

PERSONNEL AFFAIRS COMMITTEE

(Following the Academic Affairs Committee)

Friday, December 16, 2011

Board of Supervisors' Meeting Room

2nd Floor, J.S. Clark Administration Building

Southern University and A & M College

Baton Rouge, Louisiana 70813

AGENDA

1. Call to Order
2. Roll Call
3. Adoption of the Agenda
4. Public Comments
5. Action Items
 - A. Appointment of Executive Vice Chancellor and Vice Chancellor for Research, SUAREC
6. Other Business
7. Adjournment

Members

Atty. Warren A. Forstall – Chair; Mr. Patrick W. Bell- Vice Chair;
Mr. Calvin W. Braxton, Sr., Atty. Patrick O. Jefferson
Dr. Eamon M. Kelly, Mrs. Ann A. Smith
Mr. Darren G. Mire - Ex Officio

"Linking Citizens of Louisiana with Opportunities for Success"



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Baton Rouge, LA 70813
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(225) 771-4369 Fax
www.suagcenter.com

November 23, 2011

Dr. Ronald Mason, Jr.
President
Southern University System
J.S. Clark Administration Building, 4th Floor
Southern University
Baton Rouge, Louisiana 70813

Re: Appointing Adell Brown, Jr. as Executive Vice Chancellor and Vice Chancellor for Research, Southern University Agricultural Research and Extension Center

Dear President Mason,

I am recommending Dr. Adell Brown, Jr. to be appointed to the position of Executive Vice Chancellor and Vice Chancellor for Research. Dr. Brown is being appointed to replace Dr. Kirkland Mellad who is retiring effective December 31, 2011 from the position of Vice Chancellor for Research. Brown's appointment will allow us to continue moving forward with developing a national renowned research unit in the SU Ag Center. Additionally, I am also formally appointing Dr. Brown to be the official designated person in charge in my absence.

Dr. Brown has proven to be a valuable employee of the SU Ag Center. He has stellar reputation in the higher education and USDA communities. He has served as vice president for Research, Planning and Economic Development at Mississippi Valley State University. Additionally, he worked in Washington DC with the Cooperative State Research Service as a project manager for Small Scale Agriculture. In his current position as vice chancellor for Finance and Administration, he has proven to be knowledgeable and effective in all components of the Center as we have developed to Center since its beginning in 2001.

Therefore, I am pleased to recommend Adell Brown to the above referenced position. The salary increments recommended are compatible with similar ranks on the Baton Rouge Campus and in keeping with SREB averages for the respective disciplines.

I ask that you approve the promotions and seek approval of the Board of Supervisors.

Sincerely,

A handwritten signature in black ink that reads 'Leodrey Williams'.

Leodrey Williams
Chancellor

JOB CLASS				
JOB CODE				
CAL ID				

SOUTHERN UNIVERSITY SYSTEM

Personnel Action Form

POSITION NUMBER									
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CAMPUS: SUS SUBR SULAC SUAREC SUNO SUSLA

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

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

Previous Employee Dr. Kirkland Mellad Reason Left Retirement
 Date Left December 31, 2011 Salary Paid \$110,700

Profile of Person Recommended

Length of Employment January 3, 2012 To June 30, 2012

Effective Date January 3, 2011

Name Adell Brown, Jr. SS# 6081 Sex Male Race* AA
 (Last 4 digits only)

Position Title: Executive Vice Chancellor & Vice Chancellor for Research Department: Research

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

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

Years Experience 39 years Southern University Experience 36 years

Degree(s)	Type/Discipline (BA-Education):	Institution/Location (SU-Baton Rouge):	Year:
	<u>BS-Agricultural Business</u>	<u>Northeast Louisiana University, Monroe, LA</u>	<u>1972</u>
	<u>MBA- Management/Finance</u>	<u>University of Southwest Louisiana, Lafayette, LA</u>	<u>1978</u>
	<u>Ph.D -Agricultural Economics</u>	<u>Louisiana State University, Baton Rouge, LA</u>	<u>1984</u>

Current Employer Southern University Agricultural Research and Extension Center

Personnel Action

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

Recommended Salary \$117,338.00 Salary Budgeted \$117,338.00

Source of Funds _____

Identify Budget: 06 5 20345 Location _____
 Form Code: _____ Page _____ Item # _____

Change of: _____

Position Vice Chancellor for Administration From Finance & To Executive Vice Chancellor & Vice Chancellor for Research

Status _____

Salary Adjustment \$111,750 \$117,338

Financial Aid signature (if, applicable):

List total funds currently paid this employee by Southern University:

*See Reverse Side

Comments: (Use back of form)

Source of Funds	Amount
<u>06 5 20345</u>	<u>117,338.00</u>

*See Reverse Side

Graduate School signature (if, applicable):

Leah Williams 11/23/11
 Supervisor Date

 Vice Chancellor Date

Leah Williams 11/23/11
 Dean/Unit Head Date
 Chancellor

[Signature]
 Director/Personnel Date
12.5.11
 President Date

 Vice President/Finance Date
 Business Affairs/Comptroller

 Chairman/S.U. Board Date
 of Supervisors

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

ETHNIC ORIGIN (Please check one):

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

RACE (Please check all that apply):

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

Black. Not of Hispanic Origin. A person having origins in any of the Black racial groups of Africa.
_____ Hispanic. A person of Mexican, Puerto Rican, Cuban, Central or South American, or other Spanish culture or origins, regardless of race.

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

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

COMMENTS: Adell Brown, as Vice Chancellor for Research, will be responsible for providing the overall developing, implementing and managing the Research Unit of the SU Ag Center. This is to include providing budgetary over-site for USDA Federal research program (Evans Allen Funds) and research grants and contracts from all sources. Additionally, Brown is to provide supervision for the faculty and staff employed in the Research Unit. As Executive Vice Chancellor, Brown will serve as the second in command to the Chancellor; performing duties as assigned by the Chancellor to include being the designated individual in charge in the Chancellor's absence.

EMPLOYEE REGULAR WORK SCHEDULE: Monday - Friday, 8:00 a.m. - 5:00 p.m.
EMPLOYEE DIRECT SUPERVISOR: Dr. Leodrey Williams, Chancellor
NUMBER OF EMPLOYEES SUPERVISED, (if any) 40
HR USE ONLY: STATUS (circle one): EXEMPT NON-EXEMPT

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

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

CLASS OF EMPLOYMENT (VISA STATUS):

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

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

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

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

CURRICULUM VITA

Adell Brown, Jr.

5731 Valley Forge Ave., Baton Rouge, LA 70808

Phone: (225) 939-3385 Email: adell.brown@gmail.com

PROFESSIONAL EXPERIENCES

Adjunct Professor, Southern University and A&M College, College of Business, Economics and Finance Department, 2001-Present. Currently teaching classes at the undergraduate level in macroeconomics and microeconomics.

President/Chair, 100 Black Men of Metro Baton Rouge, Ltd., is a non-profit organization through which African-American males step forward and assume roles of community leadership, responsibility and guidance, (<http://www.100blackmenbr.org/>), July 1, 2009 – Present.

Vice Chancellor for Finance and Administration

Southern University Research and Extension Center, Southern University, Baton Rouge, LA

01/01/2001-Present

The Vice Chancellor for Finance and Administration serves as the chief financial officer for the Southern University Agricultural Research and Extension Center, the fifth campus under the Southern University System. The Vice Chancellor reports to the Chancellor and is responsible for all business and fiscal affairs and oversees the monitoring of incoming grants, as well as the appropriate utilization of and reporting of funds required by funders. He serves as a member of the Chancellor's Executive Council, the Strategic Planning Committee, and makes recommendations to the Chancellor in areas of planning, policy, finance and administration. Other responsibilities are budget development, finance management, insurance and risk management, and the planning and coordination of facilities and human resources matters. The Vice Chancellor also serves as the legislative liaison for the Center with the Southern University System, Board of Regents and Louisiana Legislature. Accomplishments include:

- Developed and led the start-up-strategic plan for the financial operation of the Southern University Agricultural Research and Extension Center which is less than 4 years old. Achieved significant cost savings and efficiencies by reducing redundancy among units within the Center by developing and/or adopting best management practices in the area of financial and internal operations and maintenance.
- Aided the SU Ag Center to grow its programmatic and operational budgets more than 35 percent through serving as the government affairs officer for governmental and legislative matters at the state and federal levels.
- Appointed to the Governor of Louisiana's University HUB of Economic Development
- Appointed as a Commissioner to the Louisiana Housing Finance Agency
- Southern University System's representative on the Board of Directors for the Greater Baton Rouge Chamber of Commerce. Also participated on the Chamber's economic development canvas workshop to Austin, Texas in 2003 and served on the regional economic higher educational cluster and community development committee.

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- Serves as a member of the Budget and Legislative committee for the National Association of State Universities and Land-Grant Colleges (NASULGC), nation's oldest higher education association.
 - Lead author and developer of the SU Ag Center – Southwest Center for Rural Initiatives
 - **Southern University System Land-Grant Desegregation Committee – Brown** served as a writer and member of the Southern University Land-Grant Desegregation committee. The committee was charged with developing the programmatic document that was presented to the parties and the Court involved in settling the long-run desegregation case between the State of Louisiana and the Southern University A&M College System. This effort resulted in Southern University receiving the designation as lead entity for the State to develop research, educational and technical assistance programs to aid in reducing the level of poverty among residents of the State. The agreement further directs the Governor and State agencies' heads to work with and financially support the University's efforts as it relates to poverty reduction. Currently, Brown is serving on the newly appointed executive steering committee with over-site for implementing land-grant programs for the Southern University System (inclusive of all five campuses of the System).
 - **Peer Reviewer with the Southern Association of Colleges and Schools** During the past two years, Brown served as the lead-writer for Chapter Three (Institutional Effectiveness) of the SAC's accreditation team for Warner College, Orlando, Florida and The Texas A&M Health Science Center, College Station, Texas.

Vice President, Research, Planning, Community and Economic Development, and Tenured Associate Professor in Business,

College of Business, Mississippi Valley State University, Itta Bena, MS
03/99- 12/2000

The Vice President's responsibilities included providing leadership and over-site for the Offices of Sponsored Programs, Academic Computing, Institutional Research and Effectiveness, Development, and Center for Economic Development. The Vice President, under the direction of University President, served as the chief planning officer for the University. The Vice President managed an operating budget of a little less than two million dollars, annually and had fiduciary responsibilities for more than \$8 million dollars in grants and contracts. The following significant accomplishments were achieved:

- **Grants and Contracts** - The University revenues from grants and contracts increased more that six million dollars from private foundations, the federal government and state appropriations (Examples: Empowerment Zone Grant, \$1,000,000; United States Department of Agriculture, Center of Excellence, \$50,000, annually; Jesse Ball DuPont, \$275,000, three years; Historical Black Colleges and University - Housing and Urban Development Rehabilitation grant \$4,362,000; Curriculum Enhancement, \$580,000, annually; Science and Technology Academy funded by AT&T, \$100,000; Credit Union Board of Directors Training, USDA, \$50,000; Federal Appropriation - \$750,000 for Automatic Identification Technology program and \$300,000 for the Delta Research and Culture Institute); **and Native Grasses and Wildlife Habitat as Alternative Economic Enterprises, USDA, Natural Resources and Conservation Services, \$216, 000, 2007-2008.**

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- **Technology Development** - Completed the fiber optic backbone which connected more than 40 buildings to the network; established a computer lab in each resident hall; upgraded the library computer labs; and supplied all faculty and key staff with personal computers.
 - **Planning** - Instituted a systematic planning process inclusive of internal and external stakeholders, upgraded the office of institution Research and Effectiveness to a full time office with three full-time staff members. The office went from being considered the poorest in the Mississippi Higher Education System to being in the top three.
 - **Community and Economic Development** - Established and secured \$300,000 from state appropriation for the Delta Research and Cultural Institute. Hosted conferences with national and state leaders to include a US Senator and Assistant Secretary of HUD. Established the Valley Community Development Corporation to include getting the President and CEO of Valley Bank of Greenwood, Mississippi and the Vice President of the Mississippi Division of Entergy to serve on the Board of Directors.
 - Appointed to the Governor's Entrepreneurship Commissioner for State of Mississippi
 - Registered Lobbyist in the State of Mississippi and served on the governmental relations committee for Mississippi Valley State University
 - Member of the Board of Directors for the Valley Facility Development Corporation
 - Member of the Greenwood Chamber of Commerce and member of the economic development committee
 - Member of the Mid Delta Empowerment Zone Alliance

Assistant Administrator and Specialist – Agriculture

Southern University Cooperative Extension Program - Southern University, Baton Rouge, LA

04/01/1995-03/31/1999

Administrative responsibilities included -serving as coordinator for program development (plans of work, strategic planning, Government Review Performance Act) to include providing leadership and direction for more than 50 Extension faculty (university and parish-based faculty members) and interacting with National USDA leadership in Washington, D.C. to ensure program compliance.

- Facility development Coordinator - managed more than six million dollars (\$6,000,000) in new capital improvements to include a building a new indoor multipurpose Livestock Exhibition Arena, valued at \$4.5 million to greatly enhance Extension's ability to serve the youth of the State. Provided over-site management, from the University side, for the construction of an administrative complex with office space, laboratories, and a state-of-the-art telecommunication center.
- Program Director for the Small Farm Sustainable Training Project (\$60,000, grant from Southern Sustainable Agriculture Research and Education (SARE) -USDA),
- Program Director of the Small Farm Environmental Incentive Project (\$30,000, annually, for four years from the Natural Resource Conservation Service, USDA).
- Assisted with the establishment of more than twenty small grassroots' nonprofit organizations.

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- Assisted the University Community Development Corporation with securing a **\$1,000,000 intermediary loan (1% interest rate)** from the Rural Development Administration to provide finances for business startups and improvements. As chair and the lead writer, Southern University assisted with establishing a partnership with several nonprofit organizations, and a minority bank to support the endeavor.

Acting Administrator

Cooperative Extension Program, Southern University, Baton Rouge, LA

04/01/1992-03/01/1992

This position entailed managing a \$3 million budget, annually and providing direct supervision for extension faculty and staff members. Accomplishments during this period were: added two major programs: health education (one specialist) and the Rural and Small Business Development Center (three small business development specialists and one community development specialist). The center is currently in operation more than 10 years later. Other accomplishments include:

- Grants totaling more than **\$750,000**, annually, were acquired to carry out these programs. Approximately, one-half million dollars were acquired to purchase a mobile health-clinic for intercity and rural communities. The project involved collaboration with the Southern University School of Nursing, USDA, and Cooperative Extension.
- Another **\$100,000** worth of computer equipment was acquired to help rural communities access to the World Wide Web for economic and community development activities.
- Established the Southern University Center for Small and Rural Business Development

Specialist/Extension Economist

Cooperative Extension Program, Southern University, Baton Rouge, LA

10/01/1988 -3/31/1992

Responsibilities included developing educational programs in community and economic development, small-scale agricultural policies, and production agriculture.

Program Manager, USDA, Cooperative State Research Service,

Office for Small-Scale Agriculture, Washington, D.C.

09/1987-09/1988

This position entailed working in Washington, D.C., to provide the National Leadership with a broader view and greater appreciation for working with small farmers and socially disadvantaged communities in the South. Additionally, the program manager acquired a greater knowledge of USDA programs and its employees, as well as, other national partners in the small-scale farm arena. Responsibilities included membership on the USDA Agency-wide Small Farm Task-force; developing request for proposals for research projects and outreach educational materials, and assist with developing the Office's program of work.

Visiting Professor (part-time), USDA, Farmer Home Administration

Alexandria, LA

1985-1987

Duties included conducting research and feasibility studies relative to market and supply demand of potential agricultural businesses and industries in South Louisiana.

Associate Specialist/Extension Economist

Cooperative Extension Program, Southern University, Baton Rouge, LA

1983-1993

Developed educational programs for county extension agents, other agricultural professionals, and farmers. The Economist conducted more than fifty lectures/workshops annually. Topics included: Risk Management, Farm Management Practices and Tools, and Organizational Development. Two teaching brochures were developed. The first was "Starting a Farm Business: Steps for Being Successful," and the second was "Successful Farm Managements Tools for Small-Scale Farmers."

Research/Teaching Assistant

Department of Agricultural Economics, Louisiana State University, Baton Rouge, LA

1980-1983

As a research assistant, a research project entitled, "Factors affecting the Success and Non-Success of Small Farmers in Louisiana" was conducted. Teaching responsibilities included serving as a teaching assistant with the third and fourth year farm management courses.

Small Farm Coordinator

College of Agriculture, Southern University, Baton Rouge, LA

1978-1980

The Coordinator was responsible for the day-to-day management of a small farm development grant from the Rockefeller Foundation. The grant was for three years with a \$100,000 budget, annually.

Assistant County Agent

Cooperative Extension Program, Southern University, Baton Rouge, LA

1976-1978

Responsibilities included the provision of individual farm consultations to small and limited resource farmers and ranchers in the areas of farm management, cash-flow analyses, and marketing strategies.

County Manager Trainee

Agricultural Stabilization and Conservation Service, USDA, Alexandria, LA

1972-1975

Responsibilities included training on United States Department of Agriculture policies and programs, and management concepts and practices, as well as, obtaining experiential learning relative to the implementation of the Food and Agricultural Farm Bill.

EDUCATION

- 1984 Ph.D.**, Louisiana State University, Agricultural Economics with concentrations in Production Economics, Statistics and Management, Baton Rouge, LA
- 1978 MBA**, University of Southwest Louisiana, with concentrations in management and finance, Lafayette, LA
- 1976 Six hours graduate studies**, 1978, Louisiana State University, Extension Education, Baton Rouge, LA

1975 **Twenty-one hours of graduate studies**, Northeast Louisiana State University, Business Administration, Monroe, LA

1972 **B.S.**, Northeast Louisiana University, Agricultural Business, Monroe, LA

PROFESSIONAL DEVELOPMENT

- **Virginia Tech University, Center for Organizational and Technological Advancement**, Engagement Academy for University Leaders, June 7-11, 2010.
- **Harvard University, John F. Kennedy School of Government Executive Education**, Leadership for the 21st Century, October 21-26, 2007.
- **National Association of Colleges and Universities Business Officers 37th Annual meeting**, Crossroads: New Beginning Built on Valued Traditions, July 28 -31, 2007.
- **College Management Business Institute, University of Kentucky Training**: This is an institute for middle and executive managers with responsibilities for business and financial affairs.
- **Intern, The Snowmass Institute on Strategic Management for College and University Executives**. This program was a two-week workshop design to teach senior level administrators about strategic planning, performance based budgeting, fundraising and human resource management.
- **Intern, National Extension Leadership Development Institute**.
A program designed to prepare individuals for "next age leadership." Each intern received \$13,500.00-stipend for travel and materials. The two-year program, based on the Kellogg Leadership model, consisted of three one-week domestic trips and a two-week international experience. Topics for domestic trips included diversity, innovative leadership models, organizational development strategies, and risk-assessment. The international experience was a two and half week trip to south Texas and then to Mexico studying the economic and social implications of adopting NAFTA. Finally, each participant developed and carried out a "leadership learning plan," consisting of major readings, and an on-the-job project. The on-the-job project was designed to use innovative leadership approaches to address and correct a real-work situation. Besides the above activities, the Intern spent ten days in Russia studying the country's transition from Communism to a money economy.
- **Executive Institute for Fund Development**. A program sponsored by the National Extension Service and National 4-H Foundation. The two-year program gave participants an option to earn twelve university credits. Participants acquired knowledge on concepts, principles and practices of fund development.
- **Baton Rouge Chamber of Commerce Leadership Institute**, Baton Rouge, Louisiana. The program helped emerging local leaders to identify and access major governmental, political, and private sectors' leadership positions.
- **Graduate Institute of Cooperative Leadership**, University of Missouri, Columbia, MO. The program focused on equipping cooperative leaders with the skills and information needed to lead. Educators with responsibilities for providing technical assistance were also invited to participate. Participants were exposed to laws and regulations governing cooperatives, marketing and management concepts, and national and international trends.

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- Management I & II, Government Institute, State of Louisiana. Participants were exposed to management principles and concepts related to managing public entities.

PROFESSIONAL PAPERS AND PRESENTATIONS:

Videos

"100 Black Men – "The Overview," <http://www.youtube.com/watch?v=hAdU-sy-1to>, February 12, 2010, 4:49 mins).

"100 Black Men – Project Excel," <http://www.youtube.com/watch?v=ESnUAUVRSaA>, January 12, 2010, 5 minutes.

"About Capitol High School Academy," <http://www.youtube.com/watch?v=n92qNPX0lOg>, November 2009, 2:00 mins.

Documentary

Brown, Adell and Newman, Dexter (Executive Producers), Abbott, J. (Director), Semien, Candace J. (Writer), & Rogers, Christopher J., Williams, Katrina and Udoh, Bridget (Researchers) (2008). *"Will It Be You"* [DVD]. USA: Southern University Agricultural Research and Extension Center.

Television Broadcast

Brown, Adell and Newman, Dexter (Executive Producers), Abbott, J. (Director), Semien, Candace J. (Writer), & Rogers, Christopher J., Williams, Katrina and Udoh, Bridget (Researchers) (2008). *"Will It Be You"* [DVD]. USA: Southern University Agricultural Research and Extension Center.

Book Chapters

"Structural Changes in U.S. Agriculture: Implications for African American Farmers," Blacks in Rural America, edited by James Stewart and Joyce Allen, Transaction Publishers, New Brunswick New Jersey, 1995, pp. 45-66.

"Survival Strategies of Successful Black Farmers," Blacks in Rural America, edited by James Stewart and Joyce Allen, Transaction Publishers, New Brunswick New Jersey, 1995, pp. 67-78.

Refereed Articles.

"Selected Characteristics of Small Farmers in Louisiana," *Louisiana Rural Economists*, 1982.

"Rural Communities Coping with a Changing Agriculture Structure," Increasing Understanding of Public Problems and Policies -1985, Farm Foundation, 1211 West 22nd Street, Oak Brook, Illinois.

"A Survey of Small Farmers in Louisiana," Strategies for Survival of Small Farmers: International Implications, Ed. Thomas T. Williams, Ph.D., 1985, pp. 245-251.

"1890 Institution's Extension Program and Rural Development," *Southern Rural Sociologist*, Vol. 1, 1990.

"Community and Family Adjustments," Increasing Understanding of Public Problems and Policies -1988, Farm Foundation, 1211 West 22nd Street, Oak Brook, Illinois, pp 59-64.

"Survival Strategies of Successful Black Farmers," *The Black Political Economist*, Vol. 22, No. 4, Spring 1994, pp. 74-83.

"Structural Changes in U.S. Agriculture: Implications for African American Farmers, Vol. 22, No. 4, Spring 1994, pp. 51-71.

Proceedings and Professional Presentations

"A Glimpse at Criteria for Being a Successful Agricultural Entrepreneur in the 21st Century." Presented at the Winter Conference of the Small Farmer Agricultural Leadership Training Institute, January 2008.

Regular Host/Reporter, Southern University Agricultural Research and Extension Center's TV Series entitled "Focus: SU Ag Center." 2005 - Present.

"Increased Accountability for Higher Educational Institutions from Greek-Lettered Organizations." Presented at the Annual National Pan Hellenic Council Strategic Planning Conference, Wiley College, Marshall, Texas, January 2008.

"Increased Accountability for Higher Educational Institutions from Greek-Lettered Organizations." Presented at the Annual National Pan Hellenic Council Strategic Planning Conference, Texas A&M University at Commerce, Commerce, Texas, April 2007.

"Maintaining Fiscal Accountability: Integrated and Multi-State Programs." Presented at the Joint Association of Extension Administrators and Association Research Directors' Biannual Conference, June 22, 2006, New Orleans, LA.

"Computer Training Needs for 1890 Community and Rural Development Staff." A Paper presented at the Annual 1890 CRD Program Leaders Association Workshop, Birmingham, Alabama, October 9-10, 1983.

"Factors Affecting the Success/Non-success of Small Farmers in Louisiana," Doctoral Dissertation, Louisiana State University, December 1983.

"Adoption of Selected Recommended Farm Management Practices by Louisiana Small Commercial Vegetable Producers." A working paper used to evaluate and develop educational programs' design to improve the plight of small farmers, April 1985.

"Marketing Problems of Small Farmers in West and East Feliciana Parish," A research project completed for FmHA, May 1985.

"Policy Issues and Their Consequences on Small Black Farmers." A paper given at the American Agricultural Economics Association, 1985.

"Economic Factors Affecting the Survival of Black Operated Farms," Problems and Policy Implications of Black Operated Farms, edited by Tesfa G. Ghebremedhin, Center for Small Farm Research, College of Agriculture & Home Economics, Southern University and A&M College, Baton Rouge, Louisiana, May 1986.

Co-principal Investigator on a Research/Extension Project to evaluate various fertilizer alternatives for commercial vegetable farmers in Louisiana, \$100,000 project recently funded by Low Input Sustainable Agriculture, Cooperative State Research Service, USDA.

Small Farms in Louisiana: Characteristics, Problems and Needs, Southern University Cooperative Extension Program and Center for Small Farm Research, August 1987.

"1890 Land-Grant Institutions Role in Small Agriculture," Office for Small Scale Agriculture, Cooperative State Research Service, USDA, August 1988.

"Keys to Rural Revitalization in the 1990's", Organizer, an invited paper session, American Agricultural Economics Association, Annual Meetings, July 1989.

"The Black Farmers' Plight in the Lower Mississippi Delta," The Role of Agriculture in the Social and Economic Development of the Lower Mississippi River Delta Region, Proceedings, February 26-28, 1990, Memphis, TN.

"Livestock Producers Successfully Using Cooperatives," The 1997 North American Farmers' Direct Marketing Conference, Albuquerque, New Mexico, February 2, 1997.

" Small-Scale Farmers' Access to Government Programs: The Role of Social Scientists," Organizer and Presenter, Pre-conference Workshop, Professional Agricultural Workers Conference, Tuskegee University, Tuskegee, Alabama, December 1997.

"Sustainable Agriculture in the South," The First Interdisciplinary Organized Symposium, Southern Association of Agricultural Scientists, Little Rock, Arkansas, February 1998.

"The 1890 Extension System: A Brief Look at the Enterprise," A presentation given at the Justin Morrill's Land of Learning Centennial Symposium, Strafford, Vermont, July 20 - 21, 1998.

COMPUTER PROFICIENCY

Possess extensive knowledge of the following software packages: Microsoft Office Professional 2003 (Word, Excel, Access, Power-point, and Publisher), Adobe Acrobat 7.0 and Monarch Pro.

SPECIAL INTERESTS AND ACTIVITIES

- **President/Chair of the Board of Directors**, 100 Black Men of Metro Baton, Inc., July 2009 – presently.

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- **Board Member**, Louisiana Housing Finance Agency --appointed by Governor Blanco, Fall 2004 – presently.
 - **President and Board Member** of the Sigma Beta Foundation, Baton Rouge, LA, presently
 - **Vice President and Board Member** of the National Sigma Beta Foundation, Washington DC, presently
 - **Immediate Past-Chair**, the Extension Committee on Policy, Renewal Resource Extension Act's Taskforce, presently
 - **Member** of the National Extension Committee on Policy Budget and Legislative committee, presently
 - **Partner**, Mississippi Policy Academy on Entrepreneurship, appointed July 2000
 - **Member**, Board of Directors of the Mid-Delta Empowerment Zone Alliance, appointed June, 1999
 - **Member**, System Planning Council, Board of Trustees, State Institutions of Higher Learning, Mississippi
 - **Member**, Louisiana Maritime Association, appointed 1995 to 1999
 - **Member**, Louisiana Task Force on African Trade, Finance and Development, appointed 1994 to 1999
 - **Member**, Louisiana Rural Development Advisory Board
 - **Founding Member**, Louisiana Public Health Institute
 - **Member**, Louisiana Red Cross Board
 - **Member and Treasurer**, Economic Development Alliance, Baton Rouge, LA
 - **Member**, Capital Area Red Cross Board, Baton Rouge, LA
 - **Member**, Capital Area Safety Council Board, Baton Rouge, LA
 - **Member**, Baton Rouge Leadership Alumni Association Board
 - **Member**, Capital Resource Conservation and Development Council
 - **Member**, East Baton Rouge Parish Mayor's Town Meeting Committee, 1991- 1999
 - **Vice President**, Community Association for the Welfare of Children.
 - **District Director**, Operation First Class, Capital Area Boy Scouts of America.
 - **President**, The Greater Baton Rouge Pan Hellenic Council, May 2004 - June 2006

AWARDS

- Association of Extension Administrators' 1998 Distinguished Service Award, June 24, 1998.
- Recipient of the 2000 Recognition of Black History Month Award, Mississippi Higher Education System, 2001
- Katrina Volunteer, Department of Health and Hospitals, 2005
- 100 Black Men President's award for Man of the Year, 2006
- Frater of the Year (2006) - Southwest Regional (Texas, Arkansas, Oklahoma, and Louisiana) National Pan Hellenic Council
- Regional Director 2006-2008 Southwest Regional National Pan Hellenic Council