

# **SOUTHERN UNIVERSITY BOARD OF SUPERVISORS**

**(Following the Finance and Audit Committee)**

**Friday, December 16, 2011**

**Board of Supervisors' Meeting Room**

2<sup>nd</sup> Floor, J.S. Clark Administration Building

Southern University and A & M College

Baton Rouge, Louisiana 70813

## AGENDA

1. Call to Order and Invocation
2. Roll Call
3. Adoption of the Agenda
4. Public Comments
5. Action Items
  - A. Minutes of the November 25, 2011 regular Board Meeting
  - B. Committee Reports
    - 1.) Academic Affairs Committee
    - 2.) Facilities and Property Committee
    - 3.) Personnel Affairs Committee
    - 4.) Athletics Committee
    - 5.) Finance and Audit Committee
  - C. 2011-2112 Retrenchment and Reorganizational Plan for SUBR
  - D. Resolutions
6. Informational Reports
  - A. System's Report
  - B. Campus Reports
7. Other Business
8. Adjournment

**SOUTHERN UNIVERSITY BOARD OF SUPERVISORS**

9:00 a.m.

Friday, November 25, 2011

Treme' Meeting Room

2<sup>nd</sup> floor, Hyatt Regency Hotel

New Orleans, Louisiana

**Minutes**

The meeting of the Southern University Board of Supervisors was convened by the Chairman, Mr. Darren G. Mire. The invocation was given by Rev. Samuel Tolbert.

**PRESENT**

Mr. Darren G. Mire – Chair  
Atty. Murphy F. Bell, Jr. – Vice Chair  
Mr. Patrick W. Bell  
Mr. Calvin W. Braxton, Sr.  
Atty. Tony M. Clayton  
Atty. Walter C. Dumas  
Atty. Warren A. Forstall  
Atty. Randal L. Gaines  
Mr. Willie E. Hendricks  
Atty, Patrick O. Jefferson  
Dr. Eamon M. Kelly  
Mr. Myron K. Lawson  
Atty. Patrick D. Magee  
Mrs. Ann A. Smith  
Mr. Demetrius Sumner, Student Member  
Rev. Samuel C. Tolbert, Jr.

**ABSENT**

None

**UNIVERSITY PERSONNEL ATTENDING**

System President Ronald Mason, Jr.  
Evola Bates, Chief of Staff  
System Vice Presidents Kevin Appleton, and Tony Moore  
Chancellors Ray Belton (SUSLA), Freddie Pitcher (SULC),  
James Llorens (SUBR), Victor Ukpolo (SUNO), and  
Leodrey Williams (SUAREC)

**BOARD COUNSEL**

Attys. Winston DeCuir, Jr., and Tracie Woods

**AGENDA ITEM 3: ADOPTION OF THE AGENDA**

On motion of Atty. Forstall, seconded by Mr. Bell, the agenda was adopted, as printed.

Motion carried unanimously.

#### **AGENDA ITEM 4: PUBLIC COMMENTS**

SUBR Faculty Member Alonzo Johnson and Faculty Senate President Sudhir Trivedi offered comments opposing Items 5C-1 and 7H.

#### **AGENDA ITEM 5: SPECIAL RECOGNITION**

The Board and Chancellors recognized Mr. Richard J. Caiton recognized for his services as a member of the Board from 1999 to 2011. Mr. Caiton tendered remarks of appreciation for having had an opportunity to serve on the Board of Supervisors.

#### **AGENDA ITEM 6: ELECTION OF BOARD OFFICERS FOR 2012**

##### **A. Chairman of the Board**

Mr. Darren G. Mire was nominated by Rev. Tolbert for Chairman of the Board for 2012. The nomination was seconded by Mr. Lawson.

On motion by Mr. Lawson, seconded by Mr. Sumner, nominations for the office of Chairman of the Board were closed.

A roll call vote produced the following results on Mr. Mire's nomination for Board Chair: **14 yeas:** Mire, M. Bell, P. Bell, Braxton, Dumas, Forstall, Hendricks, Jefferson, Kelly, Lawson, Magee, Smith, Sumner and Tolbert; **2 abstentions:** Clayton and Gaines; **0 nays.**

Mr. Darren G. Mire was re-elected to the Office of Board Chair. He tendered remarks of appreciation to his colleagues.

##### **B. Vice Chairman of the Board**

Atty. Murphy F. Bell, Jr. was nominated by Atty. Magee for Vice Chairman of the Board for 2012. The nomination was seconded by seconded by Atty. Forstall.

On motion of Mr. Bell, seconded by Atty. Magee, nominations for the office of Vice Chairman of the Board were closed.

A roll call vote produced the following results on Atty. Bell's nomination for Board Chairman: **15 yeas:** Mire, M. Bell, P. Bell, Braxton, Dumas, Forstall, Gaines, Hendricks, Jefferson, Kelly, Lawson, Magee, Smith, Sumner, and Tolbert; **1 abstention:** Clayton; **0 nays.**

Atty. Murphy F. Bell, Jr. was re-elected to the Office of Board Vice Chairman. He tendered remarks of appreciation to his colleagues.

#### **AGENDA ITEM 7: ACTION ITEMS**

##### **A. Minutes of the October 28, 2011 regular meeting of the Board of Supervisors**

On motion of Atty. Jefferson, seconded by Atty. Dumas,

**RESOLVED** by the Board of Supervisors for Southern University that the minutes of the October 28, 2011 regular meeting of the Board be and they are hereby approved, as corrected.

Motion carried unanimously.

At the request of Atty. Dumas, the minutes will be corrected to reflect the successful election of Ms. Katrina Jackson of Monroe to the State House of Representatives during the October 22, 2011 primary.

##### **B. Candidate for Degrees, 2011 Fall Commencement**

On motion of Mr. Bell, seconded by Atty. Forstall,

**RESOLVED** by the Board of Supervisors for Southern University that Candidates for Degrees at the 2011 Commencement Exercises at Southern University University – Shreveport and Southern University – Baton Rouge, respectively, be and they are hereby approved.

Motion carried unanimously.

##### **C. 2012-2013 Budget Requests for SU System Entities**

On motion of Atty. Clayton, seconded by Mr. Bell,

**RESOLVED** by the Board of Supervisors for Southern University that the 2012-2013 Budget Requests for SU System entities, as indicated below, be and they are hereby approved.

Motion carried unanimously.

- 1.) Formula Units
  - a. Southern University and A&M College
  - b. Southern University at New Orleans
  - c. Southern University at Shreveport
  - d. Southern University Law Center
  
- 2.) Non-Formula Units
  - a. Southern University Board and System Administration
  - b. Southern University Agricultural Research Extension Center
  
- 3.) Information Technology Budget Requests
  - a. Southern University and A&M College
  - b. Southern University at New Orleans
  - c. Southern University at Shreveport
  - d. Southern University Law Center
  
- 4.) Operational or Expanded Need Budget Requests
  - a. Southern University and A&M College
  - b. Southern University at New Orleans
  - c. Southern University at Shreveport
  - d. Southern University Law Center
  
- 5.) Sunset Review Budget Requests
  - a. Southern University and A&M College
  - b. Southern University at New Orleans
  - c. Southern University at Shreveport
  - d. Southern University Law Center
  
- 6.) Workforce Development Budget Requests
  - a. Southern University at New Orleans
  - b. Southern University at Shreveport
  
- 7.) Operational Plan
  - a. Southern University and A&M College
  - b. Southern University at New Orleans
  - c. Southern University at Shreveport
  - d. Southern University Law Center

**D. Recommendation for Naming of Basketball Court at F.G. Clark Activity Center, SUBR**

On motion of Atty. Clayton, seconded by Atty. Forstall,

**RESOLVED** by the Board of Supervisors for Southern University that the Administration's request to name the Basketball Court at the F.G. Clark Activity Center the "Avery Johnson Court" be and it is hereby approved.

Motion carried unanimously.

Mr. Lawson suggested that the Administration look into hanging the jersey of former SUBR Basketball Player Bob Love and other Southern University Athletes who have distinguished themselves in their respective sports.

The Board's Athletics Committee was requested by Atty. Dumas to look into this matter and make its recommendation to the Board.

**E.**

None.

**F. Interim Associate Provost/Interim Dean of the Honors College, SUBR**

On motion of Mr. Lawson, seconded by Atty. Dumas,

**RESOLVED** by the Board of Supervisors for Southern University that the appointment of Dr. Ella L. Kelly as Interim Associate Provost and Interim Dean of the Honors College at Southern University – Baton Rouge, effective November 1, 2011 to June 30, 2012 at an annual pro-rated salary of \$102,297 be and it is hereby approved.

Motion carried unanimously.

**G. General Fund Budget Projections for the year ending June 30, 2012**

On motion of Rev. Tolbert, seconded by Atty. Forstall,

**RESOLVED** by the Board of Supervisors for Southern University that the General Fund Budget Projections for the year ending June 30, 2012 for Southern University System entities be and they are hereby approved.

Motion carried unanimously.

#### **H. Update and request for extension of Retrenchment Plan, SUBR**

On motion of Mr. Braxton, seconded by Atty. Jefferson,

**RESOLVED** by the Board of Supervisors for Southern University that the Administration's request be and it is hereby approved to extend the deadline for presenting the SUBR Retrenchment Plan at the December 2011 Board meeting.

Motion carried unanimously.

Chancellor Llorens reported on the Administration's efforts to finalize the Retrenchment Plan for Board action in December. He advised that input on the Plan was being sought from the various constituencies within and outside the University.

#### **I. Resolutions**

On motion of Mr. Bell, seconded by Atty. Bell, the following resolutions were approved.

Motion carried unanimously.

**RESOLVED** by the Board of Supervisors for Southern University that commendations be and they are hereby extended to Dr. Katara Williams, System Director of Media Relations, who will leave the University to assume a position at the Louisiana Department of Education.

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#### **Commendations**

**RESOLVED** by the Board of Supervisors for Southern University that commendations be and they are hereby extended to the following individuals.

- Board Member Randal Gaines, on his election to the La. House of Representatives
- Atty. Vincent Pierre, SULC Alum, on his election to the Louisiana Senate
- Atty. Winston DeCuir, Jr., on his recommendation by U.S. Senator Mary Landrieu to President Barack Obama to fill the vacancy on the Louisiana Middle District Court, occasioned by the death of Judge Ralph Tyson.

## Condolences

**RESOLVED** by the Board of Supervisors for Southern University that condolences be and they are hereby extended to the families listed below:

- Gwendolyn Rose Hollis
- Ivory J. Beloney
- James Wade
- Thomas Woods

## **AGENDA ITEM 8: INFORMATIONAL ITEMS**

Informational items, listed below, were presented to the Board --

-Update on Capital Priority Projects, by Campus

-System and Campus Monthly Reports --

-The University has received official notice that its Moody's rating will not be downgraded.

-The College of Education at SUBR has been reaccredited by the National Council for Accreditation of Teacher Education (NCATE).

-The SUBR Department of Visual and Performing Arts will present its 1<sup>st</sup> Annual Musical Concert at the Baton Rouge River Center on Sunday, December 4.

-The estimated cost of \$3 million prohibits the asbestos removal and demolition and of old vacant dormitories on the SUBR Campus.

The Administration was requested to notify the State of its need to provide funding to Southern University for this project.

-Six SU Law Center Alums have been elected to judicial posts.

-Approval of the Agreement between the Southern University Foundation and D. Honore' Construction, LLC for building of the Intramural Sports Complex at SUBR



**AGENDA ITEM 9: OTHER BUSINESS**

Mr. Bell announced that the Louisiana Higher Education Governance Commission is scheduled to meet on Monday, and Tuesday, November 28-29. The body is expected to develop recommendations to be submitted to the State Legislature for approval.

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Board Members were encouraged to attend the many activities scheduled in connection with the Bayou Classic, beginning at noon on Friday, November 25 and continuing through Sunday, November 27 in New Orleans.

**AGENDA ITEM 10: ADJOURNMENT**

On motion of Atty. Forstall, seconded by Mr. Bell, the meeting was adjourned.

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**SOUTHERN UNIVERSITY AND A&M COLLEGE SYSTEM**

J.S. CLARK ADMINISTRATION BUILDING  
BATON ROUGE, LOUISIANA 70813

Office of the President  
(225) 771-4680

Fax Number:  
(225) 771-5522

December 13, 2011

The Honorable Darren Mire  
Chairman  
Southern University Board of Supervisors  
J. S. Clark Administration Building, 4<sup>th</sup> Floor  
Baton Rouge, LA 70813

Dear Honorable Mire,

Enclosed is the Retrenchment and Reorganization Plan submitted by Dr. James Llorens. I have reviewed it and recommend it for your approval.

Sincerely

A handwritten signature in black ink, appearing to read "Ronald Mason, Jr.", written in a cursive style.

Ronald Mason, Jr.  
President  
Southern University System



Office of the Chancellor  
P.O. Box 9374  
Baton Rouge, Louisiana 70813

Voice: (225) 771-5020  
FAX: (225) 771-5075

December 13, 2011

President Ronald Mason  
**Southern University System**  
J. S. Clark Adm. Bldg.  
Baton Rouge, LA 70813

Dear President Mason:

Enclosed is a Retrenchment and Reorganization Plan for Southern University and A&M College. This Plan is being submitted for action by you and the Southern University Board of Supervisors.

Sincerely,

James L. Llorens  
Chancellor, SUBR

JLL/swm

# **Southern University and A&M College Retrenchment and Reorganization Plan**



**Submitted by:  
James L. Llorens, Chancellor**

**December 13, 2011**

# **Southern University and A&M College Retrenchment and Reorganization Plan**

## **Introduction/Background**

Over the last several years, Southern University and A&M College (SUBR) has struggled with persistent and ongoing budget challenges that have been the direct result of continued state mandated budget reductions, unfunded state mandates and declining enrollment. SUBR has implemented numerous measures to address these ongoing budget challenges. One of the most drastic actions was taken two and one half years ago when all staff earning \$30,000 and above annually were furloughed at a rate of 3 to 4.6%. Recently, that furlough rate was increased to 10% and, ultimately, tenured and tenure-track faculty were also furloughed following approval by the S. U. Board of Supervisors, on October 28, 2011, of a declaration of financial exigency on the Baton Rouge Campus. The furloughs are currently in effect.

Following the declaration of financial exigency, the University immediately began a process for the development of a retrenchment plan that would involve restructuring/reorganizing the entire University to move it to a new level of efficiency, effectiveness and accountability, while simultaneously positioning SUBR for future growth and ensuring its forward movement with a balanced budget.

Any proposed changes are both mission and data driven. The goals and objectives included in the 2009-2012 Strategic Plan reflect five major areas upon which the University will continue to focus:

- Area A: Student Enrollment and Retention**
- Area B: Resource Maintenance and Development**
- Area C: Efficiency, Effectiveness, and Accountability**
- Area D: Academic and Educational Programs**
- Area E: Research and Public Service**

The above areas serve as the foundation for the development and implementation of a reorganization/restructuring plan.

## **Involvement of Stakeholders**

The University administration has held meetings with various stakeholders to ensure input and to share information and receive recommendations from these various groups and individuals. The Chancellor and his Executive Team have invested many hours in this process. Meetings have been held with individual

deans and academic department chairs, the Academic Council, the heads of non-academic units, the Administration Committee and the Advisory Committee. The latter committee has representation from the SU Alumni and from the community. Written documentation of these meetings is available. In addition, the Office of Academic and Student Affairs has received, considered and compiled at least 120 written comments/reactions/suggestions from individual faculty and staff regarding restructuring and reorganization. The Interim Provost has also held over 15 meetings with deans, chairs and, in some instances, faculty senate representatives. Input from all stakeholders was considered during this process. (See attachment #1 for a listing of the major committees that have been involved in this process.)

### **Actions to Balance the 2011-2012 Operating Budget**

The University based the development of its 2011-2012 Operating Budget on ten assumptions that, to date, have generally materialized as planned. The one exception was related to problems encountered with the volunteer faculty furlough plan. As aforementioned, the action of the Southern University Board, on October 28, 2011, allowed the campus administration to take the necessary actions to balance its 2011-2012 Operating Budget. The ten assumptions and the status of each follow:

#### **Assumption 1: The University Must Submit a Balanced Budget**

**Status:** The University submitted a balanced budget for 2011-2012 fiscal year and will operate within a balance budget until the fiscal year close.

#### **Assumption 2: Projected Enrollment Decrease of Approximately 300 Students**

**Status:** The University projected a decline in student enrollment for the fiscal year of approximately 300 students. The Fall 2011 enrollment for the semester as of the 14<sup>th</sup> class day was 6903. Subsequently, additional students enrolled increasing the number to 7,047 as compared to Fall 2010 enrollment of 7,316 students.

#### **Assumption 3: Overall Reduction in State General Operating Budget of \$2.3 Million**

**Status:** The State General Operating Budget for the University had an overall decline of approximately 2.3 million dollars.

#### **Assumption 4: Unfunded State Mandates of \$2.2 Million**

**Status:** The University's unfunded mandates for the 2011-2012 fiscal year was \$2.2 million.

#### **Assumption 5: Civil Service Step Increase not funded**

**Status:** The State of Louisiana issued an executive order to freeze merit increase for all classified and unclassified employees due to extraordinary budgetary shortfalls

for the fiscal year. Accordingly, the University will not be awarding any merit increase for Civil Service employees.

**Assumption 6: Decreased Requested Subsidization of Athletic Program**

**Status:** The University increased the general Operating Budget subsidy for the Department of Athletics by \$700,000 although the Athletic Department asked for a subsidy of \$1.4 million dollars. Additionally, the students agreed to increase the student athletic fee by \$50 per semester, effective the 2012 Spring semester. This increase in the student athletic fee is expected to generate approximately \$350,000.

**Assumption 7: Implementation of (10%) Tuition Fee Increase**

**Status:** The University implemented a 10% tuition increase for the academic term 2011-2012. The tuition increase was implemented for the Fall 2011 semester.

**Assumption 8: Freeze Travel, Supplies and Contractual Services**

**Status:** The University has implemented a restricted freeze on spending to assist in facilitating a balanced budget.

**Assumption 9: Vacant Positions Filled for Critical and Essential Reasons Only**

**Status:** Only essential vacant positions will be filled during this fiscal year.

**Assumption 10: Implement a 10% Furlough for all Classified and Unclassified Employees. Faculty who Signed the Voluntary Furlough Agreement would be Furloughed at 10%.**

**Status:** The University has implemented a 10% furlough for classified and unclassified employees, non-tenured faculty and for faculty who signed the voluntary furlough agreement. On October 28, 2011 the Southern University Board of Supervisors declared financial exigency for Southern University and A & M College. Based on this declaration, all faculty members will be furloughed 10% for the 2011-2012 academic year. Any employee earning \$30,000 or below annually will not be furloughed.

**Specific Plans to Align Faculty and Staffing Needs With Student Enrollment**

We have projected our enrollment over the next four years. These enrollment projections have been used in anticipating our faculty and staffing needs. In addition, we have developed assumptions for each year and built a projected budget for each year based on those assumptions. We are in the process now of reducing both faculty and staff to align with our projected student enrollment. After an anticipated decline in enrollment in 2012, we expect a modest increase based on multiple recruitment and retention strategies that we will employ at an intense level. While this modest enrollment increase is projected over a four-year period, we will reduce both faculty and staff consistent with what is academically and administratively responsible and in keeping with best practices in higher education.

We anticipate that 2012-13 will be a lean year for SUBR. So, no funds have been identified to provide additional support for those programs that have been or will be identified as premier programs or programs with premier program potential. However, SUBR realizes that at some critical point, we must begin to re-invest and to build upon what we have and what we want to become. Accordingly in 2013-14 assumptions, we include allocations for additional funding for premier programs, and the following year, we include increased funding for programs with premier status potential.

### **Major Assumptions for General Operating Budget**

#### **Fiscal Year 2012-2013** **Assumptions**

1. The University Must Submit a Balanced Budget
2. Projected Enrollment Decrease of Approximately 300 Students
3. Overall Reduction in State General Fund Budget of - \$2.2 million
4. SUBR Unfunded Mandates of \$2.2 Million
5. Civil Service Step Increase not funded
6. Reduce subsidization of Athletic Program by \$200,000
7. Implement (10%) Tuition Fee Increase Consistent with LA GRAD ACT
8. Implement a 3% Out-of-State Fee Increase Consistent With the LA GRAD Act
9. Vacant Positions Filled for Critical and Essential Reasons Only
10. Discontinue Annual 10% Furloughs
11. Allocate resources for specialized program accreditation
12. Allocate funds to adjust faculty salaries of those faculty who were promoted but did not receive compensation for promotions
13. Implement academic and administrative restructuring that is included in the University's Retrenchment Plan

#### **Fiscal Year 2013-2014** **Assumptions**

1. The University Must Submit a Balanced Budget
2. Projected Enrollment Increase of 2%
3. Five percent Reduction in State appropriations
4. SUBR Unfunded Mandates of \$1.8 million
5. Civil Service Step Increase not funded
6. Reduce Subsidization of Athletic Program by \$200,000
7. Implement (10%) Tuition Fee Increase Consistent with LA GRAD ACT
8. Implement a 3% out-of-state fee increase consistent with the LA GRAD ACT
9. Vacant Positions Filled for Critical and Essential Reasons Only
10. Allocate increased funding for designated academic premier Programs



11. Allocate funds for rebuilding of physical plant resources and staff
12. Develop a contingency to off-set the impact of inflation on operating costs (travel, supplies, operating services, etc.)

**Fiscal Year 2014-2015**  
**Assumptions**

1. The University Must Submit a Balanced Budget
2. Projected Enrollment Increase of 2.5%
3. Four percent Reduction in State appropriations
4. SUBR Unfunded Mandates of \$1.7 million
5. Begin allocating funds for Civil Service Step Increases
6. Reduce Subsidization of Athletic Program by \$200,000
7. Implement (10%) Tuition Fee Increase Consistent with LA GRAD ACT
8. Implement a 3% out of state fee increase consistent with the LA GRAD ACT.
9. Allocate increased funding for designated academic premier Programs and programs that have potential of achieving premier status.
10. Allocate funds to begin process to increase faculty and staff salaries to SREB Average
11. Develop a contingency to off-set the impact of inflation on operating costs (travel, supplies, operating services, etc.)

**Fiscal Year 2015 – 2016**  
**Assumptions**

1. The University must submit a balanced budget
2. Projected Enrollment Increase of 3%
3. Three percent Reduction in State appropriations
4. SUBR Unfunded Mandates of \$1.7 million
5. Continue allocating funds for Civil Service Step Increases
6. Reduce Subsidization of Athletic Program by \$200,000
7. Implement 10% Tuition Fee Increase Consistent with LA GRAD Act
8. Implement a 3% out-of-state fee increase consistent with LA GRAD Act
9. Continue to allocate funding for premier programs and for programs with potential to achieve premier status
10. Continue allocating funds to begin process to bring faculty and staff salaries to SREB average
11. Develop a contingency to off-set the impact of inflation on operating costs (travel, supplies, operating services, etc.)

**Southern University and A&M College at Baton Rouge  
Retrenchment and Reorganization Plan**

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**Southern University and A & M College  
Five Year Projected General Fund  
Revenues and Expenditures  
For Fiscal Years 2011-2012 through 2015-2016**

Description	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016
Revenues					
State Funds	\$36,526,030	\$34,334,468	\$32,617,745	\$31,313,035	\$30,060,514
Interagency Transfers	1,567,808	1,470,852	1,470,852	1,470,852	1,470,852
Tuition	23,786,485	25,752,775	29,701,478	34,233,587	39,435,085
Out-of-State Fees	5,133,239	5,049,356	5,304,758	5,600,451	5,941,373
Other Fees	2,979,924	2,830,927	2,887,546	2,959,735	3,048,527
Other Self Generated Revenues	4,455,409	3,547,237	3,297,237	3,297,237	3,297,236
Other Misc. Income	2,520,109	2,520,109	2,520,109	2,520,108	2,520,108
Total Revenues	\$76,969,004	\$75,505,724	\$77,799,725	\$81,395,005	\$85,773,695
Functional Expenditures					
Instruction	\$34,759,915	\$32,636,999	\$34,048,212	\$36,354,100	39160977
Public Services	327,396	318,108	328,525	341,476	358,736
Academic Support	8,055,751	7,370,859	7,448,323	7,544,634	7,672,987
Student Services	3,220,929	2,953,096	3,035,485	3,137,918	3,274,430
Research	227,792	237,083	250,341	266,824	288,791
Institutional Support	10,328,631	11,227,755	11,552,955	12,057,272	12,696,101
Operations and Maintenance	11,851,871	11,765,106	12,139,165	12,696,062	13,324,954
Scholarships	4,717,350	5,217,350	5,417,350	5,617,350	5,817,350
Athletic Subsidy	2,074,841	2,374,841	2,174,841	1,974,841	1,774,841
Pooled & Institutional Cost	1,404,528	1,404,528	1,404,528	1,404,528	1,404,528
Total Functional Expenditures	\$76,969,004	\$75,505,724	\$77,799,725	\$81,395,005	\$85,773,695
Excess Revenues over Expenditures	\$0	\$0	\$0	\$0	\$0

Southern University and A&M College at Baton Rouge  
Retrenchment and Reorganization Plan

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**Southern University System - Baton Rouge Campus  
General Fund Budget Projections  
For Fiscal Year Ending June 30, 2012**

	Actual as of 10/31/11	Projected 11/1/11-6/30/12	Total FY 2011-12	Budget as of 10/31/2011	Actual as % of Budget	Over (Under) Budget
<b>Revenues</b>						
General Fund Direct	\$ 13,413,816	\$ 17,669,584	\$ 31,083,400.00	\$ 31,083,400	43.2%	\$ -
Statutory Dedicated	296,085	1,572,987	1,869,072	1,869,072	15.8%	-
Funds Due From Mgmt or BOR	495,552	1,072,256	1,567,808	1,567,808	31.6%	-
Federal		0	0	0	0.0%	-
Self Generated			-	0	0.0%	(0)
Tuition - Fall 2011	10,892,459	(0)	10,892,459	10,892,459	100.0%	-
Tuition - Spring 2012		10,296,907	10,296,907	10,296,907	0.0%	-
Tuition - Summer		2,597,119	2,597,119	2,597,119	0.0%	-
Out-of-State Fees	2,535,486	2,597,753	5,133,239	5,133,239	49.4%	-
Other	5,969,252	7,559,747	13,528,999	15,268,317	39.1%	(1,739,318)
<b>Total Revenues</b>	<b>\$ 33,602,649</b>	<b>\$ 43,366,355</b>	<b>\$ 76,969,004</b>	<b>\$ 78,708,322</b>	<b>42.7%</b>	<b>\$ (1,739,318)</b>
<b>Expenditures by Object</b>						
Salaries	\$ 13,458,655	\$ 25,293,900	\$ 38,752,555.00	\$ 40,045,729	33.6%	\$ (1,293,174)
Other Compensation	205,483	30,994	236,477	236,477	86.9%	-
Related Benefits	5,386,567	12,274,938	17,661,505	18,107,649	29.7%	(446,144)
<b>Total Personal Services</b>	<b>\$ 19,050,704</b>	<b>\$ 37,599,833</b>	<b>\$ 56,650,537.00</b>	<b>\$ 58,389,855</b>	<b>32.6%</b>	<b>\$ (1,739,318)</b>
Travel	21,459	262,623	284,082	284,082	7.6%	-
Operating Services	3,989,112	5,155,795	9,144,907	9,144,907	43.6%	-
Supplies	214,566	628,744	843,310	843,310	25.4%	-
<b>Total Operating Expenses</b>	<b>\$ 4,225,137</b>	<b>\$ 6,047,162</b>	<b>\$ 10,272,299</b>	<b>\$ 10,272,299</b>	<b>41.1%</b>	<b>\$ -</b>
Professional Services	29,428	256,239	285,667	285,667	10.3%	-
Other Charges	72,133	3,718,240	3,790,373	3,790,373	1.9%	-
Debt Services	-	0	0	0	0.0%	0
Interagency Transfers	-	752,003	752,003	752,003	0.0%	-
<b>Total Other Charges</b>	<b>\$ 101,561</b>	<b>\$ 4,726,482</b>	<b>\$ 4,828,043.00</b>	<b>\$ 4,828,043</b>	<b>2.1%</b>	<b>\$ 0</b>
General Acquisitions	-	353,126	353,126	353,126	0.0%	-
Library Acquisitions	47,752	89,897	137,649	137,649	34.7%	-
Major Repairs	-	10,000	10,000	10,000	0.0%	-
<b>Total Acquist. &amp; Major Repairs</b>	<b>\$ 47,752</b>	<b>\$ 453,023</b>	<b>\$ 500,775</b>	<b>\$ 500,775</b>	<b>9.5%</b>	<b>\$ -</b>
Scholarships	2,133,917	2,583,433	4,717,350	4,717,350	45.2%	-
<b>Total Expenditures</b>	<b>\$ 25,559,072</b>	<b>\$ 51,409,932</b>	<b>\$ 76,969,004</b>	<b>\$ 78,708,322</b>	<b>32.5%</b>	<b>\$ (1,739,318)</b>

### **Proposed Restructuring/Reorganizing of SUBR**

Even before the approval of a declaration of financial exigency, the SUBR administration realized that the reality of continued declining enrollment, ongoing budget reductions and challenges, the recent action of the Board of Regents regarding terminating low completer programs and the challenge of providing sufficient support for our remaining programs and services created a real need for a restructuring/reorganization initiative. With the declaration of financial exigency, the University can now expedite this process. The major goal is to raise the level of efficiency, effectiveness and accountability through this reorganization and restructuring. SUBR re-emphasizes here data that have and will drive all academic restructuring decisions: (1) enrollment, (2) faculty/student ratios, (3) faculty numbers, (4) Student Credit Hours (SCH) productivity, (5) program graduates, (6) cost by college, by major, by faculty, (7) external funding, and (8) workforce forecast. These data are consistent with SU Board approved criteria that have been and will be used in evaluating any academic program.

### **Board Approved Criteria Applied to Evaluate Academic Programs**

The Office of Academic and Student Affairs, under the leadership of the Interim Provost, has initiated a process that involves input from faculty, deans and department chairs regarding academic reorganization and restructuring. The goal is to consider and, where appropriate, incorporate recommendations from various stakeholders. In addition to faculty, chairs and deans, students, alumni and community representatives were also given an opportunity to react, ask questions and make recommendations regarding academic restructuring.

Common criteria previously approved by the Board were applied in assessing and evaluating academic programs during these deliberations. Those criteria are listed below:

- **Centrality** – relationship to mission, goals and priorities of the University
- **Quality** – national, regional and state rankings, accreditation status, strength of faculty and reputation of graduates
- **Demand** – current and projected enrollment, number of majors, quality of applicants, number of graduates during the last three to five years, and outlook for placement of graduates
- **Critical Relationships to Other Programs** – service courses taught and negative impact on other programs, if significantly reduced or terminated
- **Costs in Relation to Productivity** – positions required, classrooms and other resources needed, revenue generated and expended, and productivity and consumption data

- **Research Implications** – the extent to which research outputs contribute to teaching and learning processes and/or other University priorities
- **Potential for External Financial Support** – probability of federal, state, foundation, corporate or local support.
- **Alternative Actions** – the extent to which other efficiency measures may serve as adequate alternatives to curtailment or discontinuation

### **Measures Proposed to Effect Cost Savings Relative to Academic Programs**

- Reduction of fourteen deanships and nine colleges/schools to five colleges and five deanships (All newly created academic leadership positions resulting from this restructuring are open positions for which any qualified individual can apply and compete.)
- Increase faculty/student ratio from one faculty to every twenty students to one faculty to every twenty-three students
- Reduce faculty and staff in some departments without compromising the academic integrity of the program
- Increase class sizes
- Decrease low enrollment courses and majors
- Designate academic departments that will have to adjust teaching assignments using existing faculty without the provision of overload compensation funds
- Reduction in SU Laboratory School faculty and staff; process is ongoing
- Identification of academic programs that will be merged, eliminated or otherwise modified to effect cost savings; process is ongoing
- Identification of faculty and staff who will be terminated

**Note: In another section of this report, cost-savings in terms of projected specific dollar amounts will be provided**

### **Emphasis on Quality, Efficiency and Effectiveness**

The guiding principle throughout this process has been that the University must always keep in the forefront the need to preserve and promote quality, academic integrity, efficiency, effectiveness and accountability. Best practices in higher education must also be considered and observed. Accordingly, some proposed changes in structure and organization may not result in immediate and significant cost savings, but such changes are being proposed because, if implemented, we believe that the University's level of quality, efficiency, effectiveness and accountability will be elevated.

Some of the proposed changes will be implemented in the short-term and some in the long-term. Long-term proposed changes exist because currently funds are

not available to make such changes a reality. As funds become available, these long-term changes will be implemented.

### **Identification of Premier Academic Programs**

For some time now, it has generally been the collective opinion and consensus of the SUBR academic community, the SUBR alumni and other supporters of the University that among the University's premier academic programs are:

- School of Nursing Programs
- College of Engineering Programs
- College of Business Programs

When applying the Board approved criteria for evaluating academic programs, these three areas surfaced as the University's most effective and successful programs. SUBR will continue to recognize these programs as premier programs, and as additional funds are generated, either through restructuring or other means, more financial support for these programs will be provided to assure continued program development and improvement.

### **Identification of Programs to be Enhanced**

In addition to the Board approved criteria for evaluating academic programs, the criteria for selecting programs for enhancement provided on the following page have been and will be used in the identification of such programs. Identification of these programs is ongoing. To date, the programs listed below have been selected as programs that the University wishes to strengthen and enhance. Other programs will be added to this list as discussions and reviews continue.

- Computer Science
- Rehabilitation Counseling
- Urban Forestry
- Criminal Justice
- Education

### **Criteria for Selection of Programs for Enhancement**

#### **Top Achievers**

(Successful Programs/Majors)

Popular (high enrollment)  
High in SCH Production #s and \$s  
High in Number of Grads  
Ability to attract External Funds  
Mission Critical  
Workforce Need  
Faculty (PT & FT)

#### **Futuristic**

Addresses Future Trends  
Potential for Growth  
Workforce Forecast  
Evidenced Base

#### **Essential to Liberal Arts Education**

High SCH production  
Versus cost  
Available Faculty  
(FT & P T)

### **Identification of Academic Programs for the Possibility of Merging or Termination**

When criteria approved by the Board for evaluating academic programs were applied, several programs surfaced as possible candidates for merging, termination or for some other modifications. Generally, the reasons that some academic programs fall in this category are because of (1) low student enrollment, (2) low number of program majors, (3) low number of graduates, (4) low production of SCHs, (5) limited ability to attract external funds, (6) limited capacity to meet workforce needs of state, (7) limited possibilities for future growth. Based on this evaluation, some programs will be recommended for termination.

### **Continued Academic Restructuring/Reorganization and Future Growth**

As existing programs are evaluated and subsequent recommendations are made, the University also realizes that it must look ahead and position for future growth opportunities. Even as we plan for future growth, further restructuring will

also be considered. Consideration is now being given to hiring an external consultant(s) to review our program offerings in collaboration with our proposed five colleges to consider possible degree consolidations. To date, this step has not been taken. The current proposal to reduce our fourteen deans and nine schools and colleges to a five dean/college structure and to reduce our current forty-four academic departments to thirteen does not eliminate degree programs or change majors. If programs are eliminated, merged or modified in any manner, it is not because of the proposed consolidations of colleges, schools and departments, but rather because of the application of criteria approved by the Board for evaluating academic programs.

### **Administrative Support Services Restructuring Plan**

All restructuring or reorganization efforts in the administrative areas are being guided by acceptable principles and practices in comparable higher education institutions in terms of size of personnel, square footage, enrollment, etc. with comparable institutions. The purpose of the restructuring effort is to improve efficiency, customer service, and administrative processes and reduce costs. It should also be noted that since 2009, SUBR has eliminated approximately 105 institutional support and operations maintenance positions. The areas included in the University's Administrative Restructuring Plan are listed below:

- Office of Media Relations
  - Consolidate Media Relations and Public Relations
- Human Resources
  - Elimination of some clerical-level positions.
  - Addition of one manager.
  - Addition of some professional-level positions.
  - Hiring and shifting qualified and higher level staff.
  - Elimination of four positions.
- Information Technology Services
  - Consolidation of Technology and Network Services and Information Services Division to increase coordination and efficiency
  - Establish a Chief Information Officer position that reports directly to the Chancellor
  - Consolidate software contracts, office automation tools, data centers and computer rooms, servers, storage and web services.
  - Elimination of sixteen existing positions and establish and additional ten new positions



- Finance and Administration
  - Eliminate Associate Vice Chancellor for Facilities Services position
  - Create new position entitled Associate Vice Chancellor for Administration-To be filled when funds are available.
  - Transfer the direct reporting responsibilities for University Police and Facilities Services to Associate V/C for Administration
  - Transfer the direct reporting responsibilities for Information System Division to the Chief Information Officer
  - Consolidate building usage and close facilities for academic year and summer
  - Use seasonal custodial and grounds workers during the regular school term;
  - Utilization of DCI inmate workers
  - Employ the use of student workers
  - Develop a RFP to determine cost savings resulting from outsourcing
  - Implement online vehicle registration in Spring 2012
  - Reduce maintenance costs by purchasing newer used vehicles
  - Use the University wireless network system and end the use of air cards
  - Change Purchasing Office to “Office of Procurement and Property Services” to improve processing efficiencies.
  - Adjust Comptroller’s Office internal organizational structure to allow for staff reductions, efficiencies and to accommodate the new Banner System
  - Transfer all travel and E-card services to Comptroller’s Office and move performance of these functions under the Accounts Payable and Travel Services Supervisor
  - Implement energy efficiency measures identified by the Administrative Committee to reduce the cost of utilities

### **Proposed Organizational Charts**

Attached are proposed organizational charts as listed:

- Office of the Chancellor
- Academic and Student Affairs
- Academic Colleges
- Finance and Administration

### **Proposed Changes in Chancellor’s Office**

- An Executive Director of Institutional Advancement will be hired when funds are available to do so.

- Chief Information Technology Officer position will be filled on a competitive basis as applicants are considered. This individual will report directly to the Chancellor.
- The Director of International Programs will report directly to the Chancellor.

### **Proposed Changes in Academic and Student Affairs**

- Titles of Provost, Associate Provost and Assistant Provost will be eliminated
- Title of Executive Vice Chancellor for Academic and Student Affairs is now being proposed.
- Titles of Associate Vice Chancellor for Academic Services, Associate Vice Chancellor for Student Success and Associate Vice Chancellor for Student Affairs are now being proposed
- The Graduate School, Honors College, PAIR Office and University Library will now report to the Associate Vice Chancellor for Academic Services.
- Admission, Recruitment, Registrar, Financial Aid CTLE, Trio Programs will report to the Associate Vice Chancellor for Student Success
- Assistant Vice Chancellor for Student Affairs has been changed to Associate Vice Chancellor for Student Affairs

### **Academic Colleges**

This organizational chart reflects a proposed reduction in colleges and schools from nine to five and a reduction in academic deans from fourteen to five. This proposed change does not eliminate any degree programs or change any majors. Students will still earn the same degrees. What this proposed change does is raise the level of efficiency and effectiveness, while simultaneously effecting some cost savings discussed in another section of this report.

### **Vice Chancellor for Finance and Administration**

- Position of Associate Vice Chancellor for Facilities Operations has been changed to Associate Vice Chancellor for Administration.
- Director of Information System Division will now report to the Chief Information Technology Officer instead of the Vice Chancellor for Finance and Administration.

### **Revenue Producing Strategies/Initiatives**

What has occurred over the last several years in terms of a steady decline in the level of state funding for state supported higher education institutions should

send a message to all of higher education. That message is the more we focus on generating revenue from other external sources to supplement shrinking state appropriations, the more improved our financial status will be. Ever aware of this reality, SUBR had identified some possible sources for generating increased revenue. We will continue to work to expand these proposed strategies.

- Increase on-line offerings
- Hire Institutional Advancement Officer to lead the University fund raising efforts.
- Hire qualified individual to fully develop, coordinate and provide leadership for the University's Continuing Education Component to become a highly profitable enterprise.
- Increase level of funding in the areas of grants and contracts.

### **Looking Beyond the Crisis**

In the midst of the University's current challenges, there is still a need for futuristic vision and for plans for future growth. Accordingly, there has been some discussion regarding where we go from here and how do we get there. Consistent with our mission and looking ahead to the workforce needs of the state, SUBR is considering the following degree programs for possible development and implementation in the future:

- Interdisciplinary Studies
- Computer Engineering
- Executive MBA
- DNP (Nursing degree already approved by BOR)
- Five year program(s) with combination of undergraduate/graduate degree

The retrenchment plan will be implemented as required by approved Policies and Procedures for Responding to Financial Emergencies within the Southern University System. The timeline for implementation and notice requirements will be developed by the SUBR administration in consultation with legal counsel and in compliance with all approved Board policies, procedures, and state and federal laws.

**SOUTHERN UNIVERSITY A&M COLLEGE  
BATON ROUGE CAMPUS  
REVENUES AND RETRENCHMENT/REORGANIZATION COST  
SAVINGS**

---

<b>Department</b>	<b>Savings</b>
Laboratory School Tuition Increase	\$ 142,000
Online Tuition	250,000
Salaries	5,052,854
Fringe Benefits	1,731,417
Operating Services	649,000
Travel	100,000
Supplies	76,537
Other Charges	694,500
<b>Total Cost Savings</b>	<b>\$ 8,696,308</b>

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<b>Positions Eliminated</b>	<b>Number</b>
Classified	30
Unclassified	22
Faculty	35
<b>Total Positions Eliminated</b>	<b>87</b>

## **Attachment #1**

# **Restructuring/Reorganization Committees**

## **SUBR**

### **Academic Council/Academic Taskforce**

Janet Rami, Chair  
Donald Andrews, College of Business  
Habib Mohamadian, College of Engineering  
Cheryl Taylor, School of Nursing  
Robert Miller, College of Sciences  
William Arp, School of Public Policy  
Joyce O'Rourke, College of Arts and Humanities  
Lonnie Wilkinson, School of Architecture  
Doze Butler, College of Agricultural, Family and Consumer Sciences  
VerJanis Peoples, College of Education  
Sudhir Trivedi, Faculty Senate

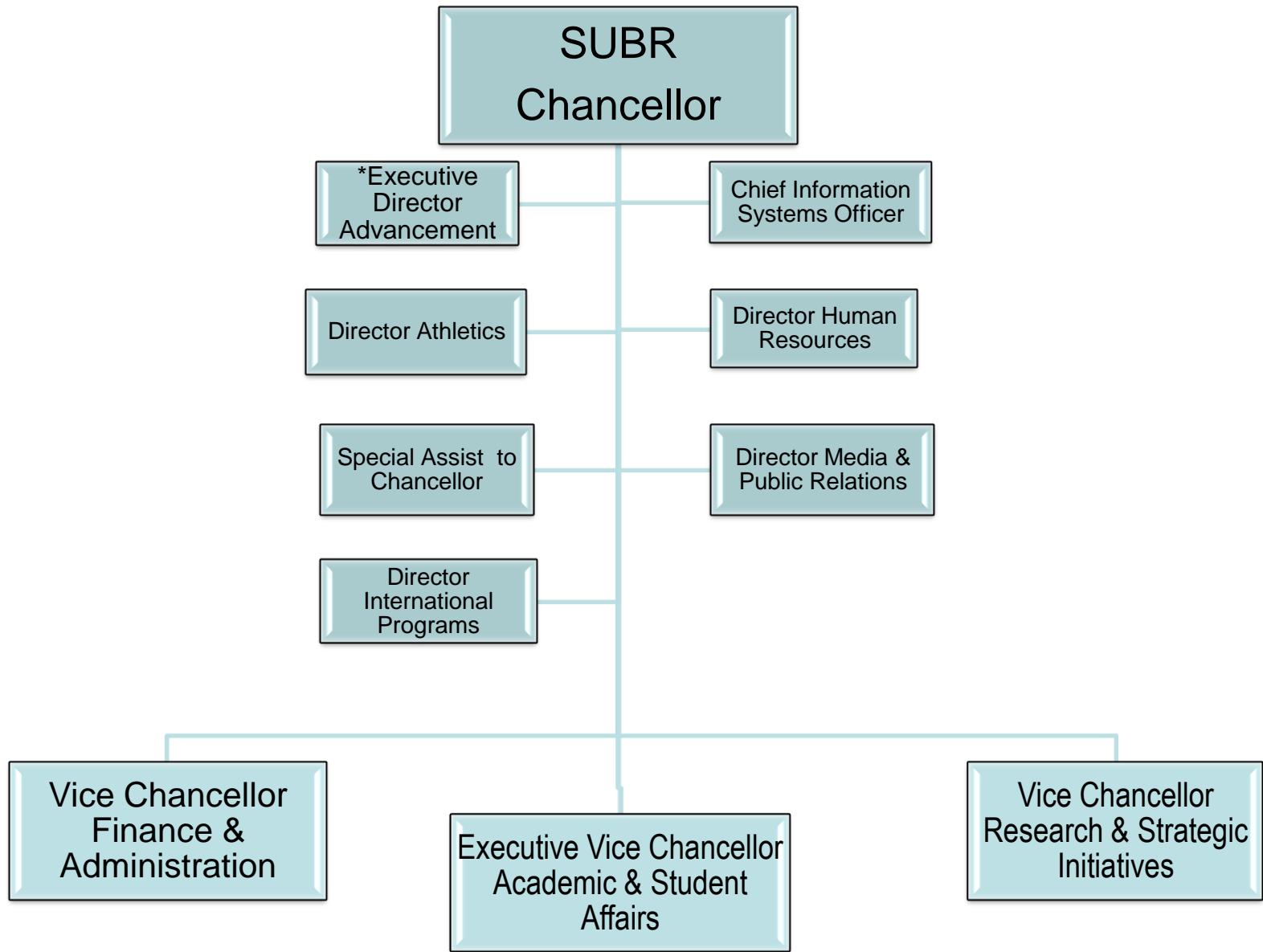
### **Administration Committee**

Flandus McClinton, Chair  
Margaret Ambrose, University Staff  
Brandon Dumas, Student Affairs  
Gwendolyn Bennett, Finance  
Eli Guillory, Physical Plant  
Tony Moudgil, Facilities Operation  
Henry Thurman, Physical Plant  
Tony Jackson, Staff Senate  
Demetrius Summer, Student Representative  
Sudhir Trivedi, Faculty Senate  
Kamran Abdollahi, Faculty Senate

### **Advisory Committee**

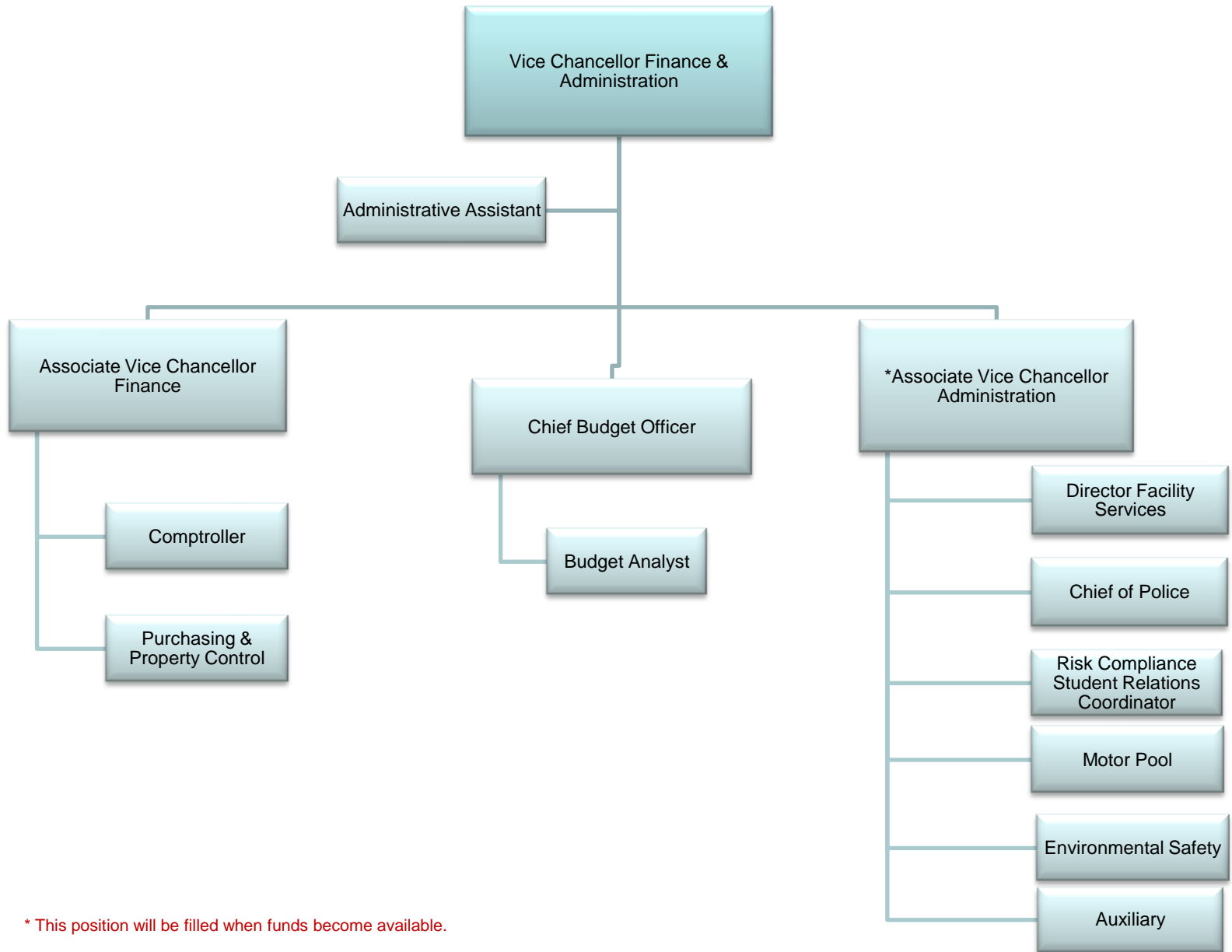
Dennis Brown, Alumni Federation  
Wilbert Ferdinand, Community Representative  
Willie McCorkle, Student Representative  
Debra Tilson, Staff Senate  
Edgar Blevins, Faculty  
Sudhir Trivedi, Faculty Senate  
Kamran Abdollahi, Faculty Senate

## **Attachment #2**



\* This position will be filled when funds become available.





\* This position will be filled when funds become available.

Executive Vice Chancellor  
Academic & Student  
Affairs

Associate Vice  
Chancellor  
Academics

Associate Vice  
Chancellor Student  
Affairs

Associate Vice  
Chancellor  
Student Success

Graduate School  
D. R. Spikes Honors  
Program  
Library  
Program Assessment &  
Institutional Research

**Academic Colleges**

Admissions &  
Recruitment  
Registrar  
Financial Aid  
Student Success  
Programs  
CTLE  
Trio Programs

# SUBR



```
graph TD; A[Academic Colleges] --- B[College of Education, Liberal Arts, & Social Sciences]; A --- C[College of Engineering, Architecture & Technology]; A --- D[College of Business]; A --- E[College of Natural Sciences & Agriculture]; A --- F[College of Nursing & Allied Health]
```

**Academic Colleges**

College of  
Education,  
Liberal Arts, &  
Social Sciences

College of  
Engineering,  
Architecture &  
Technology

College of  
Business

College of  
Natural  
Sciences &  
Agriculture

College of  
Nursing & Allied  
Health

Southern University and A&amp;M College at Baton Rouge

# Chancellor's Report



## SIGNIFICANT ACCOMPLISHMENTS/ACHIEVEMENTS

### **SUBR Department of Visual and Performing Arts Presents "A Yuletide Gift of the Spirit"**

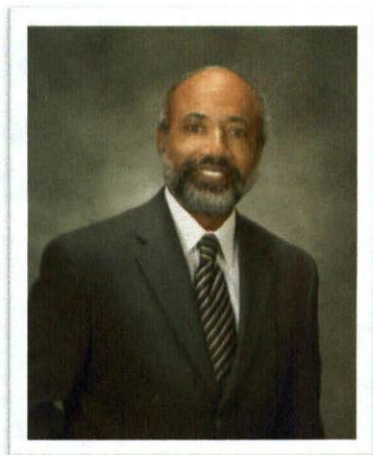
On December 4, 2011, the SUBR Department of Visual and Performing Arts presented a delightful, entertaining and inspirational concert to the SUBR Family and the general public. The concert was called "***A Yuletide Gift of the Spirit***" and featured the University's Concert Choir, Brass Ensemble, Jazz Ensemble, SUBR Opera Workshop and the Charles Lloyd Vocal Ensemble. In addition, the concert featured Jacqueline Paige-Green, soprano; Richard Hobson, baritone; and Joao Paula Casarotti, pianist.

This event was presented at 4:00 p.m. on December 4<sup>th</sup> in the Baton Rouge River Center, Theatre for the Performing Arts.

Tickets were sold and all proceeds will be used to support the University's Music Program.

### **Dean of College of Business Receives Award**

Dr. Donald Andrews, Dean of the College of Business, was recently named the recipient of the "***Charles I. Hudson Visionary Award***" by the Louisiana Black Caucus and the Louisiana Legislative Black Caucus Foundation. The award recognizes the leadership and assistance that Dean Andrews provides for small businesses in Louisiana and abroad. It was presented at



the Louisiana Black Caucus' 27<sup>th</sup> Annual Bayou Classic Scholarship Jazz Brunch held in New Orleans during Bayou Classic weekend. Commendations are extended to Dean Donald Andrews and the staff of the College of Business Small Business Development Center.

### **SUBR's Visual and Performing Arts Department Presented Opera to Baton Rouge Community**

The Southern University Department of Visual and Performing Arts continues its efforts to share a variety of cultural experiences not only with the SUBR Family but also with the community-at-large. On Sunday, November 27, 2011, the Southern University Opera Workshop presented Carlo Menotti's one-act opera, "Amahl and the Night Visitors" at the Camphor Memorial United Methodist Church located at 8742 Scenic Highway. The performance was free and opened to the public. The site for the opera was a deliberate choice to bring such an activity directly to the community, while simultaneously making it easily accessible to SUBR administrators, faculty, staff and students.

The SU Opera Workshop, under the direction of Professor Richard Hobson, also presented the one-act opera on the campus of SUBR in the DeBose Recital Hall on November 18-20, 2011.

### **SU Holds World AIDS Day Event**

Southern University's HIV/AIDS Prevention Program held an event marking World AIDS Day from 10 a.m. to 2 p.m., on Wednesday, November 30, 2011, in the Cotillion Ballroom of the Smith-Brown Memorial Union.

World AIDS Day is an opportunity for individuals to learn the facts about HIV, how it is transmitted, how it can be prevented, and the reality of living with it today.

The event provided: free confidential HIV testing; featured speakers from the Baton Rouge community; healthcare providers who talk with the students about protecting themselves from HIV and how to treat the disease if they have it; trivia contest to teach students about HIV; and, information on types of contraceptives.

Southern's HIV/AIDS Prevention Program is sponsored by the University's Center for Social Research.

### **SUBR Provides Entrepreneurial Experience for Students in Family and Consumer Sciences Program**

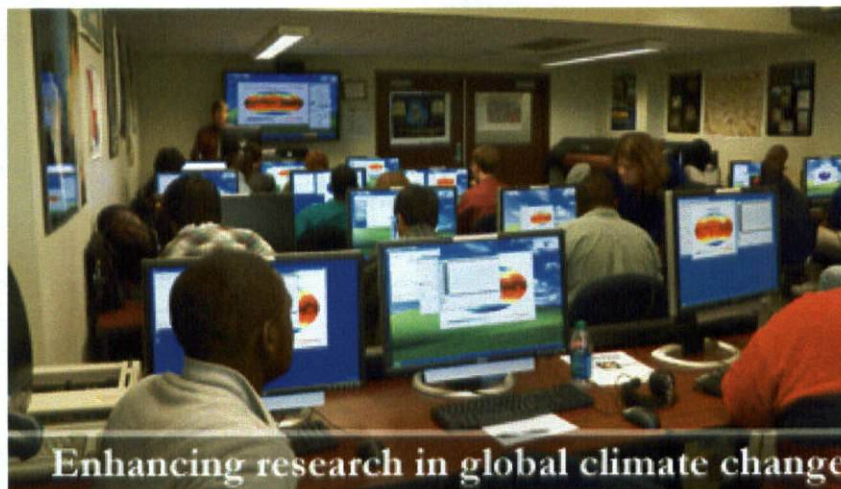
Recently, the Fashion Merchandising and Textiles Program in the Division of Family and Consumer Sciences introduced an exciting, educational and hands-on experience for students in the program. "*Southern Niche*" is a student-operated retail store laboratory located on campus in Thrift Hall, Room 155. The store is dedicated to selling merchandise produced by Louisiana small-scale entrepreneurs. This project

provides an excellent opportunity for those students who are project participants to (1) have practical hands-on experience as small business operators, (2) assist other small business owners in selling their products, (3) provide a service to members of SUBR Family and others in the community who are customers, and (4) be a part of a project that strengthens SUBR's relationship with the community.

## **SUBR Holds Workshop to Enhance Climate Change Research**

Southern holds workshop with NASA to enhance climate change research

Students and faculty in Southern University's Urban Forestry Program, in the College of Agricultural, Family and Consumer Sciences, learned how to conduct research on climate change with the same accuracy as research scientists with the help of computer software called Educational Global Climate Model (EdGCM) during the University's recent Global Climate Modeling Workshop.



Participants and NASA scientists (standing) at the workshop.

The workshop was hosted by Southern's Urban Forestry Program and NASA's EdGCM project.

EdGCM was developed by NASA's Goddard Institute for Space Studies. It provides research grade computer-driven global climate models that are user friendly and can operate on laptops and desktop computers. These models were once only available in supercomputing facilities and required skilled programmers to run.

"The SU EdGCM workshop put NASA's functional climate models into the hands of educators and students who otherwise would not have access to such advanced capabilities," said Dr. Zhu Ning, Project Director and Urban Forestry professor.

Columbia University's resident NASA Climatologists Dr. Mark Chandler, who created the EdGCM, and Dr. Linda Sohl served as instructors for the workshop which was supported by two climate change education and research projects funded by NASA and the USDA.

## **Psychology Department Held Its 13<sup>th</sup> Annual Behavioral and Social Sciences Undergraduate Research Conference**

For thirteen years, the Department of Psychology has provided an extraordinary opportunity for students in the behavioral and social sciences to present the results of their individual research projects through participation in an annual undergraduate research conference. The student researchers have the privilege and the challenge of working with faculty researchers and mentors as they hone their research skills. During the conference, each student has an opportunity to make an oral presentation of empirical and theoretical research papers. These students are from the Departments of Criminal Justice, Economics, History, Political Science, Psychology, Rehabilitation and Disability Studies, Social Work, Sociology and Speech Pathology.

All of these departments work together, both faculty and students, to ensure the continued success of the conference. The administration also provides some support in terms of sponsorship for this project which provides a positive experience for our students.

## **SUBR Continues to Expand Its Study Abroad Program**

The University continued to seek opportunities for SUBR students to broaden their experiences, knowledge and exposure by participating in various study abroad programs. One example is the opportunity to participate in a British Study Abroad Program by living and studying in London with opportunities for weekend trips to other European cities. This program will take place in the summer of 2012. Dr. Carlos Thomas in the College of Business is the contact person.

Students will have the opportunity to learn in and out of class, develop global awareness, advance their career opportunities and experience personal growth through exposure to a different culture.

## **College of Business Continues to Serve the Business Community, the Community-at-large and COB Students.**

SUBR is all about service to the community and the University's College of Business takes this commitment very seriously as it continues to provide a variety of activities to assist small businesses, the community-at-large and students, especially in the College of Business. Some of the more recent activities are listed below:

### **Careers in Insurance and Finance Seminar**

November 17, 2011

This was a workshop/seminar that featured two keynote speakers, one from the insurance industry and one from the finance industry. Students were provided

information regarding careers as Actuary, Agent/Broker, Claims Adjuster, Loss Control Specialist, Underwriter, Auditor, Investment Advisor and Banker.

### **SUBR League of BEEP Associates Presents Careers With the Central Intelligence Agency (CIA)**

November 10, 2011

The COB and its BEEP Associates held a CIA Day on campus so that students could learn more about possible careers with the CIA as highly skilled professionals in the areas of business, science, technology, engineering, foreign languages, and public policy.

### **2011 Entrepreneurship/Business Plan Competition**

November 21, 2011

This competition is sponsored by the College of Business and the University's Entrepreneurship Club. The competition gives students, including non-business majors, an opportunity to present an idea for a new business and a business plan (if one has already been developed). Each entrant will be considered as a potential member of Team SUBR that will compete at the Opportunity Funding Corporation Venture Challenge Competition to be held April 19-22, 2012 in Atlanta, Georgia.

### **Center for Small Business Development Continue to Serve Community**

Mr. Will Campbell, the Director of the Center for Small Business Development, provides leadership and coordinates the Center's efforts to assist small business owners with every aspect of their operation. The Center is currently located off-campus, but is quite accessible to anyone who desires to take advantage of its services. The Center provides a variety of services such as assisting with the development and implementation of a business plan, short-range and long-range planning, identifying various sources of funding for small business, suggesting marketing strategies, addressing customer service issues, discussing strategies for growing the business, interacting effectively with staff/employees and developing a positive and mutually beneficial relationship with the community.

### **Media Relations Update**

On Nov. 9, *The Advocate* published a story on SU's conference on plant pathology and biosecurity. The overriding story though was on letters from George Washington Carver that were on display at the event in the Smith-Brown Memorial Union.

WAFB's 9 News Neighbors ran a story on the finalists for Southern's Athletic Director on Nov. 11.



Southern University marketing major with a concentration in professional sales Michael Mallery and SU School of Nursing associate professor Wanda Spurlock appeared in *The Advocate Newspaper's* Business Honors Section on Sunday, Nov. 13. Mallery, is the national 2011 winner of the Pi Sigma Epsilon National Speaker Competition and second-place winner of the Annual Bayou Sales Challenge. Spurlock earned the designation of Certified Nurse Educator from the National League of Nursing. The certification is based on eligibility criteria and a certification examination.

On Nov. 15, *The Advocate* ran a story about Southern University's Center for International Education celebrating "***International Education Week***" with an informational symposium on Nov. 19. The forum featured Southern students who shared their knowledge and experiences from their study abroad journeys during the symposium.

Also on Nov. 15, WAFB's 9 News Neighbors ran a promotional story on the College of Business' "Careers in Insurance and Finance" seminar which was held on the Baton Rouge campus on Nov. 17.

On Nov. 27 *The Advocate* published an announcement concerning the Department of Visual and Performing Arts' Christmas Concert set for Dec. 4.

Dr. Charles Hobson, a professor of voice at SUBR, was a guest on the WAFB-TV Ch. 9 Morning Show on Nov. 28 to promote SUBR Music Christmas concert to be held at the River Center Theatre for the Performing Arts.



# SOUTHERN UNIVERSITY NEW ORLEANS

## CHANCELLOR'S MONTHLY REPORT

November 2011



*(Above) Dr. Victor Ukpolo presents Chris Bardell of The Bardell Company with a token of appreciation. Also pictured are (l. to. r.): consultant Vernon Martin, Jr.; acting chairman of the SUNO Foundation, Frank Williams; Vernon Martin, III; and Tim Roling of ING Financial Advisors. Photo by Shawanda Howard*

*(Below) La. State Rep. Pat Smith (left) addresses the Thank You Breakfast audience as Atty. Wesley Bishop (also a La. State Rep. Dist. 101), Dr. Victor Ukpolo, and Dr. Ron Mason look on. Photo by Eddie Francis*



### SUNO says "Thank you" on Bayou Classic weekend 2011

The University held its annual Thank You Breakfast for the first time in the Hyatt Regency New Orleans on the day of the 38th Bayou Classic. The 2011 breakfast was supported by The Bardell Company, local franchise owner of McDonald's restaurants, ING Financial Advisors and Vernon E. Martin, Jr. Ron Mason, President of the Southern University System, and Darren Mire, Chair of the Southern University System Board of Supervisors, were both in attendance and addressed the breakfast attendees.

There were several honored guests at this year's Thank You Breakfast. Louisiana State Representative Pat Smith (Dist. 67), Chair of the Legislative Black Caucus and instrumental in SUNO's removal from the infamous "merger bill", attended the breakfast and addressed the crowd. U.S. Representative Cedric Richmond (La. 2nd Dist.) also took time to address the full house. Louisiana State Representative Girod Jackson, III (Dist. 87) also attended the event.

*(Below) BRW entertains a full house at the annual Thank You Breakfast at the Hyatt Regency New Orleans on the morning of the Bayou Classic. Photo by Eddie Francis*



## **Division of Academic Affairs**

### **College of Arts and Sciences:**

**Dr. Henry E. Mokosso, Dean**

**Report on Major College of Arts & Sciences Activities: November, 2011**

#### **1. DEPARTMENT OF ARTS AND HUMANTIES**

Dr. Lora Helvie-Mason was the recipient of the "outstanding educator" award by the "Teachers on Teaching" at the National Communication Association Conference in New Orleans on November 18, 2011.

Mr. Michael Jeter presented a poster paper titled "A Construction Worker's Son Helps Students Building Papers" at the showcase of the 2011 Greater New Orleans Writing project held at the Lindy Boggs Conference Center (University of New Orleans) on November 5, 2011.

Ms. Jennifer Nunes read from her new chapbook, "Strip" at the Antenna Gallery in New Orleans on November 18, 2011.

Mr. Gary Oaks presented a figure- drawing workshop at the 5<sup>th</sup> Annual Draw-A-Thon, a free, 24 hour festival of creativity open to students of all ages and skill levels on November 12, 2011.

#### **2. DEPARTMENT OF NATURAL SCIENCES**

Dr. Elaasar Mostafa, Chair of the department, was a judge at the Math and Physical Sciences oral presentations by students at the Triple Ex (Excite, Explore, and Experiment) Conference in Baton Rouge on November 4, 2011. The following students presented papers.

1. Ms. Monicah Kepkemboi "Effects of Gravitational changes on Hobo Transposon in Eukaryotic Fruit Flies": Mentor by Dr. Illya Tietzel.
2. Mr. Van Vu "Photoremdiation of Copper using Chickpea (Cier arietinum L.)": Mentor by Dr. Murty Kambhampati.
3. Ms. Ciara Green with "Hurricanes and Infection of Killifish with Mycobacterium marinum,": Mentored by Dr. Illya Tietzel.
4. Mr. Gino Leverde with "Turning the Lights Out" Matrix Solution of the Lights out Puzzle Using SAGE.
5. Ms. Jasmin Jenkins with "Behavioral Ecology of Easter Box Turtles in the Long Island Central Pine Barrens,": Mentor by Dr. Murty Kambhampati.
6. Ms. Tiaria Porche with "Are the Regression Models published in the Field of Environmental Science Reproducible?" Mentor by Dr. Murty Kambhampati.

Ms. Tiaria Porche was the first place winner in her division.

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Dr. Quick wrote a book chapter to be published titled "Skalli O Role of Synemin in Astrocytoma Cell Migration." Tumors of the Central Nervous System, Volume 5: Astrocytomas, Hemangioblastomas, and Gangliogliomas. Springer. November 28, 2011. pp 81-88.

The College of Arts and Sciences student Research Committee held a series of meetings in preparation for the student's research day of presentations on December 2, 2011.

### **3. M.A. MUSEUM PROGRAM**

The Museum Studies and the Center for African and African American Studies faculty and students were featured in lectures and exhibitions at the New Orleans Mahalia Jackson Center. Dr. Sarah Hollis, Director of Museum Studies at SUNO, Dr. Romanus Ejiaga, Director of the Center of African and African American Studies as well as Dr. Yu Jiang, and Dr. David Riep participated actively.

#### **Research:**

Dr. Jiang submitted a conference proposal, "Informative and Entertaining: Presenting Chinese Ritual Bronzes in Museums," to the 51 AAS/SEC Annual Meeting (Association for Asian Studies Southeast Regional Conference), to be held January 12-15, 2012, Greenville, South Carolina.

Dr. Riep was granted a speaking engagement of his South African research at the Smithsonian National Museum of African Art as part of the African Studies Association's Annual Conference in Washington, D.C.

#### **Dr. Igwe Udeh, Dean**

##### **Report on Major College of Business Activities: November, 2011**

##### **Accreditation Progress Report:**

The CBA Dean, Dr. Igwe E. Udeh and the CBA Coordinator of Accreditation Services, Dr. Frank Martin, have been compiling the Self Evaluation Report (SER) based on information and input from the four faculty-led AACSB accreditation subcommittees - MFFA (Missions, Facilities, Finance & Administration Committee); SARPD (Student Admission, Retention & Professional Development Committee); ITTM (Instructional Time & Talent Management Committee); and LGCA (Learning Goals, Curriculum, & Assessment Committee). The SER is due in April 2012, and a campus visit is expected by October 2012.

**The LGCA** subcommittee met with the SUNO English and Communication faculty members on Monday, November 7, 2011 to share information from CBA's Assurance of Learning process. Of particular importance are findings on student Communication Learning Goals. The session allowed members of the LGCA Committee, acting on behalf of their CBA colleagues, to find out first-hand how specific communication areas which were identified using the communication assessment rubric were being covered or not covered by those with expertise in the skill area. Due to very useful information obtained from this meeting, the LGCA met on November 14, 2011 to develop and disseminate for implementation a survey instrument to assess from the perspective of the students how they see the coverage of important communication skills in their classes. These findings are essential in CBA's attempt to ensure that what is being taught in courses that make up each curriculum is actually being learned, an important step in closing the learning loop.

The SARPD subcommittee met on October 17, 2011 to consider specific issues related to CBA student services. The committee assigned various members to investigate and report back to the committee specific issues: (1) The ideal content of a folder to be maintained on each student; (2) the maximum length of time after a student graduates that the hard-copy of their file must be maintained; and (3) number of current CBA graduate students with provisional admission who may not have taken the GMAT or GRE. The committee came back with the following recommendations and finding for CBA consideration and information: (1) the folder of each must contain the following documents: Curriculum Guide; Degree Audit; Hard Copies of University Forms (i.e. Substitution Forms, Overload Forms, and Change of Major Forms); Student Data Sheet; Graduation Application; GRE/GMAT Scores (Graduate Students Only); (2) CBA student folders must be retained in the department for a period of five years after the student graduates; (3) 10 out of a total of 68 graduate MGIS students have not as yet taken the required GRE or GMAT. The Chairperson of the MGIS Department has written to these students warning them that if they do not take any one of these two tests by the end of 2011, they will not be allowed to remain in the graduate MGIS program, effective January 2012.

The furniture and equipment of the CBA faculty, staff, and administration were moved into the new College of Business & Public Administration Building at SUNO's Lake Campus on September 7, 2011. Additional new furniture and equipment continue to be delivered to the building. Interior and external finishing touches are ongoing at the building as of November 28, 2011. The contract for the Building was awarded to Stallings Construction Co (Mike Stallings, President) on February 4, 2010, at a cost of \$3,365,400. Ground was broken on March 24, 2010.

Pradere Office Products of New Orleans, LA was selected to provide furniture for the new CBA building. The contract was awarded on Tuesday, June 21, 2011. Pradere has already taken steps to ensure that the furniture is delivered on a timely manner.

#### SUNO-Delgado MGIS Program Articulation Negotiation

The faculty of SUNO's Management Information Systems Department met with Delgado Community College's Dr. Warren E. Duclos, Chair, Department of CMIN and ADOT Business and Technology on November 7, 2011 and again on November 21, 2011 to review and drafted an articulation between the two information technology/management programs at Delgado and SUNO. The completed drafts will be submitted to the administration of each institution for vetting and approval. The goal is to create a seamless transfer from the AS-CMIN degree program at Delgado to the BS-MGIS degree program at SUNO and to ensure that students are guided into taking Delgado courses that will transfer to their SUNO program without any problem. The process is expected to be completed by Spring 2012, and implementation is anticipated for Fall 2012.

#### Articles Accepted for Publication

Igwe E. Udeh, "STATUTORY BARRIERS AS FACTORS IN INTERGENERATION WEALTH LOSS - FACT OR MYTH: A STUDENT PERSPECTIVE", *International Journal of Effective Management* (upcoming Spring 2012).

**Conference Proceeding Publication**

Igwe E. Udeh, "SELECT STUDENT GROUP VERSUS DEMOGRAPHICALLY DIVERSE GROUP PERCEPTION OF SUCCESSION PLANNING, FAMILY ASSETS, AND WEALTH TRANSFER", *Review of Business & Technology Research (RBTR)*, October 20-22, 2011.

**Conference Attendance &/or Paper Presentation/Discussant**

Igwe E. Udeh, "SELECT STUDENT GROUP VERSUS DEMOGRAPHICALLY DIVERSE GROUP PERCEPTION OF SUCCESSION PLANNING, FAMILY ASSETS, AND WEALTH TRANSFER", 2011 Modern Technology Management Institute (MTMI) Annual Conference, New Carrollton, Maryland, October 20-22, 2011 (online presentation).

Charles A. Briggs, "MANAGING AND MITIGATING THE UPSTREAM PETROLEUM INDUSTRY SUPPLY CHAIN RISK: LEVERAGING ANALYTIC HIERARCHY PROCESS", *International Academy of Business and Public Administration Disciplines (IABPAD) Conference*, Memphis, Tennessee, October 27-30, 2011.

**Best Paper Award**

Charles A. Briggs, "MANAGING AND MITIGATING THE UPSTREAM PETROLEUM INDUSTRY SUPPLY CHAIN RISK: LEVERAGING ANALYTIC HIERARCHY PROCESS", *International Academy of Business and Public Administration Disciplines (IABPAD) Conference*, Memphis, Tennessee, October 27-30, 2011.

**Professional Outreach to Students & Community:**

***1<sup>st</sup> Entrepreneurship Week Hosted:*** SUNO's National Black MBA Association chapter (NBMBAA) hosted its first Entrepreneurship Week (E-Week) from November 7 to 10, 2011 in the New Science Building. The kickoff featured a DJ, food, and games in front of the SUNO Library. In the spirit of true entrepreneurship, several small business owners were invited to take advantage of the event to sell their merchandise. The other events of the week consisted of guest speakers from the EEOC, IRS, SBA, and SUNO's Small Business Development & Management Institute (SBDMI). On Tuesday and Thursday, students from the *Managing A Growing Business* class (ENTR 400) presented their case studies based on their research of six locally owned small family businesses in class to an audience made up of students, faculty, staff, members of the community, and especially the small business owners themselves. In addition to powerful speeches by two motivation speakers, Lloyd "The Love Doctor" Dennis and Atty. Edwin Shorty, participants were treated to a panel discussion by entrepreneurs who are either recent CBA graduates or are currently enrolled at the CBA. Current student panelists include Nyisha Walton (Walton's Enterprise Trucking LLC), Travis Rosemond (TAAPP Industries), Gizelle Alexis (The Pool Cleaning Company), Makiesha Jackson (non-profit agency), and Diedra Thibodeaux (Realtor). Recent graduate panelists include Tavia Osby, (Soul Savvy ENT, LLC), Terry Gaddis (TGaddis, LLC), Vera Williams (The Community Book Store). The standing-room-only event was conceived and organized by the SUNO NBMBAA officers and members with the guidance of the SUNO NBMBAA advisor, Dr. Adrine Harrell.

***CBA Students Visit the Dallas Merchandise Mart:*** Dr. Louis Mancuso, Professor of Marketing, and several CBA students interested in retailing visited the Dallas Merchandise Mart, Dallas, Texas, which is the largest merchandise mart in the world on November 2 & 3, 2011. The students visited over one hundred acres of manufacturer stores selling only to retailers, such as, Dillard's, Macy's, and Nordstrom. The Dallas Merchandise Mart sells a wide variety of products from fine jewelry, upscale furniture, various clothing items, to shoes. Over 200,000 buyers from over sixty countries attend the market each week. While in Dallas, the students also visited Crate and Barrel, Nordstroms, and Tiffany & Company. They met with general managers and human resource directors. Two business days after the trip one of the students, Fharen Richardson, junior-Business Entrepreneurship, attending, received a call to interview in Dallas for an internship. Ms. Richardson received an internship from Nordstroms Department Store on November 28, 2011. She will travel to either Miami or Dallas this summer for the internship.

***Applied Marketing (MGIS 506) Graduate Students Design Website and Facebook Page:*** Applied Marketing (MGIS 506) graduate students assisted the SBDMI Office (Small Business Development & Management Institute) with a new website design and a new Facebook Page from September to November, 2011. The class is taught by Dr. Louis Mancuso, Professor of Marketing. Twenty-five students presented five website and Facebook ideas for SUNO SBDMI consideration. The graduate students saw an opportunity to provide an experiential learning exercise for a client. The students conducted primary research (focus groups), secondary research, web based advertising techniques, and web development. The students acted as web advertising agencies pitching their concepts to their client, the SBDMI. Mrs. Cynthia Beaulieu, Director of the SBDMI, was pleased with the outcome and currently the class is merging various ideas into a website that the SBDMI prefers. The new website should go online in the Spring Semester of 2012.

***DBE Panel:*** Dr. Frank Martin, Chair of the Business Entrepreneurship Department, participated in the State and Local Disadvantaged Business Enterprise (DBE) Panel which certifies small businesses as disadvantaged for the City of New Orleans, the New Orleans Sewerage & Water Board, the Aviation Board, and Caesar's (formerly Harrah's) Casino in November 15, 2011, and November 30, 2011.

***Formation of a Southern System Small Business Coalition***

The SBDMI staff held several conference teleconferences to discuss strategies for presenting the particulars and strategic outline for the SUS Small Business Coalition to Dr. Ron Mason, SUS President, before the November 2011 Board meeting in New Orleans. The ultimate purpose of Southern University System Small Business Coalition is to develop a program that would coordinate across the state work being done by Southern University in Baton Rouge, Shreveport, and New Orleans campuses, regarding business development and sustainability. Through this undertaking, we hope to improve/expand/support each campus's efforts across the state.

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Areas on which the group will focus at this early stage are: incubating small, minority, and student enterprises; coordinating partnerships (e.g. SBDC); developing a public/private framework; building a unique relationship for sustainable business development in rural, urban, and all sectors in-between throughout Louisiana.

Participants are: Kenyetta Nelson-Smith, Rural Center, Baton Rouge; Cynthia Hester, Shreveport; Will Campbell, SBDC, Baton Rouge; Gloria London, Rural Center, Baton Rouge; Darin Dixon, Small Business Incubator, Shreveport; Cynthia Beaulieu, SBDMI, SUNO; Janice Sneed, Shreveport.

***Louisiana Workforce Commission: Incumbent Workers Training Program Social Service Contract***

SMDMI has submitted its third invoice for program activities for the Incumbent Worker Training Program (IWTP), which commenced on May 25, 2011. Numerous phone calls and e-mails to the employer (RSI) and the trainer (QSSI) were made during the month of October. The IWTP has been mandated by the Southern University System Board of Supervisors. SUNO-SBDMI applied and received funding for \$150,727. This funding is a foundational opportunity for SUNO to be involved in this Workforce Commission Initiative. The IWTP contract is designed to benefit business and industry by assisting existing employees' skill development and increasing employee productivity and company growth. Completion of this year-long contract to do AS9100 Certification training for the employer will result in the creation of new jobs, retention of jobs that may otherwise may have been eliminated as well as an increase in wages for the company's trained workers.

**Office of Student Services (OSS) November 2011 Report**

Ms. Timotea Bailey, Director of the Office of Student Services reported the following activities:

OSS invited new freshmen to the new CBA Building, November 2, 2011, and welcomed them with a tour of the building.

OSS hosted a *Meet Your Mentor* and orientation session for 2011 cohort, November 2, 2011. The 2011 CBA Cohorts were introduced to their mentors, faculty advisors, department heads, and CBA leadership. SUNO Chancellor, Dr. Victor Ukpolo, was on hand to encourage and empowered the students.

OSS has pre-advised 66% of 2011 CBA Cohort as of November 28, 2011. Additional effort is being made to locate the rest of the cohorts and get them pre-advised.

OSS did extensive mid-term counseling and trouble-shooting for 2011 CBA Cohort and returning students having any type of academic issue.



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OSS has pre-advised 6 of 7 2006 CBA Cohorts who are eligible for Spring 2012 graduation as of November 28, 2011. Additional effort is being made to locate the one remaining cohort and get them pre-advised.

OSS is actively supporting CBA's AACSB accreditation initiatives by compiling and providing various data on student as needed for AACSB's SER reporting.

SOUTHERN UNIVERSITY LAW CENTER

*Seriousness Of Purpose*



THE CHANCELLOR'S REPORT  
TO THE  
SOUTHERN UNIVERSITY BOARD OF  
SUPERVISORS

December, 2011

***The Chancellor's Report to the  
Southern University Board of Supervisors***

**NAME OF CHANCELLOR:** **FREDDIE PITCHER, JR.**

**CAMPUS:** **SOUTHERN UNIVERSITY LAW CENTER**

**DATE:** **DECEMBER, 2011**

***SIGNIFICANT EVENTS/ACCOMPLISHMENTS***

***Chancellor Freddie Pitcher, Jr. Congratulates Recently Elected Alums***

*The fall 2011 election returns announced that nine SULC alums were elected to public office throughout the state. These winners are: Sheva Sims, '94, Shreveport City Court Judge; Richard "Rick" Gallot, Jr., '90; Louisiana State Senate, District 29; Richard "Rick" Ward, III, '08, Louisiana State Senate, District 17; Randal L. Gaines, '84, Louisiana State Representative, District 57; Marcus Hunter, '05, Louisiana State Representative, District 17; Katrina Jackson, '04, Louisiana State Representative, District 16; Edward "Ted" James, '06, Louisiana State Representative, District 101; Ladricka Thierry, '03, Louisiana State Representative, District 40; and Alfred C. Williams, '77, Louisiana State Representative, District 61.*

*Chancellor Pitcher, in offering best wishes to the contenders said, "These winners, a judge, state senators and state representatives, continue to swell our numbers and make us proud. Our established mission is to train a cadre of lawyers equipped with the skills necessary not only for the practice of law but also for positions of leadership in society." As they assume these principal roles, I, along with the faculty and staff of the Law Center, congratulate them on these very special achievements.*

***Andrew Article Cited in Amicus Brief to the U.S. Supreme Court***



*Professor Ruby Andrew was cited in the 40-state amicus brief, which urged the U.S. Supreme Court in *Camereta v. Greene* to overturn the Ninth Circuit's decision ruling Oregon's child-protection procedures unconstitutional. The Supreme Court vacated the Ninth Circuit's ruling and remanded the case.*

*Forty states, including Louisiana, submitted an amicus brief in support of the petitioner's and argued that caseworkers investigating a report of child sexual abuse should not be required to obtain a warrant or parental consent before conducting an interview with the subject child. Professor Andrew noted that she had originally written the cited article, "Child Sexual Abuse*

*and the State,” to propose certain changes to California’s child abuse laws. After the passage of the California legislation, the article was also used in support of similar changes to Illinois’s and New York’s laws. But seeing her work used by so many state attorneys general, in an amicus placed before the Supreme Court was both unexpected and extraordinarily gratifying. “It’s wonderful to think how many ways a piece of legal writing can help make things different,” she said. “This is why I urge my students to write as much as they can, and to use their legal training here to argue for the changes they want to see in the world.” Both the amicus brief (<http://bit.ly/sBQp9p>) and Professor Andrew’s article (<http://bit.ly/v7Xt53>) are available online.*

### *Mediation Training*

*Mediation training is scheduled for January 3 – 6 in room 129 of A. A. Lenoir Hall. The daylong sessions will begin at 8:00 a.m. There is no cost for students.*

*Students who successfully complete the course will receive mediation certification. Interested persons should send an e-mail with your name, class and contact information to Professor Alvin Washington at [Awashington@sulc.edu](mailto:Awashington@sulc.edu).*

### **On The Go**



*Professor Johanna K.P. Dennis was a panelist for Stetson’s Virtual Legal Writing Conference, “Diversity in the Legal Writing Classroom,” held Friday, November 18.*

*Rachel L. Emanuel, director of communications and development support, was awarded a \$5,000 grant from the Louisiana Bar Foundation’s Jock Scott Community Partnership Panel. The funding will support the production of a documentary on the 1960s Civil Rights movement highlighting the involvement of Louisiana attorneys and Southern University student activists in *Cox v. State of Louisiana*.*

*Vice Chancellor John Pierre was a speaker for a three-part RuFES Action Network webinar mini-series, “Prepare to Run a First-Rate Rural Earned Income Tax Credit (EITC) Campaign, on Thursday, November 17. More than 120 people registered for the webinar and, afterward, a recording and presentation materials were made available online.*



*Professor Mark A. Thurmon was luncheon speaker on Wednesday, November 16, at a Houston Intellectual Property Law Association (HIPLA) meeting, Houston, Texas. Thurmon spoke on “The Constitutionality of Patent Law Reform.”*

## **OFFICE OF CAREER SERVICES**

### *Programming and Other Activities*

*First Year Orientation: On November 9, 2011, we conducted our Freshman Orientation. This program serves the purpose of informing first-year students of the services we provide. One Hundred Eight (108) students attended the session.*

*Military JAG Information Session: On November 10, 2011, representatives from the Air Force, Army, & Coast Guard JAG Corps discussed career opportunities with their respective branch. Thirty-three (33) students attended the session.*



### ***Marshall-Brennan Moot Court Competition Winners Recognized***



*Fall 2011 Marshall-Brennan Moot Court Competition - judges pictured with winners, from left, are Rolondo Urbina, '11, a law clerk for Judge Wilson Fields; Donikia Young of Belaire High School - First Place; Justice Washington of Belaire High - Fourth Place; Virginia Listach, associate professor of clinical education; Tyeshia Smith of Belaire High - Second Place; Ebony Dorizan of Istrouma High School- Third Place; and Dele Adebamiji, '91, of Adebamiji and Associates.*

### **Alumni News**

*Kimberly Williams, '04, Executive Director of Portfolio for the Louisiana Recovery School District, is a recipient of the Greater Baton Rouge Business Report's Forty Under 40 awards. Williams, who grew up near New Roads, Louisiana, is featured along with the 39 others in the Baton Rouge Business Report's annual cover story showcasing the personal and professional accomplishments of the winners. Williams graduated from the Louisiana School for Math, Science, and the Arts in Natchitoches, Louisiana. She earned a MBA from LSU and worked as a legal analyst for Chase Bank.*

### **Special Problems**

*None*

### **Significant Administrative or Policy Changes**

*None*

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**SOUTHERN UNIVERSITY  
AGRICULTURAL RESEARCH AND EXTENSION CENTER**



**Leodrey Williams**

**CHANCELLOR'S REPORT**

**Presented to:**

**Board of Supervisors**

**Southern University and A & M College System**

*"Linking Citizens of Louisiana with Opportunities for Success"*

**December 2011**

**Number 243-61**

## SU AG CENTER'S GLOBAL FOOD AND PLANT BIOSECURITY SYMPOSIUM TRIUMPHANT

### *Southern University Ag Center*

**Leodrey Williams**  
Chancellor

**Adell Brown**  
Vice Chancellor, Finance and Administration

**Kirkland Mellad**  
Vice Chancellor for Research

**Gina E. Eubanks**  
Vice Chancellor for Extension

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Southern University Agricultural Research and Extension Center, an entity of the Southern University System,Leodrey Williams, Chancellor, Ronald Mason, Jr., System President, Darren Mire, Chairman, Board of Supervisors. It is issued in furtherance of the Cooperative Extension Work Act of December 1971, and the Agricultural Research Program, in cooperation with the U.S. Department of Agriculture. All educational programs conducted by the Southern University Agricultural Research and Extension Center are provided to all persons regardless of race, national origin, or disability. © 2008 SU Ag Center.

Scientist, Daniel Collins, PhD, held the annual Biosecurity Symposium on November 8<sup>th</sup> and 9<sup>th</sup> with a tribute to the contributions of Dr. George Washington Carver to global food security. Carver, known for his work popularizing the cultivation of peanuts and sweet potatoes, also researched fungi that preyed upon these and other crops.

On Tuesday afternoon, at the Southern University Smith-Brown Memorial Union, practitioners of this botanical field – plant pathology and mycology, spent time remembering Carver's less acknowledged contributions to their field and his continuing legacy to African Americans in general.

Herman Warren, professor emeritus in plant pathology at Virginia Tech University in Blacksburg, Va., entered the field years ago in part because of Carver.

"I had read a lot of information about him, and I thought that this is someone whom I would like to be," said Warren.

Lafayette Frederick, professor emeritus in plant pathology at Howard University in Washington, D.C., actually knew Carver. Frederick studied botany at Tuskegee University in Alabama while Carver was still doing research but was no longer teaching at the historically black college during his final years. Carver died in January 1943 during Frederick's senior year. "I didn't know who he was," Frederick recalled. "I thought he was one of the grounds people."



**Outdoor with detective dogs**

Daniel Collins, also a professor of plant pathology at Southern, was able to persuade the U.S. Department of Agriculture to share archival papers of Carver's from a USDA mycology and plant disease survey in which he participated from 1932 to 1943. As part of that survey, Carver collected more than 1,000

fungi specimens.

Samples of those papers, many of them in Carver's elegant handwritten script, were on display in the student union.

Both Warren and Frederick hoped that highlighting Carver's background in plant pathology might persuade more young people to pursue their chosen field. They, along with others are trying to get children, even in elementary schools, to start thinking about the subject.

Lyn Hakeem, a social worker seeking her master's degree at Southern, said any child has the capacity to be like Carver. Hakeem said gardens grown at schools are a good way to introduce children to science and the wider world.

"I think children are born naturally curious, naturally scientists, because the first thing they want to do is play in the dirt in the yard and bring things to their mom, to say, 'What is this?'"

Hakeem said.

The grant was funded by USDA/NIFA.



## SU AG CENTER LAUNCHES SERIES OF BOLD TRAINING

SU System President, Ronald Mason welcomed the fifteen (15) individuals selected to participate in the Building Opportunities through Leadership Development (BOLD) training on October 22 in Ashford O. Williams Hall. BOLD is a pilot project developed by Southern University Agricultural Research and Extension Center's assistant specialist of community and economic development, Dr. Kenyetta Nelson-Smith. It aims to improve the leadership and community development capacity of rural and underserved communities in Louisiana. It is an evaluative and technical assistance project designed to develop teams of emerging leaders in rural and underserved communities throughout Louisiana.

President Mason urged participants to take advantage of the training by making the best use of project resources to enhance their leadership capabilities. He also advised participants to utilize high quality resources available at Southern University System's five campuses to develop leaders in their communities who will in turn assist communities and citizens of Louisiana in community and economic development.



Cross section of training session

Chancellor, Leodrey Williams, SU Ag Center, also advised participants to make the best use of this training opportunity by putting into action the knowledge and skills acquired to make life better for individuals in their communities and throughout Louisiana. He commended Dr. Kenyetta Nelson-Smith and her co-project director, Justin Egbe for initiating and obtaining the grant to implement the project.

Dr. Gina E. Eubanks, vice chancellor for extension, explained to participants that the programs and services offered by the SU Ag Center to individuals, families, and communities, especially the socially and economically disadvantaged, could be utilized to improve their well-being.

Candace Semien, consulting journalist, introduced participants to various technology resources available through their cellular phones to enhance their business skills.

Dr. Herman Brister, Chief Academic Officer of East Baton Rouge Parish School System, spoke to participants on November 19, highlighting the tools of leadership and the most important characteristics of the most effective leaders.

This grant, funded by USDA-NIFA, allows Nelson-Smith to teach this course statewide through installation of state-of-art distance learning technology at the SU Ag Center. Selected participants received the necessary equipment and supplies to enhance their technology skills so they may better serve their communities.

## CROCKER ARTS AND TECHNOLOGY SCHOOL CELEBRATES SCIENCE WEEK

The 4-H club at Crocker Arts and Technology School in New Orleans participated in the annual National Youth Science Day during the first week of October. "Wired for Wind," the 2011 National Science Experiment introduced young people to the possibilities of using widely available wind as a clean, and low-cost source of renewable energy.

The group also conducted an experiment on solar power by successfully designing a pizza box solar oven. Students learned about the history of solar energy and its uses around the world such as drying foods for preservation, evaporating seawater to harvest salt, and for baking and simmering.



Students construct pizza box solar oven

## MISS-LOU PROJECT IMPACTS STUDENTS IN ORLEANS REGION

The Mississippi-Louisiana Project is having an impact on the youth at the Naval Air Station and Crocker Arts and Technology School. Students are gaining independence by taking responsibility for their garden. At Crocker, the principal states that "they really are engaged in the gardening; they see it as their own project, and they do not have to be reminded to water the crops or pull up weeds."

Harvest time is fast approaching and the youth at the Naval Air Station are ready to reap the fruits of their labor. On November 8, they thinned their plants on the collard, cabbage, and shard beds.

Participants also planted Detroit red beets and dinner lettuce. Products tasting is slated for sometime in December.



Students prepare soil for planting

The B.W. Cooper Youth Education Support (Y.E.S.) Club planted a youth community garden on the front lawn of the Earhart Blvd subdivision. The crops include romaine lettuce, cabbage, green onion and collards. Mary Atkins, a nutrition educator taught the children the nutritional facts of the vegetables they planted. When the crops are ready for harvest, a volunteer from the community will cook for the youth to enjoy a day of tasty nutrition.

Miss-Lou is a Military Community, Youth and Family Extension Project at the Southern University Ag Center. Tiffany Franklin serves as Project Coordinator and Hendrix Broussard, the youth development agent for Orleans Parish oversees the Belle Chasse location.

**SOUTHERN UNIVERSITY AG CENTER HOLDS COMMUNITY GARDENING SEMINAR**

Southern University Agricultural Research and Extension Center held a Community Gardening Seminar, on November 1, at A. O. Williams Hall. Lori Bushway, Senior Extension Associate at Cornell University presented the seminar entitled "Sowing Seeds of Success." Bushway leads Family & Adult Education in the Garden-Based Learning Program. The event brought visitors together from Alcorn State University, Cornell University, LSU, and Mississippi State University. There were more than 25 people in attendance.

Bushway visited the garden at the Naval Air Station, Youth Recreation Center in Belle Chasse, where she was very hands-on with tending to the raised beds.



**Bushway addresses audience**

On day two of the seminar, Lori began the workshop with an icebreaker in which participants had to choose words that described themselves as individuals, leading into introductions. She discussed other topics that specifically addressed working with military families such as fundraising, program evaluation, gardening, program planning, and shared Cornell University's web-based re-



**Participants engaged in activities**

sources for gardening.

The seminar was part of the Military Community, Youth and Family Extension Project at the SU Ag Center. Tiffany Franklin serves as Project Coordinator.

**FACULTY AND STAFF ACCOMPLISHMENT AND ACTIVITIES**

**Dr. Gina E. Eubanks**, vice chancellor for extension, received the Outstanding Leadership Award from the Association of Public Land-Grant Universities at the 124<sup>th</sup> Annual Meeting in San Francisco, CA on November 14. The award was presented in recognition of her services on the Policy Board of Directors, (2010-2011) Board on Agriculture Assembly.



**Dr. Gina E. Eubanks**

**Hendrix Broussard**, assistant area agent for youth development in Orleans Parish, works with the 4-H club at Benjamin Franklin Elementary School. Club members held their first formal meeting on November 10, and all officers, club leader, and Broussard, were present.

The group discussed school beautification projects, fundraisers, and the prevention of youth violence. During the meeting, club members identified a button design for raising money to advocate youth violence prevention.



**Students show off the bath salt they made**

At the end of the meeting, each member made a vanilla scented bath salt to use as an air freshener or soothing soak in the tub.

Future plans include fieldtrips to the Southern University Youth Livestock Show, Ag Magic at LSU, and 4-H Day at the Capitol in the spring of 2012.

## Faculty and Staff Accomplishments and Activities contd.

**Katherine Ervin**, parent educator, Bossier Parish, conducted a nutrition workshop on November 17. The new model of proper nutrition from the USDA, "MyPlate" was introduced to the Barksdale Annex Association at their annual Senior Citizen Dinner held at the Martin Luther King Center.

In view of the upcoming holidays, Ervin used this opportunity to remind consumers to limit heavy foods and "beef up" the vegetables.

There were 55 attendees at this event, including youth, parents and grandparents. The purpose of this workshop was to motivate youth, parents and grandparents to adopt healthy eating prac-

tices and active lifestyles that are consistent with the Dietary Guidelines for Americans.



**Cross section of workshop activities**

"My goal is to continue to serve clients who **HAVE LIMITED** resources, and to provide them with information and resources that will advance the well-being of their families," said Ervin.

## UPCOMING EVENTS

**December 6:** Second Chance Class, East Baton Rouge Parish Prison. Please contact Tiffany Franklin for further detail at (225) 771-2775 or [tiffany\\_franklin@suagcenter.com](mailto:tiffany_franklin@suagcenter.com).

**December 14 – 17:** Small Farmer Agricultural Leadership Training Institute, Prairie View A & M University, Houston, Texas. For further details, please contact Dr. Dawn Mellion-Patin at 225-771-2242

**December 20:** Second Chance Class, East Baton Rouge Parish Prison. Please contact Tiffany Franklin for further detail at (225) 771-2775 or [tiffany\\_franklin@suagcenter.com](mailto:tiffany_franklin@suagcenter.com).

**December 27:** Second Chance Class, East Baton Rouge Parish Prison. Please contact Tiffany Franklin for further detail at (225) 771-2775 or [tiffany\\_franklin@suagcenter.com](mailto:tiffany_franklin@suagcenter.com).

**January 3, 2012:** Second Chance Class, East Baton Rouge Parish Prison. Please contact Tiffany Franklin for further detail at (225) 771-2775 or [tiffany\\_franklin@suagcenter.com](mailto:tiffany_franklin@suagcenter.com)

**January 10, 2012:** Second Chance Class, East Baton Rouge Parish Prison. Please contact Tiffany Franklin for further detail at (225) 771-2775 or [tiffany\\_franklin@suagcenter.com](mailto:tiffany_franklin@suagcenter.com)

**January 17, 2012:** Second Chance Class, East Baton Rouge Parish Prison. Please contact Tiffany Franklin for further detail at (225) 771-2775 or [tiffany\\_franklin@suagcenter.com](mailto:tiffany_franklin@suagcenter.com)

**January 18 - 22, 2012:** Small Farmer Agricultural Leadership Training Institute, Southern University Ag Center, Baton Rouge, Louisiana. For more information, please contact Dr. Dawn Mellion-Patin at 225-771-2242

**January 24, 2012:** Second Chance Class, East Baton Rouge Parish Prison. Please contact Tiffany Franklin for further detail at (225) 771-2775 or [tiffany\\_franklin@suagcenter.com](mailto:tiffany_franklin@suagcenter.com)

**January 31, 2012:** Second Chance Class, East Baton Rouge Parish Prison. Please contact Tiffany Franklin for further detail at (225) 771-2775 or [tiffany\\_franklin@suagcenter.com](mailto:tiffany_franklin@suagcenter.com)

**February 4, 2012:** Louisiana Small Farmer Agricultural Leadership Institute, Southern University Agricultural Research and Extension Center, Baton Rouge, LA. For further detail, please contact Dr. Dawn Mellion-Patin at 225-771-2242