comillas Pontifical University, Madrid, speaker.
- International Association of Insurance Supervisors Market Conduct Working Group, Amsterdam (May 27, 2019), invited presenter on insurer use of personal consumer information. Only academic participating.
- “Big Data, Predictive Analytics, and the Insurance Promise: the uses of AI in the Claims Adjustment and Fraud Detection Processes,” (October 6, 2021) Third International Insurance Congress, Comillas Pontifical University, Madrid (virtual), speaker.
- “Big Data, Insurance & Consumer Protection,” The First Asia-Pacific Permanent Forum on Insurance Law, hosted by Xiamen University, China (November 10, 2018), UConn Law School is the founding U.S. member of this Forum.
- “Introduction to Insurance Regulation in the United States,” National Chengchi University, Taiwan (November 6, 2018).
- Fifth Annual China-U.S. Insurance Law Conference co-sponsored with Renmin Law School, Suzhou, China (November 3, 2018), presentation on Cyber Insurance and Cybersecurity.
- “Retirement Security, Pensions and Insurance,” Fourth Annual China-U.S. Insurance Law Conference with Renmin Law School, Hartford CT (October 13, 2017), Conference Co-Chair, moderator.
- International Association of Insurance Supervisors Global Seminar, Windsor, U.K. (June 29-30, 2017). Participated in two panels: (1) “Digitalisation in the Insurance Sector, Benefits and Risks to Consumers.” (2) “Executive Committee Dialogue: ComFrame and the Insurance Capital Standard” (only U.S. academic speaking at this meeting).
- “Actuarial Perspectives in the Era of Social Consciousness, Can Liability Insurance Reduce Gun Violence?” Casualty Actuarial Society’s Spring Meeting, Toronto Canada (May 24,

- 2017).
- “The U.S. and China: Environmental Change, Liability, and Insurance,” Third Annual China- U.S. Insurance Law Conference, Renmin Law School, Beijing, China (October 30, 2016). Invited to present a talk on insurance and climate change.
  - “Transparency in Insurance Regulation: Global Perspectives,” National Taiwan University College of Law, Taipei Taiwan (September 23, 2016). Presented “Limitations of Transparency: Big Data, Dispute Resolution and Regulatory Enforcement,” moderated panel on Transparency in Insurance Regulation in Asia.
  - “The Changing Insurance Regulation of the European Union,” Catholic University of Milan, Milan Italy (November 26, 2015), invited to moderate panel on “The Regulatory Framework.”
  - “Important Issues and New Perspectives of Insurance Law,” The Inaugural Conference of the Taiwan Insurance Law Association, Taipei, Taiwan (October 22, 2015). Invited to speak on Big Data, insurance, and consumer protection (only U.S. speaker at the conference).
  - “The U.S. and China, New Insurance Products and New Regulatory Challenges” Second Annual China-U.S. Insurance Law Conference, University of Connecticut School of Law (October 9, 2015). Organized and spoke on panel regarding Big Data and insurance.
  - “International Symposium on Improvement of Liability Insurance System,” First Annual China-U.S. Insurance Law Conference, Renmin Law School, Beijing China (May 10, 2014). Presented on “Environmental Liability Insurance: Opportunities and Risks.”
  - “Legal Education for International Lawyers,” presentation in Riyadh, Saudi Arabia for Saudi law students and lawyers interested in studying in the United States (March 4, 2014).
  - University of International Business and Economics, Beijing China (June 2, 2013). Invited to speak at a Chinese Supreme Court training session for judges on “Personal Automobile Insurance and Consumer Protection in the U.S.” (with Yan Hong).
  - International Association of Insurance Regulators Annual Conference, Washington D.C. (October 9, 2012). Moderated second debate on Solvency II between Therese Vaughan (NAIC CEO) and Karel Van Hulle (Head of Unit, Insurance and Pensions at the European Commission).
  - “Testing times, Uncertain Outcomes: How are Insurers and Reinsurers Expected to Measure Up?” International Insurance Law Association, London, U.K. (September 14, 2012). Invited speaker on two panels: (1) emerging legal issues in insurance, (2) a U.S. perspective on climate change and insurance.
  - Thirteenth Annual Conference of the Association for Insurance Law of Serbia, Palic, Serbia (April 21, 2012). Invited to present “*The Language Matters: Regulation of Insurance Policy Terms and Conditions.*”



|           |  |  |  |
|-----------|--|--|--|
| JOB CLASS |  |  |  |
| JOB CODE  |  |  |  |
| CAL ID    |  |  |  |

**SOUTHERN UNIVERSITY SYSTEM**

**Personnel Action Form**

POSITION NUMBER

CAMPUS: SUS  SUBR  SULAC  SUAREC  SUNO  SUSLA

EMPLOYMENT CATEGORY: 9-MONTH  12-MONTH  OTHER  (Specify) \_\_\_\_\_

|  |  |   |
|--|--|---|
| <input checked="" type="checkbox"/> Academic   | <input type="checkbox"/> Non-Academic                      | <input type="checkbox"/> Civil Service    |
| <input 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 |

Previous Employee \_\_\_\_\_ Reason Left \_\_\_\_\_  
 Date Left \_\_\_\_\_ Salary Paid \_\_\_\_\_

**Profile of Person Recommended**

Length of Employment AUGUST 1, 2024 To MAY 16, 2025  
 Effective Date AUGUST 12, 2024

Name PETER KOCHENBURGER SS# U01974707 Sex M Race\* W  
(Last 4 digits only)

Position Title: ASSISTANT PROFESSOR (Alliant Ins. Grant) Department: Dept. of Acct., Fine., & Econ.

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 32 Southern University Experience 2

|            |                                 |  |             |
|------------|---------------------------------|--|-------------|
| Degree(s): | Type/Discipline (BA-Education): | Institution/Location (SU-Baton Rouge): | Year:       |
|            | <u>J.D.</u>                     | <u>HARVARD LAW SCHOOL</u>              | <u>1986</u> |
|            | <u>B.A. - HISTORY</u>           | <u>YALE UNIVERSITY</u>                 | <u>1982</u> |

Current Employer SOUTHERN UNIVERSITY - BATON ROUGE (LAW CENTER)

**Personnel Action**

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

Recommended Salary \$85,000.00 Salary Budgeted \$85,000.00

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               |
|--------------------------|----------------------|
| 311001-32020-61002-31000 | \$155,000 Law center |
|                          |                      |
|                          |                      |

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

|   |  |
|---|--|
| <u>Shirley Cochran</u> <u>7/5/24</u><br>Supervisor Date | <u>David Lopez</u> <u>7/5/24</u><br>Dean/Unit Head Date              |
| _____<br>Vice Chancellor Date                           | _____<br>Chancellor Date   |
| _____<br>Director/Personnel Date                        | _____<br>Vice President/Finance<br>Business Affairs/Comptroller Date |
| _____<br>President Date                                 | _____<br>Chairman/S.U. Board<br>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:** This EPAF is effective for August 12, 2024 to May 16, 2025 to hire Dr. Peter Kochenburger as the Alliant Insurance Assistant Professor. He will be do the strategic planning, curriculum development, course assessment, research, student recruitment, teaching and assisting with the overall the program coordinator of the activities (Risk Management and Insurance Curriculum) POSITION #

**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/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)



*Office of Academic Affairs*

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

July 2, 2024

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

RE: Appointment of Dr. Francesca Mellieon-Williams as Associate Dean for Student Affairs, Dr. H. Dwayne Jerro as Associate Dean for Academic Affairs, and Dr. Rachel Vincent-Finley as Senior Associate Dean and Vice Dean for Strategic Innovation and Transformation in the College of Sciences and Engineering, along with search waiver requests

Dear President Shields:

The College of Sciences and Engineering has requested that the Southern University Board of Supervisors allow the restructure of its administrative organizational structure. If that restructuring is approved, Dr. Lealon Martin, the dean of the college has requested the waiver of the searches to fill the positions of Associate Dean for Student Affairs, Associate Dean for Academic Affairs and Senior Associate and Vice Dean for Strategic Innovation and Transformation.

Dr. Francesca Mellieon-Williams is recommended to be the Associate Dean of Student Affairs. She currently serves as the Department Chair of SMED (Science Math Education). If the Board approves this appointment, Dr. Mellieon-Williams will have a 12-month salary of \$116,000.

Dr. H. Dwayne Jerro is recommended to be the Associate Dean of Academic Affairs. If the Board approves this appointment, Dr. Jerro will have a 12-month salary of \$126,000. He currently serves as the Chair of the Department of Mechanical Engineering.

Dr. Rachel Vincent-Finley is recommended for Senior Associate and Vice Dean for Strategic Innovation and Transformation. Dr. Vincent-Finley currently serves as the Associate Dean for Academic Affairs. The new appointment, if approved by the Board of Supervisors, will be a promotion. The proposed salary is \$120,000 coming from state general funds. Dr. Vincent-Finley would also be allowed to supplement her base salary with \$30,000 from federal grant funds which means that her total 12-month compensation will be \$150,000.

Dennis J. Shields

Page 2

July 2, 2024

Attached for your review are the curriculum vitae for each of the recommended persons, Dr. Francesca Mellieon-Williams, Dr. H. Dwayne Jerro and Dr. Rachel Vincent-Finley. I respectfully request that the recommendations set forth in this letter be presented to the Southern University Board of Supervisors at its July 19, 2024 meeting for review and approval. If you have any questions, please feel free to contact me.

Yours sincerely,



John K. Pierre, Chancellor

and Vanue B. Lacour Endowed Law Professor

Attachments (3)

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

Dennis J. Shields, President, SUS

|           |  |  |  |
|-----------|--|--|--|
| JOB CLASS |  |  |  |
| JOB CODE  |  |  |  |
| CAL ID    |  |  |  |

**SOUTHERN UNIVERSITY SYSTEM**

Personnel Action Form

|                 |  |  |  |  |  |  |  |
|-----------------|--|--|--|--|--|--|--|
| POSITION NUMBER |  |  |  |  |  |  |  |
|-----------------|--|--|--|--|--|--|--|

CAMPUS: SUS \_\_\_\_\_ SUBR \_\_\_\_\_ SULAC \_\_\_\_\_ SUAREC \_\_\_\_\_ SUNO \_\_\_\_\_ SUSLA \_\_\_\_\_

EMPLOYMENT CATEGORY: 9-MONTH \_\_\_\_\_ 12-MONTH \_\_\_\_\_  OTHER \_\_\_\_\_ (Specify) \_\_\_\_\_

Academic  
 Temporary  
 Tenured  
 Tenured Track  
 Other (Specify) \_\_\_\_\_

Non-Academic  
 Part-time ( \_\_\_\_\_ % of Full Time)  
 Undergraduate Student  
 Graduate Assistant  
 Retiree Return To Work

Civil Service  
 Restricted  
 Job Appointment  
 Probationary  
 Permanent Status

Previous Employee \_\_\_\_\_ Reason Left \_\_\_\_\_  
 Date Left \_\_\_\_\_ Salary Paid \_\_\_\_\_

**Profile of Person Recommended**

Length of Employment 8/1/2024 To 6/30/2025 (and continuing thereafter)  
 Effective Date 8/1/2024

Name Francesca Mellicon-Williams SS# xxx-xx-4967 Sex Female Race B  
(Last 4 digits only)

Position Title: Associate Dean for Student Affairs Department: College of Sciences and Engineering

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 FAD, if applicable.)

Years Experience 5 Southern University Experience 16

| Degree(s): | Type/Discipline (BA-Education): | Institution/Location (SU-Baton Rouge): | Year: |
|------------|---------------------------------|--|-------|
|            | BS Biological Sciences          | Southern University-BR                 | 2000  |
|            | MS Animal Science               | Washington State University            | 2002  |
|            | Ph.D. Science Education         | Louisiana State University             | 2007  |

Current Employer Southern University-BR

**Personnel Action**

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

Recommended Salary \$116,000.00 Salary Budgeted \$116,000.00

Source of Funds College of Sciences and Engineering

Identify Budget: 211001-22750-24100 Location College of Sciences and Engineering  
 Form Code: 211001-22750-24100 Page 1 Item # 1

Change of:

|                   | From  | To  |
|-------------------|---|---|
| Position          | Prof. & Interim Chair, Math & Science Education | Prof & Associate Dean for Student Affairs |
| Status            |   |   |
| Salary Adjustment | \$90,766 (nine months)                          | \$116,000.00                              |

Financial Aid signature (if applicable):

List total funds currently paid this employee by Southern University:

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

| Source of Funds                     | Amount       |
|-------------------------------------|--------------|
| College of Sciences and Engineering | \$116,000.00 |
|                                     |              |
|                                     |              |

\*See Reverse Side

Graduate School signature (if applicable):

Supervisor: Laura L. Mart 7/13/2024 Date  
 Vice Chancellor: Laura Young 7/3/24 Date  
 Director/Personnel: Dawn M. Harshbarger 7/5/24 Date  
 Dean/Unit Head: Laura L. Mart 7/13/2024 Date  
 Chancellor: John K. Pierce 7/3/24 Date  
 Vice President/Finance: \_\_\_\_\_ Date  
 Business Affairs/Comptroller: \_\_\_\_\_ Date

\_\_\_\_\_  
President

\_\_\_\_\_  
Date

\_\_\_\_\_  
Chairman/S.U. Board  
of Supervisors

\_\_\_\_\_  
Date

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**RACE (Please check all that apply):**

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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:** The difference between Dr. Francesca M. Williams's current salary nine month salary (\$90,766) and her new twelve month salary (\$116,000.00) is \$25,234.00. This PAF is submitted to execute the necessary salary adjustment, effective as of 8/1/2024.

**EMPLOYEE REGULAR WORK SCHEDULE:** 8:00 AM – 5:00 PM

**EMPLOYEE DIRECT SUPERVISOR:** Dr. Lealon L. Martin, Dean, College of Sciences and Engineering

**SUPERVISOR/DEPARTMENT CONTACT NUMBER:** 225-771-4009

**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”) | E0          |                |

**Do Not Write Below This Area**  
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**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/Pac/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

# FRANCESCA M. MELLIEON-WILLIAMS, PH.D.

francesca\_williams@subr.edu

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## EDUCATION

- Ph.D., Curriculum and Instruction- Science Education** 2007  
Louisiana State University, Baton Rouge, LA  
Dissertation Title: Visualizing the Menstrual Cycle: Effects of a Redesigned Diagram on Community College Biology Students Learning
- M.S.- Animal Science - Reproductive Physiology** 2002  
Washington State University, Pullman, WA  
Thesis Title: Vaccination of mice with LH and LHRH fusion proteins.
- B.S.- Biological Sciences** 2000  
Southern University and A&M College, Baton Rouge LA  
Honors Thesis Title: Sickle Cell Disease Animal Models and Gene Therapy
- 

## ACADEMIC EXPERIENCE

- Interim Chair of Science Mathematics Education (SMED)** September 2023- present
- Tenured Professor/ Science Mathematics Education (SMED)** April 2023- present
- Associate Professor/ Science Mathematics Education (SMED)** Sept, 2016 - April 2023
- Southern University and A&M College - College of Sciences and Engineering**

- Actively engaged in teaching, research and service
- Mentoring of students in SMED and other departments across campus (doctoral, masters and undergraduates)
  - 22 Graduates - Committee chair for 5 doctoral dissertations
- Research focus include: Teaching with Technology and Innovation (preK-20)-Virtual Reality, STEAM Curriculum Development and Review, Minority Students Persistence and Success in STEM and Informal Science Education; Students Retention and Success in Gateway courses.
- Collaborates with other departments and institutions on STEAM Education research - Engineering, Department of Agricultural Sciences, Southeastern Louisiana State University, University of Louisiana Lafayette.
- Awarded federal and local grants to impact STEAM education.
- Certified Quality Matters Peer Reviewer and Online Course Facilitator
- LaSTEM Advisory Council (La Board of Regents)
- LONI Management Council (La Board of Regents)
- Project Kaleidoscope STEM Leadership Institute participant sponsored by the AAC&U - 2021
- Lead Independent External Reviewer, NOAA Cooperative Science Center for Coastal and Marine Ecosystem (NOAA CCME) - September 2020



**Adjunct Instructor/Biological Sciences** August 2012- present  
**Southern University and A&M College - College of Sciences and Engineering**

- Facilitates non-science majors courses online
- Piloted Open Education Resources and reduced cost resources for General Biology – Open Stax and Sapling Learning Fall 2015; Cog Books – Fall 2016
- Identified Late Nite Labs for Online General Biology Lab Course in Biological Sciences Department-pilot Spring 2015; Adopted Fall 2015

**Instructor/Biology** January 2003-December 2008  
**Baton Rouge Community College**

- Adjunct Instructor January 2003-July 2007; Full-time Instructor 2007-2008
- Facilitated non-science majors, science majors courses traditional and online
- Served on SACS Accreditation On-Site Visit Team
- National Science Foundation Advanced Technology Education Grant Group

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## PROFESSIONAL EXPERIENCE

**Academic Technology/Innovation Coordinator** March 2015-August 2016  
**Southern University and A&M College - Division of Information Technology (DoIT)**

- Coordinated Blackboard to Moodle Transition to include faculty training and course migration
- Coordinated SU Digital Initiative
- Coordinated & Facilitated Faculty Learning Community Professional Development –Faculty Tech Fridays
- Collaborated with the Center for Teaching and Learning Excellence to develop and implement the Faculty Academy of Master Educators

**Project Director** January 2009-February 2015  
**Southern University and A&M College - Office of Research and Strategic Initiatives**

- Collaborated with Division of Information Technology, College of Education Arts and Humanities and The Center for Teaching and Learning Excellence to develop Tablet PC Initiative Pilot for Faculty
  - Faculty Tech Friday Sessions (once a month)
  - Faculty Learning Community via Blackboard (discussion board)
- Directed NSF Supplement: Defining International STEM Research Areas in International Research Participation
- Coordinated consultant activities to investigate barriers and solutions to participation in International experiences
- Designed and developed activities for On-Line Middle School Energy Curriculum for Oak Ridge National Laboratory and Department of Energy for Students in Japan and Hawaii
- Designed Summer Research Experience for high school students to visit 3 cities in China
- Directed China-HBCU Engagement Initiative: Recruitment and Program Development
- Grant writing related to science and math education, university research initiatives
- Monitored project deliverables and timelines and performed corrective actions, as needed
- Documented activities and developed feedback reports to communicate project findings and activities to collaborators and other involved in various projects

## PUBLICATIONS AND PRESENTATIONS

### Articles

- Jones, N. N. & Mellieon-Williams, F. M. (2022). Social justice service-learning at an HBCU: Including tips to transform the project in the wake of COVID-19. *Journal of College Science Teaching*.
- Mellieon-Williams, F.M., N.N. Jones, and I.J. Cruz. 2021. STEM outreach: Traditional vs. virtual summer programming. *Connected Science Learning* 3 (2). [https://www.nsta.org/connected-science-learning/connected-scienc-learning\\_march-april-2021/stem-outreach-traditional-vs](https://www.nsta.org/connected-science-learning/connected-scienc-learning_march-april-2021/stem-outreach-traditional-vs)

### Proceedings

- Rapolu,D., Lawson, A., Mellieon-Williams, F. Morton J. and Young, L, . An analysis of Virtual Reality utilization among STEM (agricultural sciences and engineering, in *Proceedings of SITE Conference, March 2023*
- Opeyemi, O.,Guillory, C.,Ismail, Y., Lawson, A., Mellieon-Williams, F., An analysis of Virtual Reality utilization among STEM (agricultural sciences and engineering in *Proceedings of SITE Conference, March 2023*
- Student Perspectives on Using an E-textbook in Non-majors General Biology Online Course in *Proceedings of 17th Annual Hawaii International Conference on Education, January 2019*

### Book Chapter

- Mellieon-Williams, F. and Wicker, S., Identifying and Removing Barriers to Improve Student Success through Faculty Development in Six Tactics to Renew Historically Black Colleges and Universities: Educating Readers for the 21st Century, The Edwin Mellen Press, 2019

### Presentations

- STEM Engagement: Who, What, When, How. Fall 2022. Department of Agricultural Sciences Fall Retreat. Presenter: Francesca M. Mellieon-Williams
- Exploring Virtual Reality in STEM Teacher Education: From Pre-Service Teachers to College Faculty: Journeys in Virtual Reality by College Science Faculty 2021 Association of Teacher Educators. Presenters: Francesca M. Mellieon-Williams, Emily Jackson-Osage, Nastassia Jones
- Is A Doctoral Program in Science/Mathematics Education Right for You? 2019 LATM/LSTA Joint Math and Science Conference: STEMulate Your Mind Presenters: Francesca M. Mellieon-Williams, Nastassia Jones and Christopher Guillory
- Student Perspectives on Using an E-textbook in Non-majors General Biology Online Course in 17th Annual Hawaii International Conference on Education, January 2019. Presenters: Francesca M. Mellieon-Williams and Harold Mellieon
- Faculty Experiences on Teaching with OER: A Webinar Celebrating Open Education Week 2018 sponsored by Consortium of Academic And Research Libraries in Illinois and the Louisiana Library Network in March 6, 2018.
- Affordable Learning Solutions (AL\$) at Southern University System (SUS) , M. Diack, F. Mellieon-Williams, D.Kight, April 6, 2017, Online Learning Consortium Innovate
- OER+Adaptive Learning = Personalized and Affordable Experience Your Students Will Love, Tuesday, March 21, 2017 sponsored by CogBooks, Co-Presenter with Nicholas Rebne
- My Experience with OER, presented at the Open Textbook Network Training for Southern University Library, March 10, 2017
- Teaching with Technology: What Do you Want your Kids to Do with Technology?, presented at the East Baton Rouge Parish Schools Tech Palooza, Feb 18, 2017
- Louisiana Open Textbook Panel at eLearning Conference: Yesterday's Dream, Today's Reality Sponsored by the Louisiana Board of Regents eLearning Task Force, April 5, 2016; One of Four

## GRANTS AND MAJOR RESEARCH PROJECTS

- PI, National Summer Transportation Institute, Department of Transportation and Development, May 2024–December 2024, \$88,000
- Co-PI, Emerging Minds Through Advanced Clean Energy Education (EMACE) -HBCU Clean Energy Education Prize – Partnership, U.S. Department of Energy, March 2024–September, 2024, \$100,000
- Co-PI, Emerging Minds Through Advanced Clean Energy Education (EMACE) – HBCU Clean Energy Education Prize– Inspires, U.S. Department of Energy, January 2024–July, 2024, \$40,000
- PI, National Summer Transportation Institute, Department of Transportation and Development, June 2023–October 2023, \$50,000
- PI, National Summer Transportation Institute, Department of Transportation and Development, June 2022–December 2022, \$50,000
- Co-PI, USDA–NIFA Grow jAGs – April 2021– June 2024, \$150,000
- Co-PI, NASA –MUREP Planning Grant, STEM<sup>3</sup> in South–East Louisiana, August 24, 2020– Jan 24, 2021, \$50,000 (collaboration with Southeastern Louisiana University)
- Co-PI, Louisiana Board of Regents– Enhancement Grant, Grow jAGs, July 2020–June 2021, \$150,000
- PI, U.S. Dept of Education, MSEIP–Pathways to Advancing Student Success in STEM: Mathematics, October 1, 2019–September 30, 2023, \$750,000

## CURRENT RESEARCH

- Understanding minority students persistence and success in STEM/Student Success in STEM Gateway Courses (Math, Biological Sciences)
- Teaching with Technology and Innovation (preK–20)–Virtual Reality/Artificial Intelligence
- Increasing minority student interest in STEM careers/Impact of informal science education
- STEAM Curriculum Development and Review

## UNIVERSITY SERVICE

- Fall 2022–present –Senator Faculty Senate, College of Sciences and Engineering
- Spring 2021 – University Website Redesign Committee
- Fall 2019–2023 – SACSCOC Quality Enhancement Plan Development Team (2019) and Steering Committee (2021–2023)
- 2016–current– Committee Chair, Moodle Development Advisory Committee –MDAC– Southern University System
- 2017–2018, 2018–2019 – Science/Mathematics Education Representative for Assessment Committee for College of Sciences & Engineering
- 2019 – current – Science/Mathematics Education Representative for Gateway Course Committee
- 2019– College of Sciences & Engineering Representative for Southern University Laboratory School Outreach Activities – SWAG camp, course offering
- 2018 – College of Sciences and Engineering Advisory Board
- Co–Facilitator Academic Affairs Faculty 1ST Friday Professional Development sessions (Fall 2017 and Spring 2018)

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## PROFESSIONAL QUALIFICATIONS

- **Editor**
  - Associate Editor, Understanding Interventions Journal
- **External grant evaluator**
- **Reviewer**
  - LOUIS Interactive OER for Dual Enrollment Program course reviewer - 2022
  - Lead Independent External Reviewer, NOAA Cooperative Science Center for Coastal and Marine Ecosystem (NOAA CCME) - September 2020
  - NSF GRFP Reviewer
  - NSF Proposal Reviewer
  - Critical Language Scholarship Program Reviewer, Fall 2012
  - Advisory Committee White Castle High School & Southern University Partnership
- **Certifications**
  - Quality Matters - Peer Reviewer K12, December 2020
  - Quality Matters - Online Course Facilitator, November 2020
  - Quality Matters - Peer Reviewer Higher Education, May 2020
  - Quality Matters- APPQMR, 2018
  - Apple Foundations Trainer, September 2015
  - Apple Ecosystem: iBooks Author (2015); iPad Power User (2015)
  - Completed the National Academies Summer Institutes on Undergraduate Education at Louisiana State University, Summer 2014
  - Online Teaching Certification-Southern University and A&M College, 2013
  - Certified to teach online at Baton Rouge Community College-Summer 2008
- **Other**
  - Project Kaleidoscope STEM Leadership Institute participant sponsored by the AAC&U - 2021

**Position: Assistant/Associate Dean for Student Affairs  
College of Sciences and Engineering**

**1. Job Description:**

The Assistant/Associate Dean for Student Affairs in the College of Sciences and Engineering serves as a key advocate and leader for student success within the college. This position is responsible for overseeing a comprehensive range of student affairs programs and services, fostering a supportive and inclusive campus environment, and promoting the academic and personal development of students. The Assistant/Associate Dean collaborates with college leadership, faculty, staff, and university stakeholders to develop and implement initiatives that enhance the overall student experience and contribute to the success and well-being of students within the college.

**2. Job Responsibilities:**

- Provide leadership and strategic direction for the entire pipeline of student affairs programs and services within the college, including K-12 outreach, summer enrichment programming, student retention and success, career readiness services, counseling and mentoring, student organizations, and student life activities.
- Collaborate with academic departments, faculty, and staff to address student needs and concerns, advocating for resources and support services that enhance the student experience and promote student success.
- Develop and implement initiatives to promote diversity, equity, and inclusion within the college community, sustaining a culture of respect, understanding, and belonging for all students.
- Oversee the administration of student affairs policies, procedures, and regulations within the college, ensuring compliance with university policies and standards.
- Coordinate orientation programs, academic advising, and mentoring initiatives to facilitate student transition and acclimation to college life and academic expectations.
- Collaborate with university stakeholders, including student affairs offices, campus resources, and external partners, to enhance student services and support networks for students within the college.
- Coordinate student recognition and awards programs, celebrating academic achievement, leadership, and contributions to the college community.
- Provide guidance and support to student organizations and student leaders, promoting opportunities for leadership development, civic engagement, and co-curricular involvement.
- Serve as a liaison between students and college administration, advocating for student interests and concerns and representing student perspectives in decision-making processes.
- Monitor and assess student needs, concerns, and satisfaction levels, using data and feedback to inform program development and improvement initiatives.
- Represent the college on matters related to student affairs, participating in university committees, task forces, and other initiatives as needed.
- Other administrative duties as assigned.

**3. Job Qualifications:**

- Experience in student affairs, higher education administration, counseling, cognitive pedagogy, or a related field with a Bachelor's or Master's degree in STEM (Assistant Dean) or a with Doctorate degree and a record of scholarly achievement commensurate with appointment at the rank of associate or full professor (Associate Dean).
- Experience in student affairs programs or services administration, preferably in a college or university setting within a STEM-focused discipline.
- Demonstrated leadership experience and success in developing and implementing student affairs programs and services that promote student success and well-being.
- Strong interpersonal, communication, and leadership skills, with the ability to work effectively with diverse student populations and stakeholders.
- Commitment to fostering a supportive and inclusive campus environment, promoting diversity, equity, and inclusion in student affairs programs and services.
- Experience in program development, implementation, and assessment, with the ability to design and

deliver effective student-centered initiatives.

- Ability to collaborate effectively with faculty, staff, and university stakeholders to address student needs and concerns and enhance the overall student experience.
- Understanding of relevant policies, regulations, and legal issues governing student affairs in higher education.
- Ability to work independently, prioritize tasks, and manage multiple responsibilities in a fast-paced environment.
- Commitment to staying abreast of emerging trends and best practices in the field of student affairs.

**Position: Senior Associate and Vice Dean for Strategic Innovation and Transformation**  
**College of Sciences and Engineering**

**1. Job Description:**

The Senior Associate and Vice Dean for Strategic Innovation and Transformation in the College of Sciences and Engineering is a dynamic leadership position focused on driving innovation, transformation, and strategic initiatives within the college. This role encompasses a wide range of responsibilities, including drafting policies and procedures, managing IT assets, and assisting in the management of the college budget and finances. The Senior Associate and Vice Dean collaborates closely with the Dean, college leadership, faculty, staff, and external partners to develop and implement strategic initiatives that enhance the college's operations, support its mission, and position it for future success.

**2. Job Responsibilities:**

- Lead the development and implementation of strategic initiatives and transformative projects to advance the college's goals and priorities.
- Draft, review, and update policies and procedures to ensure compliance with relevant state, system, and university regulations, promote operational efficiency, and support the college's mission and strategic objectives.
- Draft, review, and update memoranda of understanding involving the college.
- Manage IT assets and infrastructure within the college, including hardware, software, networks, and systems, to support teaching, research, and administrative functions.
- Oversee the development and implementation of IT policies, procedures, and protocols to safeguard data security, privacy, and integrity within the college.
- Assist in the management of the college budget and finances, including budget planning, monitoring expenditures, and identifying opportunities for cost savings and revenue generation.
- Collaborate with college leadership, department chairs, and administrative staff to develop and implement financial strategies, allocate resources, and optimize financial performance.
- Provide leadership and guidance to staff responsible for financial operations, budgeting, and procurement activities within the college.
- Evaluate and recommend investments in technology, infrastructure, and resources to support the college's strategic priorities and enhance operational effectiveness.
- Monitor and assess key performance indicators, metrics, and outcomes related to strategic initiatives, financial performance, and IT operations within the college.
- Represent the college on matters related to innovation and transformation, participating in university committees, task forces, and other initiatives as needed.
- Oversee college-level committees, councils, workgroups, and task forces, facilitating collaboration and decision-making to address key issues and advance strategic priorities.
- Act on behalf of and in the absence of the Dean, representing the college's interests and making decisions to ensure continuity of operations and effective leadership.
- Manage the development and implementation of new programs and initiatives within the college, working closely with faculty, staff, and external partners to identify opportunities, develop proposals, and secure resources for implementation.
- Other administrative duties as assigned.

**3. Job Qualifications:**

- Terminal degree in a relevant discipline within the sciences or engineering; a record of scholarly achievement commensurate with appointment at the rank of Tenured associate or full professor.
- Substantial experience in academic administration, strategic planning, and organizational transformation, preferably in a leadership role within a college or university setting.
- Strong understanding of financial management principles, budgeting processes, and fiscal responsibility

in higher education.

- Excellent analytical, problem-solving, and project management skills, with the ability to develop and implement innovative solutions to complex challenges.
- Effective communication, negotiation, and interpersonal skills, with the ability to collaborate effectively with diverse stakeholders and build consensus around shared goals and priorities.
- Commitment to sustaining a culture of innovation, excellence, and continuous improvement within the college.
- Knowledge of relevant policies, regulations, and best practices governing higher education administration related to STEM.
- Strategic thinking, vision, and leadership capabilities, with the ability to inspire and motivate others to achieve strategic objectives and drive positive change within the college.





Date: Tuesday, June 25, 2024

To: Luria Young, Ph.D.  
Vice Chancellor for Academic Affairs  
3rd Floor, J.S. Clark Administration Building  
Baton Rouge, LA 70813

Re: Recommendation of Jessica Mellicon as Director of Finance & Federal Programs at SULS

Please accept this correspondence as a formal request to approve the hire of Ms. Jessica Mellicon as Director of Finance & Federal Programs at Southern University Laboratory School (SULS).

Ms. Mellicon brings an impressive 17 years of finance experience to the Laboratory School, with a robust background in both financial and benefits management. Her career highlights include positions such as Director of Global Benefits at Albemarle Corporation and Senior Consultant at Ernst & Young, LLP. These roles have equipped her with a diverse skill set encompassing financial reporting, GAAP and SEC compliance, variance analysis, and project management, among others.

Ms. Mellicon is an alumna of Florida A&M University, where she earned both her Bachelor of Science and MBA in Business Administration. Her experience in managing complex financial systems and her proven ability to lead teams and projects make her exceptionally well-suited for the Director of Finance & Federal Programs position at SULS.

Her most recent role as Director, Global Benefits at Albemarle Corporation, involved managing global health and welfare benefits strategies, compliance with ERISA and other regulatory requirements, and collaborating closely with finance teams on general ledger reporting and reconciliations. Additionally, she has demonstrated success in implementing and upgrading benefit systems, which aligns with the needs of our school's financial and administrative goals.

We have proposed a starting salary of \$85,000 for Ms. Mellicon, which is commensurate with salaries for similar positions and responsibilities in surrounding school districts. Her expected start date will be July 19, 2024.

I am confident that Ms. Mellicon's extensive experience and skill set will significantly contribute to the financial health and operational efficiency of Southern University Laboratory School. Therefore, I respectfully request your

**Re: Recommendation of Jessica Mellieon as Director of Finance & Federal Programs**

endorsement and that of the Southern University Board of Supervisors to approve her hire as Director of Finance.

Thank you in advance for your consideration of this request.

Respectfully,



Herman R. Brister  
Director

*Luria Young 6/26/24*  
Luria Young, Ph.D.  
Vice Chancellor for Academic Affairs

*John Pierre*  
John Pierre, Ph.D. J.D.  
Chancellor SUBR

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Dennis Shields  
Chancellor

*/DST*