

PERSONNEL AFFAIRS COMMITTEE

(Following the Finance and Audit Committee)

Friday, June 24, 2011

Health and Physical Education Building

Southern University – Park Campus

6400 Press Drive

New Orleans, Louisiana

AGENDA

1. Call to Order
2. Roll Call
3. Adoption of the Agenda
4. Public Comments
5. Action Items
 - A. Reappointment of Tenure Status and Sabbatical for Dr. Kofi Lomotey, SUBR
 - B. Employment Letter for Chancellor-select James Llorens, SUBR
 - C. Performance Evaluation of System President Ronald Mason
(Executive Session may be required)
6. Other Business
7. Adjournment

Members

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

To: Chip Forstall, Chair, Personnel Committee

From: Ronald Mason, Jr., President

Date: June 18, 2011

Re: Llorens and Lomotey

Llorens

I have attached the proposed contract for Chancellor James Llorens. The total compensation is \$270,000. Base compensation is \$250,000. A \$20,000 housing allowance is included until such time as the President's house is available on campus. At that time, the housing allowance will cease whether or not Dr. Llorens chooses to live in the house. If contractual performance measures have been met by the end of the second year, an additional year will be added to the contract term.

The proposed compensation is in line with regional and state averages.

Lomotey

It is recommended that Dr Lomotey be compensated \$120,000 per year as a tenured faculty member in the College of Education. This would equal the salary of the highest paid faculty member in the College. The recommendation is made in light of the following considerations: Dr. Lomotey has served as Chancellor for more than three years; the custom and practice at Southern has been for former Chancellors to be paid 80% of their salaries as Chancellors when they move to the faculty; as a two time former president and former provost, Dr. Lomotey's experience will be an asset to the College, University and System; the proposed salary strikes a balance between expectations based on past practice and our need to be cost conscious; it is reasonable that as a former chancellor who has faithfully served the University, and has outstanding credentials, be the highest paid faculty member in the unit where he resides.

This matter has been discussed with incoming Chancellor Llorens, and he agrees with the recommendation.

The resumes of both individuals are attached for reference.



Office of the Chancellor
P. O. Box 9374
[225] 771-5020
FAX [225] 771-2018

TO: Ronald Mason, President, SUS
FROM: Kofi Lomotey^{KL}, Chancellor, SUBR
RE: Sabbatical Request
DATE: 7 June 2011

I write to request a sabbatical for the fall 2011 semester. During this time I would focus on two projects: (1) expanding on a paper that I presented earlier this year at the American Educational Research Association (AERA) Annual Meeting and (1) retooling for full time teaching.

In April, I was invited to give the W.E.B. DuBois Distinguished Lecture at the Annual Meeting of the AERA in New Orleans. The topic of the paper was "Quality Higher Education for Students of African Descent: The Case for Historically Black Colleges and Universities." The paper was well received and I intend to expand the paper into a manuscript for a book. I intend to use a large part of my time away developing this manuscript and submitting it to an academic publisher for consideration.

It has been nearly 20 years since I taught full time on the higher education level. In order to be most effective once I return to the classroom, I need time to become more familiar with the recent literature in my field (urban education leadership), as well as the changes that have occurred in the area of pedagogy. I will use a portion of my time away doing the necessary research in these two areas and developing course materials (including syllabi) for courses that I would likely teach upon returning to the classroom. This one semester sabbatical will enable me to do this.

I believe that the above represents a reasonable agenda for a one-semester sabbatical and I seek your approval.

Thank you.

OK (R)

JOB CLASS				
JOB CODE				
CAL ID				

SOUTHERN UNIVERSITY SYSTEM

Personnel Action Form

POSITION NUMBER									
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CAMPUS: SUS SUBR SULAC SUAREC SUNO SUSLA

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

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

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

Profile of Person Recommended

Length of Employment July 1, 2011 To June 30, 2012
Effective Date July 1, 2011

Name Kofi Lomotey SS# xxx-xx-4557 Sex M Race* B
(Last 4 digits only)

Position Title: Tenured Professor in Education Department: Education

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 <u>35</u>	Southern University Experience <u>3</u>		
Degree(s):	Type/Discipline(BA-Education):	Institution/Location (SU-Baton Rouge):	Year:
	<u>Ph.D. - Political Science</u>	<u>Stanford University</u>	<u>1985</u>
	<u>M.A. - Educ. Administration</u>	<u>Stanford University</u>	<u>1981</u>
	<u>M.Ed. Curriculum & Instruction</u>	<u>Cleveland State University</u>	<u>1978</u>
	<u>B.A. - Economics</u>	<u>Oberlin College</u>	<u>1974</u>

Current Employer Southern University

Personnel Action

Check One New Appointment Continuation Sabbatical Leave of Absence
 Transfer Replacement Other (Specify) Tenured Professor in Education

Recommended Salary \$120,000 Salary Budgeted \$120,000

Source of Funds STATE-General Funds

Identify Budget: 111000-2256-210855 Location Dept. of Education
Form Code: _____ Page _____ Item # _____

Change of:
Position SUBR Chancellor From Tenured Professor in Education To
Status _____
Salary Adjustment \$245,000 \$120,000

Financial Aid signature (if, applicable):


List total funds currently paid this employee by Southern University:

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

Source of Funds	Amount
111000-2256-210855	\$120,000

*See Reverse Side

Graduate School signature (if, applicable):

Supervisor _____ Date _____	Dean/Unit Head _____ Date _____
Vice Chancellor _____ Date _____	Chancellor _____ Date _____
Director/Personnel _____ Date _____	Vice President/Finance _____ Date _____
President  _____ Date _____	Business Affairs/Comptroller _____ Date _____
	Chairman/S.U. Board of Supervisors _____ Date _____

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

ETHNIC ORIGIN (Please check one):

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

RACE (Please check all that apply):

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

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

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

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

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

COMMENTS:

EMPLOYEE REGULAR WORK SCHEDULE: _____

EMPLOYEE DIRECT SUPERVISOR: _____

NUMBER OF EMPLOYEES SUPERVISED, (if any) _____

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

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

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

CLASS OF EMPLOYMENT (VISA STATUS):

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

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

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

- _____ Approved Position Vacancy Authorization Form (applicable for new and replacement positions)
- _____ Position Vacancy Announcement (position advertised before processing PAF, if applicable)
- _____ Application for Employment Form Admin/Fac/Uncl Positions (Civil Service Application for classified employees)
- _____ Authority to Release (signed by employee) (submitted to 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)

JOB CLASS			
JOB CODE			
CAL ID			

SOUTHERN UNIVERSITY SYSTEM

Personnel Action Form

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

CAMPUS: SUS SUBR SULAC SUAREC SUNO SUSLA

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

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

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

Profile of Person Recommended

Length of Employment July 1, 2011 To December 31, 2011

Effective Date July 1, 2011

Name Kofi Lomotoy SS# xxx-xx-4557 Sex M Race* B
(Last 4 digits only)

Position Title: Tenured Professor in Education Department: Behavioral Studies

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

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 35 Southern University Experience 3

Degrees(s):	Type/Discipline (BA-Education):	Institution/Location (SU-Baton Rouge):	Year:
	<u>Ph.D. Pol Sc/MA Ed. Adm.</u>	<u>Stanford University</u>	<u>1985/1981</u>
	<u>M.Ed.-Curriculum & Instruction</u>	<u>Cleveland State University</u>	<u>1978</u>
	<u>B.A. - Economics</u>	<u>Oberlin College</u>	<u>1974</u>

Current Employer Southern University-Baton Rouge

Personnel Action

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

Recommended Salary \$120,000 Salary Budgeted \$120,000

Source of Funds STATE-General Funds

Identify Budget: 111000-2256-210855 Location Behavioral Studies
 Form Code: _____ Page 1 Item # _____

Change of:
 Position Chancellor From Professor of Education To
 Status _____
 Salary Adjustment \$245,000/12mos. \$120,000/9 mos.

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
State	
111000-2256-210855	\$120,000

*See Reverse Side

Graduate School signature (if, applicable):

Supervisor _____ Date _____	Dean/Unit Head _____ Date _____
Vice Chancellor _____ Date _____	Chancellor _____ Date _____
Director/Personnel _____ Date _____	Vice President/Finance _____ Date _____
President <u>[Signature]</u> _____ Date <u>6.22.11</u>	Business Affairs/Comptroller _____ Date _____
	Chairman/S.U. Board of Supervisors _____ Date _____

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

COMMENTS:

Employee will be on sabbatical for Fall 2011 and will return to position of Professor of Education in Spring 2012.

EMPLOYEE REGULAR WORK SCHEDULE: _____

EMPLOYEE DIRECT SUPERVISOR: _____

SUPERVISOR/DEPARTMENT CONTACT NUMBER _____

NUMBER OF EMPLOYEES SUPERVISED, (if any) _____

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

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

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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	

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

REQUEST FOR LEAVE OF ABSENCE FORM
SOUTHERN UNIVERSITY SYSTEM

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

Name of Employee: Kofi Lomotey SSN: xxx-xx-4557

Address: 447 Third Street, Unit 312 Phone: 404-831-9171

Title: Professor Highest Degree: Ph. D.

Birth Date: 7-13-50

NO. OF CONSECUTIVE FISCAL YEARS ACTIVE SERVICE AT THIS INSTITUTION: 3

EFFECTIVE DATE OF LEAVE: 07/01/2011 ANTICIPATED RETURN DATE: 01/01/2012

Purpose of leave Requested (click one):

- a. Professional or Cultural Improvement (Must have prior approval from Chancellor) X
- b. Rest and Recuperation (Statement from two (2) physicians* must be attached) ___
- c. Independent Study or Research Statement ___
- d. Military ___
- e. Maternity (Statement from one (1) physician* must be attached) ___

*must be attending physician

TYPE OF LEAVE REQUESTED (check one):

- a. with pay X
- b. without pay ___

LENGTH OF LEAVE REQUESTED: (No. of weeks, not to exceed 36 weeks) 28 Weeks

MANNER IN WHICH THIS LEAVE, IF GRANTED, WILL BE SPENT:

DO YOU WISH TO RETAIN FRINGE BENEFITS? (if yes, total contribution of premium must be paid to Human Resources/Comptroller's Office in Advance)

Teacher Retirement	Yes	<u>X</u>	No	___
State Retirement	Yes	<u>X</u>	No	___
Group Insurance	Yes	<u>X</u>	No	___
Elected Supplemental Benefits	Yes	<u>X</u>	No	___

I hereby agree to comply with the provisions of the Southern University Board of Supervisors' policy on leaves of absence.

DATE _____

SIGNATURE OF APPLICANT _____

PRIOR LEAVE RECORD FROM THIS INSTITUTION:

Date of Last Leave: N/A

Purpose of Last Leave: N/A

TYPE OF LAST LEAVE:

With pay _____ Amount: _____

Without Pay _____

Length of last leave: _____

Signature of Chairperson _____

Signature of College Dean _____

Signature of Chief Academic Officer _____

Signature of Campus Chancellor _____

Signature of System President _____

DATE _____

DATE _____

Signature of Appropriate Committee Chairperson _____

Signature of Chairman of the Board _____

Date _____

Date _____

CURRICULUM VITA

Kofi Lomotey

March 2008

Office:

Fisk University
Office of the Provost
1000 Seventeenth Avenue North
Nashville, TN 37208
615.329.8681/ 615.329.8802 (fax)

Home:

555 Church Street
Unit # 1407
Nashville, TN 37219
615.259.2416
478.972.1739 (cell)

Earned Degrees

Ph.D.	Stanford University, Stanford, California Educational Administration and Policy Analysis Minor: Political Science	1985
M.A.	Stanford University, Stanford, California Educational Administration and Policy Analysis	1981
M.Ed.	Cleveland State University, Cleveland, Ohio Curriculum and Instruction	1978
B.A.	Oberlin College, Oberlin, Ohio Economics Minor: Black Studies	1974

Additional Professional Development

Certificate	Harvard University, Cambridge, Massachusetts Institute for Educational Management	1999
Certificate	American Association for State Colleges & Universities (AASCU) Washington, DC Millennium Leadership Institute	2001

Professional Positions

Executive Vice President, Provost and Professor of Education, Fisk University Nashville, Tennessee	2006-
Senior Fellow, American Association of State Colleges and Universities (AASCU) Washington, DC	2005-06

President and Professor of Education, Fort Valley State University University System of Georgia Fort Valley, Georgia	2001-05
Senior Vice President, Provost and Professor of Education, Medgar Evers College The City University of New York Brooklyn, New York	1998-01
Vice President, Provost and Professor of Education, Medgar Evers College The City University of New York Brooklyn, New York	1997-98
Chair and Professor, Department of Administrative & Foundational Services College of Education, Louisiana State University Baton Rouge, Louisiana	1996-97
Chair and Associate Professor, Department of Administrative & Foundational Services College of Education, Louisiana State University Baton Rouge, Louisiana	1992-96
Associate Professor and Program Coordinator, Educational Administration Program Department of Organization, Administration & Policy Graduate School of Education State University of New York at Buffalo Buffalo, New York	1991-92
Assistant Professor, Graduate School of Education Department of Organization, Administration & Policy State University of New York at Buffalo Buffalo, New York	1987-91
Founder and Principal, Shule Ya Taifa (pre-school & elementary school) East Palo Alto, California	1981-87
Founder and Principal, Shule Ya Kujitambua (pre-school & elementary school) Oberlin, Ohio	1973-77

Current Professional Responsibilities/Memberships

Editor, *Urban Education*

Editor, *Encyclopedia of African American Education*

Member, Board of Directors, Xechem International

Member, Board of Trustees, Oberlin College

Member, Advisory Board, *The Black College Review*

National Secretary/Treasurer, The Council of Independent Black Institutions (CIBI)

Member, American Educational Research Association (AERA)

Publications

Books:

Lomotey, K. (Ed.). (In press). *Encyclopedia of African American education*. Thousand Oaks, CA: SAGE Publications.

Smith, W. A., Altbach, P. G., & Lomotey, K. (Eds.). (2002). *The racial crisis in American higher education, Volume II*. Albany, NY: State University of New York Press.

Teddlie, C., & Lomotey, K. (Eds.). (1997). *Readings on equal education, Volume 14, Forty years after the Brown decision: The current and future sociological implications of school desegregation*. New York: AMS Press, Inc.

Lomotey, K. (Ed.). (1997). *Sailing against the wind: African Americans and women in U.S. education*. Albany, NY: State University of New York Press.

Lomotey, K., & Teddlie, C. (Eds.). (1996). *Readings on equal education: Volume 13, Forty years after the Brown decision: Implications of school desegregation for U.S. education*. New York: AMS Press, Inc.

Altbach, P. G., & Lomotey, K. (Eds.). (1991). *The racial crisis in American higher education: Problems and solutions*. Albany, NY: State University of New York Press.

Lomotey, K. (Ed.). (1990). *Going to school: The African-American experience*. Albany, NY: State University of New York Press.

Lomotey, K. (1989). *African-American principals: School leadership and success*. Westport, CT: Greenwood Press.

Articles in Journals:

Lomotey, K. (2000). The crisis in pre-collegiate urban education: Selected aspects. *Journal of Research in Education*, 9(1), 3-6.

Lomotey, K., Shujaa, M. J., Nelson-Brown, T. A., & Kyles, S. R. (1999). African-American enrollment and retention in higher education: An application of game theory. *Trotter Review*. William Trotter Institute, University of Massachusetts, Boston.

Lomotey, K., & Simms, J. (1996). Dispersing and employing knowledge on refashioning urban schools: Exacerbating the power relations dilemma. *Educational Policy*, 10(2), 297-303.

Shujaa, M. J., & Lomotey, K. (1996). Afrocentric education. *African Peoples Review*, V (2), 17-18.

Allen, K., Jacobson, S., & Lomotey, K. (1995). African-American women in educational administration: The importance of mentors and sponsors. *Journal of Negro Education*, 64 (4), 409-422.

Lomotey, K. (1995). Social & cultural influences on schooling: A commentary on the UCEA knowledge base project, Domain I. *Educational Administration Quarterly*, 31(2), 294-303.

- Lomotey, K. (1993). African American principals: Bureaucrat/administrators and ethno-humanists. *Urban Education*, 27(4), 395-412.
- Lomotey, K. (1992). Independent Black institutions: African-centered education models. *Journal of Negro Education*, 61(4), 455-462.
- Lee, C. D., Lomotey, K., & Shujaa, M. J. (1990). How shall we sing our sacred song in a strange land? *Journal of Education*, 172(2), 45-61.
- Lomotey, K., & Swanson, A. (1989). Urban and rural schools research: Implications for school governance. *Education and Urban Society*, 22(3), 436-454.
- Lomotey, K. (1989). Cultural diversity in the urban school: Implications for principals. *NASSP Bulletin*, 73(521), 81-85.
- Lomotey, K. (1987). Black principals for Black students: Some preliminary observations. *Urban Education*, 22(2), 173-181.

Chapters in Books:

- Lomotey, K., & Aboh, S. (in press). Historically Black colleges and universities: Catalysts to liberation? In L. Tillman (Ed.) *SAGE Handbook of African American Education*. Thousand Oaks, CA: SAGE Publications.
- Danley, L.L., Land, R. R., and Lomotey, K. (in press). The power of pathways: Strategies for the preparation of African American faculty. In L. Tillman (Ed.) *SAGE Handbook of African American Education*. Thousand Oaks, CA: SAGE Publications.
- Lomotey, K. (in press). Section introduction: African Americans in higher education. In L. Tillman (Ed.) *SAGE Handbook of African American Education*. Thousand Oaks, CA: SAGE Publications.
- Chang, M. J., Altbach, P. G., & Lomotey, K. (2005). Race in higher education: Making meaning of an elusive moving target. In P. G. Altbach, R. O. Berdahl and P. J. Gumport (Eds.), *American Higher Education in the Twenty-first Century, Volume II*. Baltimore, MD: Johns Hopkins University Press.
- Rueda, R., Kyles, S. R., & Lomotey, K. (1999). From projects, theses and dissertations to manuscripts. In F. E. Obiakor, B. Algozzine and J. Boston (Eds.), *Publish and flourish: A guide for writing in education* (pp. 21-26). CEC.
- Altbach, P. G., Lomotey, K., & Kyles, S. R. (1999). Race in higher education: The continuing crisis. In P. G. Altbach, R. O. Berdahl and P. J. Gumport (Eds.), *The American university in the 21st century: Higher education and society* (pp. 448-466). Baltimore, MD: Johns Hopkins University Press.
- Rivers, S., & Lomotey, K. (1998). Models of excellence: Independent African-centered schools. In W. Pinar (Ed.), *Curriculum: New identities in/for the field* (pp. 343-353). New York: Garland.
- Lomotey, K., & Fossey, R. (1997). The unkept promise of Brown v. Board of Education: How can its vision be fulfilled? In T. DeMitchell and R. Fossey (Eds.), *Vain hopes and false promises: The limits of law-based school reform* (pp. 165-181). Lancaster, PA: Technomic Press.
- Lomotey, K. (1994). Sucheng Chan. In M. S. Seller (Ed.), *Women educators in the United States* (pp. 103-110). Westport, CT: Greenwood Press.
- Lomotey, K. (1994). African-American principals: Bureaucrat/administrators and ethno-humanists. In M. J. Shujaa (Ed.), *Too much schooling, too little education: A paradox in African-American life*. Trenton, NJ: Africa World Press.

Lomotey, K., & Swanson, A. (1990). Restructuring school governance: Learning from the experiences of urban and rural schools. In S. L. Jacobson and J. A. Conway (Eds.), *Educational leadership in an age of reform* (pp. 65-82). White Plains: Longman.

Lomotey, K., & Staley, J. (1990). The education of African Americans in the Buffalo public schools. In H. Taylor (Ed.), *African Americans and the rise of Buffalo's post industrial city, 1940 to present* (pp. 157-186). Buffalo: Buffalo Urban League, Inc.

Lomotey, K., & Brookins, C. (1988). The independent Black institutions: A cultural perspective. In D. T. Slaughter and D. J. Johnson (Eds.), *Visible now: Blacks in private schools* (pp. 163-183). Westport, CT: Greenwood Press.

Technical Reports, Encyclopedia Entries, Monographs, Evaluations and Training Manuals:

Shujaa, M. J., & Lomotey, K. (1997). Afrocentrism. In the *Dictionary of multicultural education*. Carl A. Grant and Gloria Ladson-Billings (Eds.). Phoenix: Oryx Press.

Shujaa, M. J., & Lomotey, K. (1996). Afrocentricity. In *Encyclopedia of African-American culture and history*. Jack Salzman, David Lionel Smith and Cornel West (Eds.). New York: MacMillan.

Lomotey, K., & Shujaa, M. J. (1996). The Council of Independent Black Institutions (CIBI). In *The encyclopedia of African-American education*. Westport, CT: Greenwood Press.

Shujaa, M. J., & Lomotey, K. (1996). Afrocentricity and Afrocentric education. In *The encyclopedia of African-American education*. Westport, CT: Greenwood Press.

Lomotey, K., & Simms, J. (1996). *Beauregard Parish School System: Central office and individual school site staffing patterns: An evaluation*.

Dareesh, J. C., & Lomotey, K. (1995). *External review of the Ph.D. program in educational administration and supervision (school administration emphasis)*, College of Education, Bowling Green State University.

Giroux, H. A., Lomotey, K., McJamerson, E., & Perry, T. (1994). *The UCEA document base: Domain I: Societal and cultural influences on schooling: Creating a multicultural/multiracial democracy*. New York: McGraw-Hill.

Crow, G., & Lomotey, K. (1993). *Acadia Parish School District evaluation of central office staffing patterns*.

Shujaa, M. J., Lomotey, K., & Charles, H. (Eds.). (1990). *Parents as effective educators and school policy makers*. Chicago: G.R.E.A.T. Community Coalition and School-Tech Services. Supported by a grant from the John D. and Catherine T. MacArthur Foundation.

Lomotey, K., & Shujaa, M. J. (1990). *Liberty partnership program-State University of New York at Buffalo: Year one evaluation (1989-1990)*.

Lomotey, K., & Staley, J. (1989). *The education of African-Americans in the Buffalo public schools: An exploratory study. Final report*. Buffalo: The Center for Applied Public Affairs Studies, State University of New York at Buffalo.

Book Reviews:

Rivers, S., & Lomotey, K. Review Essay of *Handbook of research on multicultural education*, edited by J. A. Banks and C. A. M. Banks, MacMillan Publishing U. S. A., (1995), *Journal of Education for Students Placed at Risk*, 1(2).

Lomotey, K. Review Essay of *Improving the urban high school: What works and why*, by K. S. Louis and M. B. Miles, Teachers College Press, New York, 1990, *Urban Education*, 26(2).

Lomotey, K. Review of *Effective education: A minority policy perspective*, by Charles Vert Willie, Greenwood Press, New York, 1988, *Educational Policy*. 3(3), 300-303.

Selected Grants

Louisiana Governor's Office of Rural Development, (1994-96) - \$277,920.00
(with James Garvin)

State University of New York at Buffalo, (1991) - \$4,000.00
University Teaching Fellowship
Project Title: "Educational policy analysis in urban contexts" (with Mwalimu J. Shujaa)

New York State/United University Professions, (1990) - \$11,410.00
Dr. Nuala McGann Drescher Affirmative Action Leave
Project Title: "African-American students: Enrollment and retention in higher education"

Spencer Foundation, (1988-89) - \$7,500.00
Project Title: "Policies and practices that are effective in the admission and retention of Black students in higher education: The Oberlin College Model"

New York State/United University Professions, (1987-88) - \$750.00
Project Title: "Racial differences in school leadership: Black and white elementary school principals"

Selected Awards and Honors

Leadership Award, Office of the Dean of Students, Fort Valley State University, April 2005

Outstanding Service Award, Fort Valley Evening Optimist Club, January, 2005.

Outstanding Educator Award, Georgia Retired Educators Association (GREA), October 2004

Appreciation Award, Student Government Association, Fort Valley State University, May 2004

Service Award, Compact for Faculty Diversity Institute on Teaching and Mentoring, November 2003

Rookie of the Year Award, Boys and Girls Club, Peach County, Georgia, October 2003

Certificate of Appreciation, Southwestern and A. S. Clark Schools, February 2003

Heritage Award, Bethel Christian Methodist Episcopal Church, Georgia, February 2003

Certificate of Appreciation, Alkebulan Ngozi Rites of Passage Universal Collective, July 2002

Distinguished Scholar Award, American Educational Research Association (AERA) Committee on the Role and Status of Minorities in Educational Research and Development, April 1999

President's Award, Black Faculty and Staff Caucus, Louisiana State University, July 1997

Outstanding Scholar Award, American Educational Research Association (AERA) Research Focus on Black Education, April 1997

Service Award, Black Faculty and Staff, Louisiana State University, June 1996

President's Award for Research. Phi Delta Kappa, May 1990

Dissertations Chaired

- Brown, Thresa. (1998). *Student loan procurement: Exploring its linkages to leadership, diligence and post collegiate behaviors*. Louisiana State University.
- Smith, Forest, D. (1997). *Orientation effects on African-American engineering students: The LSU case*. Louisiana State University.
- Jones, Tanya. (1997). *The effects of the Louisiana Systemic Initiative on two rural school districts in Louisiana*. Louisiana State University.
- Smith-Vosper, Lisa. (1997). *Educational plans of community college students: An expansion of two college choice models*. Louisiana State University.
- Kelly, Diana F. (1997). *The influence of violence upon academic achievement among African American first time college students*. Louisiana State University.
- Hebert, Christy. (1996). *Women who lead high schools: A missing element in leadership theory*. Louisiana State University.
- Mukuria, Gathogo. (1996). *The role of the principal in African-American urban middle schools with low suspension rates*. Louisiana State University.
- Trzcinka, Sheila M. (1996). *Curriculum and teachers' attitudes: The impact of the change process in special education*. State University of New York at Buffalo.
- Wren, Cynthia Y. (1996). *Work motivation and perceived organizational effectiveness in middle schools*. Louisiana State University.
- Jones, Leslie Faye (1996). *School social climate and individual student achievement in rural high schools*. Louisiana State University.
- Tolliver, Joel (1995). *African American student perceptions of teacher fairness and the relationship to academic achievement*. State University of New York at Buffalo.
- Brown, Diane (1995). *Principal behaviors related to special education: Correlations to school climate at the secondary level*. Louisiana State University.
- Shillin Wolf, Ava (1994). *A co-word analysis of title words from research articles published in the Educational Administration Quarterly (1965-1990)*. State University of New York at Buffalo.
- Livsey, Suzette (1993). *Principal leadership in a school-wide change effort*. State University of New York at Buffalo.
- Mark, Dianne L. H. (1993). *High achieving African-American children in low income single parent families: The home learning environment*. State University of New York at Buffalo.
- Battaglia, Kathleen J. (1992). *The relationship between school intervention and return to GED classes*. State University of New York at Buffalo.
- Singletary, Carolyn (1991). *The impact of magnet schools on the academic achievement of African-American students*. State University of New York at Buffalo.
- Pozarny, Michele (1990). *The relationship between teachers' self-esteem and attitudes toward peer coaching*. State University of New York at Buffalo.

Reference List for Kofi Lomotey

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Dr. Jay Scribner

Ken McIntyre Professor for Excellence
in School Leadership
College of Education
The University of Texas at Austin
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Dr. Mwalimu J. Shujaa

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Dr. Orlando Taylor

Dean, Graduate Studies
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otaylor@howard.edu

EMPLOYMENT AGREEMENT

The Board of Supervisors of Southern University and Agricultural and Mechanical College (Board) hereby employs as Chancellor of Southern University and A & M College, James Llorens, (Chancellor) who hereby accepts the following terms of employment.

1 TERM OF EMPLOYMENT

- 1.1 The employment established in this Agreement is for an initial term of three (3) years, commencing on July 1, 2011 and ending on June 30, 2014.
- 1.2 This agreement may be extended for a fourth year (July 1, 2014- June 30, 2015), if the Chancellor satisfactorily meets the duties and conditions as stated in Section 2 during the first two (2) years of the initial term; Upon the recommendation of the System President, the Board, in its sole discretion, shall provide notice of intent to extend this agreement by April 30, 2014.
- 1.3 The Chancellor will be appointed as a full professor with tenure in the Nelson Mandela School of Public Policy at Southern University and A & M College.

2 DUTIES AND CONDITIONS OF EMPLOYMENT

- 2.1 The Chancellor shall oversee and provide leadership for the overall operations of Southern University and A & M College (SUBR).
- 2.2 The Chancellor shall report and be responsible to the Board through the System President as required in the Board's by-laws.
- 2.3 The Chancellor's employment shall be subject to all other rules, orders and regulations established and adopted by the Board, as amended from time to time except as such rules, orders and regulations conflict with the express terms of this Agreement.
- 2.4 The Chancellor shall comply with all other laws and regulations applicable to his specific office and public officials.
- 2.5 The Chancellor will be subject to an annual review by the System President to be conducted in a manner and by a procedure determined by the System President. The President along with the Chancellor will establish performance goals which include those listed in Section 2.6 and other goals and objectives as agreed to by the Chancellor and the System President. The goals and objectives will be the basis for his performance review for the first two (2) years of the agreement.

2.6 Performance Goals

2.6.1.1 Increase the FTE enrollment of one percent (1%) by the end of the second year of the initial term of the agreement. The base year for this performance goal is the FTE enrollment for academic year 2010-2011.

2.6.1.2 Increase the research funding at SUBR by five percent (5%) through grants and other non-state appropriations by the end of the second year of the initial term of the agreement. The base year for this performance goal is the total research funding for the academic year 2010-2011.

2.6.1.3 Meet SUBR's annual GRAD Act requirements and amendments to the GRAD Act.

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3 **COMPENSATION**

3.1 The Chancellor shall be paid an annual salary of two hundred and fifty thousand dollars (\$250,000.00) for the term of this Agreement as compensation for his services while serving as Chancellor. This annual salary will be paid in the form of equal monthly installments no later than the last calendar day of each month in accordance with SUBR's payroll procedures.

3.2 The Chancellor shall receive a housing allowance of twenty thousand dollars (\$20,000.00) annually, which shall be paid in the form of equal monthly installments no later than the last calendar day of each month in accordance with SUBR's payroll procedures. The Chancellor shall receive monthly payments for the housing allowance until University Place becomes available for occupancy and its occupancy by the Chancellor is approved by the Board.

3.3 The Chancellor will be eligible to participate in the benefits plans for health, insurance, retirement and any other benefits that are available for full time administrative employees.

3.4 The Chancellor's compensation as a full-time faculty member at the Nelson Mandela School of Public Policy shall be determined by the mean average of the faculty salary of the three (3) highest paid tenured full professors at the Nelson Mandela School of Public Policy as of the date his employment ends as Chancellor unless determined by Section 4.1.1 herein. The calculation shall exclude full professors who may be receiving salaries based upon an

administrative appointment (i.e. Dean, Chairpersons, etc.)

- 3.5 In recognition of the Chancellor's status as a "retired member" as defined by the Teachers' Retirement System of Louisiana (TRSL) and the laws governing reemployment of retired individuals, SUBR agrees to make a contribution to an optional retirement plan in an amount equal to ten (10%) percent of Chancellor's base salary. Chancellor shall be responsible for determining the plan into which the contribution shall be made. This contribution shall be subject to the plan being qualified to receive contributions on a pre-tax basis and the Chancellor shall be entitled to make additional contributions on his own behalf. SUBR shall not be responsible for management of the plan or for the investments contained therein in any manner whatsoever.

4 TERMINATION

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4.1 Termination Without Cause.

The Chancellor may be terminated without cause at the recommendation of the System President with approval of the Board. If the Chancellor is terminated without cause, he shall have the right to select an option as stated in Section 4.1.2 herein. If the Chancellor is terminated without cause and elects to become a full-time professor, he shall be entitled to the same base salary that he would have received as Chancellor for the balance of the initial term of this agreement, unless such agreement has been renewed.

- 4.1.1 The Chancellor, upon termination as Chancellor without cause, shall have the right to: (a) remain at SUBR and assume the position of full professor with tenure at SUBR or such other campus as may be mutually agreed upon by the parties or (b) he may elect to leave SUBR. For purposes of this paragraph, the Chancellor's faculty compensation shall be calculated and begin as of the last date of payment of the base salary due under this Agreement.
- 4.1.2 If the Chancellor elects to leave SUBR following a termination without cause he will not be entitled to any further compensation beyond amounts earned as of his last day of employment. Any amounts owed Chancellor under this section shall be paid in the form of a lump sum no later than 15 days after Chancellor's last day of employment.
- 4.1.3 The parties agree that the above payments represent liquidated damages and are all that is due should the Agreement be terminated without cause,

except ordinary claims for benefits accrued and vested as of Chancellor's termination under any pension or welfare benefit plan sponsored and/or maintained by SUBR for the benefit of full-time administrative employees.

4.2 Resignation.

4.2.1 The Chancellor shall provide the System President with notice of resignation of at least ninety (90) days unless such notice is waived by the System President or occasioned by illness or disability. If the Chancellor voluntarily elects to leave his position as Chancellor during the term of employment herein he shall be entitled to assume his appointment as a full professor with tenure at SUBR. He shall be compensated at the faculty pay described in section 3.4 to be calculated as of the date of his letter of resignation. His faculty position will begin at the start of the fall or spring semester immediately following the expiration of the ninety (90) day notice period or following the effective date of his resignation should it be sooner.

4.3 Expiration.

4.3.1 After the end of the term of employment specified herein, the Chancellor will be entitled to assume his position as a full professor at SUBR. He shall be compensated as calculated in section 3.4.

4.4 Termination For Cause.

4.4.1 If the Chancellor is terminated for cause, he shall be terminated from all positions with SUBR immediately, including his position as a tenured faculty member. If terminated for cause, with the exception of amounts earned prior to the Chancellor's termination date and ordinary claims for benefits accrued and vested as of Chancellor's termination under any pension or welfare benefit plan sponsored and/or maintained by SUBR for the benefit of full-time administrative employees, the Chancellor shall be entitled to no further payments whatsoever after his termination date. The reasons for termination shall be provided to the Chancellor in writing and he shall be afforded an opportunity of not less than ten (10) days to respond to such notice and a due process hearing before the Board.

4.4.2 The Board may terminate the Chancellor for cause for the following reasons:

4.4.2.1 Conviction of a crime of moral turpitude;

4.4.2.2 A finding of academic dishonesty as that term is defined in the Faculty Handbook;

4.4.2.3 Felony indictment for a crime of moral turpitude or other crime which would bring SUBR's and Southern University System's reputation in disrepute;

4.4.2.4 Neglect of duty; and

4.4.2.5 Disability (defined as an inability to fulfill the duties of Chancellor for a period of at least ninety (90) consecutive days.).

5 SERVICE ON CORPORATE BOARDS

5.1 The Chancellor may serve as a member of the Board of Directors of other public or private corporations so long as such service is not a violation of any law and will not interfere with or detract from the performance of his duties and responsibilities as Chancellor or create any conflict of interest involving or affecting the SUBR. The Chancellor shall obtain approval from the System President prior to accepting an appointment to, or agreeing to continued service on, any such Board. The System President shall not unreasonably withhold its approval.

6 EDUCATIONAL BENEFITS.

6.1 The Chancellor and the members of his immediate family shall be entitled to any privileges or benefits of attendance at SUBR as afforded other full-time employees of the SUBR.

7 NOTICES

7.1 Any notice required or desired to be given under this Agreement shall be deemed given if given in writing, sent by postage prepaid certified mail, or hand delivery to:

7.1.1 Chancellor James Llorens, _____, and/or delivered to him at his office at SUBR.

7.1.2 President, Dr. Ronald Mason, Southern University System, 4th Floor, J.S. Clark Administration Building, Baton Rouge, LA.

7.1.3 With copies to the General Counsel, Tracie Woods, Southern University System, 4th Floor, J.S. Clark Administration Building, Baton Rouge, La 70813

8 ENTIRE CONTRACT

8.1 This Agreement constitutes the entire understanding and agreement between the Board and the Chancellor with regard to all matters related to his employment. There are no other agreements, conditions or representations, oral written, express or implied, with regard thereto. This Agreement may be amended only in writing and signed by both parties thereto.

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IN WITNESS WHEREOF, this Agreement is executed by Dr. James Llorens, Chancellor, Southern University and A & M College; Dr. Ronald Mason, President, Southern University System; Darren G. Mire, Chairman, Board of Supervisors of Southern University and Agricultural and Mechanical College, as of the _____ day of _____, 2011.

CHANCELLOR,
SOUTHERN UNIVERSITY AND A & M
COLLEGE

JAMES LLORENS

DRAFT

PRESIDENT, SOUTHERN UNIVERSITY
SYSTEM

RONALD MASON, JR.

CHAIRMAN, BOARD OF SUPERVISORS
OF SOUTHERN UNIVERSITY AND
AGRICULTURAL AND MECHANICAL
COLLEGE

DARREN G. MIRE

JAMES L. LLORENS

CURRENT POSITION

**Assistant Chief Administrative Officer
Office of the Mayor-President
City of Baton Rouge and Parish of East Baton Rouge
January 2008-Present**

- Appointed to position of Assistant Chief Administrative Officer by Mayor-President, January 2009
- Primary responsibility is oversight and supervision of City-Parish Departments of Human Resources, Workforce Development, Community Development, Human Development and Services and Juvenile Services. Departments have a total budget of over 33 million dollars and a personnel allocation of over 500.
- Oversight and management of special grant funds, including 34 million dollars in hurricane recovery funds.
- Additional responsibilities include special projects and liaison to outside agencies. Areas of involvement include economic development, minority business development, mass transportation, healthy cities initiatives, volunteerism initiatives.
- Represented Administration in contract negotiations with national labor union representing employees other than fire and police employees.

MOST RECENT ACADEMIC EXPERIENCE

**Dean of Graduate Studies
Associate Professor of Public Administration
Southern University
Baton Rouge, Louisiana
2002-2008**

- Appointed Interim Dean of Graduate Studies July, 2002
Permanent appointment July 2003.
- Tenured Associate Professor of Public Administration, Nelson Mandela School of Public Policy and Urban Affairs.
- Southern University offers 25 Master's degrees and 6 doctoral degrees. The average enrollment was 1230 students. The University is currently classified as a Master's L (Large) institution by the Carnegie Institute. The University's strategic plan established the goal of meeting the requirements for doctoral status. The Dean of Graduate Studies is responsible for the development and oversight of policies governing all graduate programs and serves as secretary of the Graduate Council.

- Secured funds for qualified doctoral programs through the U.S. Department of Education, Title III, Historically Black Graduate Institutions program. This was accomplished through collaboration with the Southern University Law Center. During tenure as Dean four of the six doctoral programs received over 2.8 million dollars to support African American doctoral students, faculty development, research and laboratory equipment, and laboratory and classroom renovations. These funds supported a full time Grants Manager to provide oversight and management of Title III funds in the Office of Graduate Studies.
- Reallocated resources within the Office of Graduate Studies to fund two full time professional graduate admissions counselors. This provided for a more efficient admissions process.
- Implemented a data imaging process and off-site file storage system for admissions and matriculation documents to provide a secure database and reduce physical space utilization.
- Planned and implemented an undergraduate Title III program to provide undergraduates with tutoring and training for the Graduate Record Examination (GRE) to enhance their competitiveness for admission to graduate programs.
- Retired to accept position with City of Baton Rouge and Parish of East Baton Rouge

EDUCATION AND RELATED TRAINING

**Ph.D. Political Science
Louisiana State University
Baton Rouge, Louisiana**

**Post-Doctoral Fellow, Public Policy and Minority Communities
Hubert Humphrey Institute of Public Affairs
University of Minnesota
Minneapolis, Minnesota**

**Fellow, American Council of Education (ACE) Fellows Program
Washington, D.C.**

**M.S. Urban Affairs
University of Wisconsin-Milwaukee
Milwaukee, Wisconsin**

**B.A. Psychology
Loyola University
New Orleans, Louisiana**

PROFESSIONAL DEVELOPMENT

American Council on Education Fellow 1998-99

The American Council on Education (ACE) Fellows program is a year-long higher education leadership development program. ACE conducts a rigorous and competitive selection process and invites 30 fellows from universities around the country to participate in a program designed to introduce fellows to issues and problems confronting higher education and learn critical leadership and management skills through national seminars and interactive discussions with renowned leaders in higher education. Fellows mentor with a university president and attend three week-long seminars conducted by ACE staff and leaders in higher education. I was selected for the 1997-98 ACE Fellows program and mentored with Dr. Jack Hawkins, Chancellor of the Troy State University System and President of Troy State University, Troy, Alabama. The Troy State System consists of four campuses and an extensive off-site graduate program offering graduate degrees around the world. The ACE experience at Troy State afforded me the opportunity to observe a system that served traditional students at its Troy campus, non-traditional students at its Montgomery campus, community residents at two other campuses in Alabama, and through its contracts with the United States military, is a leader in entrepreneurial academic programs.

Post-Doctoral Fellow, Public Policy and Minority Communities

Hubert H. Humphrey Institute of Public Affairs

University of Minnesota

Minneapolis, Minnesota

June 1993-August 1994

Completed post-doctoral studies while maintaining my responsibilities as Chair of the Department of Political Science at Southern University. During the academic year I spent one week-end a month at the Humphrey Institute and was in residence for two full summers. I studied under Dr. Samuel Meyers, Jr., Roy Wilkins Chair in Social Justice.

PREVIOUS ACADEMIC AND ADMINISTRATIVE EXPERIENCE

Southern University, Baton Rouge

Associate Professor and Chair

Department of Public Administration

Nelson Mandela School of Public Policy and Urban Affairs

1997 – 2002

- Administration and teaching responsibilities in Master of Public Administration (MPA) degree program accredited by the National Association of Schools of Public Affairs and Administration. The program served approximately 140 pre-career and in-service students with a faculty of 5 full-time professors and a supporting adjunct faculty.
- During my tenure as Chair the program maintained a steady enrollment while attracting more academically competitive students. I stressed student and faculty involvement in departmental decisions. The curriculum was reviewed on a regular basis and revised to meet the needs of the students and the demands of the public sector.

- Developed the plan for the joint Juris Doctor/Master of Public Administration in cooperation with the Southern University Law Center. The Department received approval to offer the joint Juris Doctor/Master of Public Administration degree beginning in Fall 2002.
- Organized the Southern University chapter of Pi Sigma Alpha, National Honor Society for Public Administration.
- Emphasized networking and professional development for MPA students and Southern University consistently won the annual award for the most graduate students attending the Annual Meeting of the Conference of Minority Public Administrators.

**Associate Professor and Chair
Department of Political Science
1992 - 1997**

- Administration and teaching responsibilities in academic department offering the Bachelor's degree in Political Science and a concentration in Political Science in the Master's Degree in Social Science. The Department served 100+ students with 7-9 full-time professors.
- During my tenure as Chair of the Department we revised the curriculum for political science to include non-credit seminars designed to expose students to current government issues.
- The advisement process for undergraduates was revised to require documented annual reviews of a student's progress. All prospective seniors were advised by the Department Chair. These advisement procedures resulted in an immediate drastic reduction in discrepancies for prospective graduates, and after one year, no discrepancies cited by the Registrar in graduation application.
- Established a Public Policy Lecture Series funded by external contributions. Guest lecturers on campus included Law Professor and Civil Rights Advocate Lani Guinier, Kweisi Mfume of the Congressional Black Caucus, and Deval Patrick, Office of Civil Rights of the United States Department of Justice.

**Assistant Professor
Department of Political Science
1989 - 1992**

- Began as a full-time temporary faculty member while completing my doctoral degree. Courses taught included: State and Local Government, Urban Politics, Black Politics, Public Administration, American Political Processes.
- Additional Responsibilities: Assistant to Dean, School of Public Policy and Urban Affairs, September 1990 - May 1991.

**Co-Director
Taft Institute for Social Studies Teachers
Department of Political Science**

July 1991

July 1992

- Coordinated a two week summer seminar for elementary and secondary social studies teachers in Louisiana. The Seminar focused on introducing elementary and secondary school teachers to the American democratic process and the role of political parties. I co-directed the program with Dr. Jewel Prestage. The program was initially funded by the Robert Taft Institute.
- A \$65,000 grant from the Louisiana Board of Elementary and Secondary Education was awarded for the second year of the program.

Adjunct Instructor
Department of Public Administration
1985 - 1989

- Courses taught: Human Resource Management, Urban Economics, Fiscal Management.

PREVIOUS ADMINISTRATIVE EXPERIENCE IN GOVERNMENT

City of Baton Rouge/Parish of East Baton Rouge

Personnel Coordinator
April 1983 - March 1989

- Appointed by Mayor/President to manage a comprehensive human resource department for 3500 employees. The Department consisted of divisions responsible for recruiting, examination, classification, and employee benefits for classified and unclassified employees. My responsibilities included the supervision of health insurance benefits for all employees and oversight of the risk management program for all city-parish operations.
- I was a member of the City/Parish management team for labor union contract negotiations, including AFL-CIO, Teamsters, and Fire and Police.
- I developed and implemented the process for selecting the first health maintenance organizations offered as a health benefit program to city-parish employees.

Director of Human Services
January 1981 - April 1983

- Initially appointed by Mayor-President as Director of Intergovernmental Relations. This position served as the Mayor-President's coordinator and liaison between several social service programs. Each program operated independently with a separate management team. I planned and implemented the creation of the Division of Human Services, which brought all of the programs under one management structure. I was then appointed Director of Human Services and managed the division, which included the Offices of Community Services, Employment and Training, Community Development, and Youth Opportunity.
- The creation of the division resulted in significant administrative cost savings through the creation of a central fiscal services unit that performed all fiscal management operations for the entire division. This significantly reduced administrative overhead costs and resulted in additional funds being directed to client services. The model implemented is still in use by the City/Parish.
- Coordinated the application process for the Department of Housing and Urban Development's Urban Development Action Grant which resulted in the development of the Catfish Town retail and business district in downtown Baton Rouge.

Federal Aid Coordinator
May 1975 - December 1980

- Appointed by the City/Parish Council as advisor on federal grants. During this period I coordinated the application and review process for several federal grant programs for public works and community development activities.

CURRENT ACADEMIC PROFESSIONAL SERVICE

- Treasurer, Council of Historically Black Graduate Schools
- Member, Graduate Record Examination Services Committee, Educational Testing Service. 3 year term expires June 2011.

PREVIOUS ACADEMIC PROFESSIONAL SERVICE

- Chair, Council of Graduate Schools Committee on Minorities in Graduate Education Council of Graduate Schools, Washington, D.C.
- Member, Council of Graduate Schools Master's Committee Council of Graduate Schools, Washington, D.C.
- Member, Executive Advisory Board, Harvard Journal of African American Public Policy, John F. Kennedy School of Government, Harvard University
- Co-Chair, Human Resource Division, Southern University Business and Industry Cluster

ACCREDITATION EXPERIENCE

- Chair, Southern University 2010 Reaccreditation Task Force for Student Affairs, Southern Association of Colleges and Schools.
- Member, Off-Site Review Team, Southern Association of Colleges and Schools, Atlanta, Georgia, 2007
- Member, University of St. Thomas Accreditation Site Visit Team, Southern Association of Colleges and Schools, 2004
- Member, Clemson University Accreditation Site Visit Team, Southern Association of Colleges and Schools, 2002
- Member, University of Alabama-Birmingham Master of Public Administration Accreditation Site Visit Team, National Association of Colleges of Public Affairs and Administration, 2002
- Member, Arkansas State University Master of Public Administration Accreditation Site Visit Team, National Association of Colleges of Public Affairs and Administration, 2003
- Chair, Southern University 2000 Reaccreditation Task Force for Graduate Programs, Southern Association of Colleges and Schools

PREVIOUS PROFESSIONAL AND UNIVERSITY SERVICE

- Member, Editorial Board, Review of Public Personnel Administration
- Member, Academic Advisory Council, Health Care Services Division, Louisiana State University Health Sciences Center
- Member, Standards Committee, National Association of Schools of Public Affairs and Administration
- Section Chair, 2002 National Association of Schools of Public Affairs and Administration Annual Conference
- Founding Member of the Board of Governors, Red River Academy for Social Entrepreneurs
The Red River Academy was a consortium of six universities created to build the capacity of nonprofit organizations throughout the mid-south region to engage in social entrepreneurship activity.

- **Chair, Southern University Undergraduate Catalog Committee**
Served as chair of the Undergraduate Catalog Committee for three catalogs. This committee assignment afforded the opportunity to gain knowledge of all undergraduate academic programs. It required a review of all curricula for compliance with all state and regional accreditation requirements. It also required the review of University policies and procedures to ensure that policies are stated in an unambiguous and non-contradictory manner.
- **Member, Institutional Review Board, Human Subject Review Committee**
- **Chair, Search Committee for Dean of College of Agriculture and Family and Consumer Sciences.**
- **Member, Search Committee for Vice Chancellor for Research and Sponsored Programs, 2007.**
- **Member, Search Committee for Chair, Department of Accounting and Chair, Department of Marketing, Fall, 1993.**
- **Vice-Chair, Chancellor's Task Force on Retrenchment, March - May, 1993.**
- **Chair and Member of several University Faculty and Student Grievance Committees.**

CURRENT COMMUNITY SERVICE

- **Board Member, Capitol High Academy Charter School, 100 Black Men of Metropolitan Baton Rouge**
- **Board Member, Children's Advocacy Center**
- **Board Member, Baton Rouge Center for World Affairs**
- **Member, Baton Rouge Chamber of Commerce International Working Group for Foreign Direct Investment**

PREVIOUS COMMUNITY SERVICE

- **Co-Chair, Steps to Independence Committee and member of Central Planning Committee, Capital Area United Way Community Partnership Division.**
- **Board Member, Capitol City Family Health Center**
- **Member, I Care Advisory Council, East Baton Rouge Parish School Board.**
- **Member, Louisiana Budget Project Advisory Committee, Louisiana Association of Nonprofit Organizations.**
- **Committee Co-Chair, Louisiana Black Assembly of East Baton Rouge Parish**
- **Board President, Young Emerging Leaders of Louisiana. 1999-2002.**
- **Member, Louisiana State Civil Service Performance Appraisal Review Advisory Board. 1996-1997**
- **Board Member, Community Association for the Welfare of School Children. 1998-2002.**
- **Vice President, Sponsoring Committee, Urban League of Greater Baton Rouge, 1992-95**
- **Member, Louisiana Employment and Training Council (Gubernatorial Appointment), 1992-95**
- **Member and Founding Board Member, 100 Black Men of Metropolitan Baton Rouge, Inc.**
- **Member, Baton Rouge Chapter, NAACP**

PUBLICATIONS AND PRESENTATIONS

Llorens, James L. Foreword. Growth and Stability: How to Increase Peoples' Wealth. Dr. Rock-Antoine Mehanna, author, Notre Dame University, Louaize, Lebanon Press. 2007.

Mehanna, R., Sarieddine, L., Llorens, J. Bilateral Trade and Islamic Sects. *International Business & Economics Research Journal*, Vol.2 No. 3 March 2003

Llorens, James L. [Review of the book Legacies of the 1964 Civil Rights Act, *American Review of Politics*, Fall 2000.

Arp, William and James L. Llorens, Environmental Justice for Black Americans. *Western Journal of Black Studies*. Vol.23 No.2 June 1999.

Llorens, James L., Perry, Huey L., and Parsons, Sharon. "The Election of Troy Carter to the Louisiana House of Representatives" chapter in Race, Politics, and Governance in the United States, Huey L. Perry (Ed.), University of Florida Press, 1996.

Presenter, Workshop for New Deans, Council of Graduate Schools Summer Workshop, Cambridge, Massachusetts, July 2006.

Chair and Presenter, Building Research at Master's Institutions, Council of Graduate Schools Annual Meeting, Washington, D.C., 2006.

Observer, Program for Senior Executives in State and Local Government, John F. Kennedy School of Government, Harvard University, July, 1991.

Seminar, "Workshop in Case Teaching and Writing," Presented by the Kennedy School of Government, Harvard University, at Southern University, Baton Rouge, Louisiana, October 17-19, 1991.

Seminar, "Advancing the Role of HBCU's and Minorities in Voting Rights Research and Policy Analysis." Norfolk State University, June 13-15, 1991.

Presenter, Race, Party and Southern Politics: Is the Democrat-African American Alliance Justified: The Implications of the Louisiana Gubernatorial Election@. American Political Science Association Annual Meeting, San Francisco, September, 1996.

Discussant, "Perceptions of Race and Gender", Southwestern Social Science Association, Dallas, Texas, March 24, 1995.

Division Chair, Learning in Political Science, 1995 American Political Science Association Annual Conference Program Committee.

Member, Southwestern Social Science Association Interdisciplinary Program Committee. 1994-96.

Section Chair, Urban Politics Section, Southern Political Science Association Annual Meeting, Savannah, Georgia, November 3-6, 1993.

Paper Co-Presenter, "Presidential/Executive Politics and African-American Interests", Southern Political Science Association, Savannah, Georgia, November 4, 1993.

Panel Chair, "Roundtable Discussion on the Urban Underclass", Southern Political Science Association, Savannah, Georgia, November 5, 1993.

Paper Presenter, "Determinants of African-American Representation in State Legislatures", Southwestern Social Science Association, New Orleans, Louisiana, March 19, 1993.

Paper Presenter, "The Impact of Black Representation in State Legislatures on State Welfare Expenditures," Southwestern Social Science Association, Austin, Texas, March 19, 1992.

Panel Chair, "Election Systems and Political and Policy Outcomes," Southwestern Social Science Association, San Antonio, Texas, March 27-30, 1991.

Paper Presenter, "The Eighth Congressional District Race in Louisiana," Southern Conference on Afro-American Studies, Inc., Houston, Texas, February 21-23, 1991.

Paper Presenter, "The Second and Eighth Congressional District Race in Louisiana," Louisiana Political Science Association, March, 1991.

Paper Presenter, "The Impact of Privatization on Minority Workers," Conference of Minority Public Administrators, Baton Rouge, Louisiana, February, 1991.

Panel Discussant, "Personnel and Employment Developments in the Public Sector," Southwestern Social Science Association, Fort Worth, Texas, March 28-31, 1990.

Panel Discussant, "Regulatory Policy Implementation," Southern Political Science Association, Memphis, Tennessee, November 2-4, 1989.

SERVICE ON THESIS/DISSERTATION COMMITTEES

- Chair, Dissertation Committee, Rock-Antoine Mehanna, Ph.D. Public Policy December 2000.
- Member, Dissertation Committee, Alexander Appeaning, Ph.D. Public Policy May 1999
- Member, Thesis Committee, David Essex, Department of History May 1996
- Member, Thesis Committee, Brenda S. Perry Department of History May 1994
- Member, Thesis Committee, Idella Smith, Department of History May 1996
- Chair and Member, Master of Public Administration Research Projects

AWARDS

- College Teacher of the Year, School of Public Policy and Urban Affairs, Southern University, May, 1993
- Teacher of the Year, National Conference of Black Political Scientists, March, 1993.

CONSULTING AND PROFESSIONAL ANALYSIS

- United States Department of Justice, Voting Rights Division 1994, 1996, 1997
- St. John the Baptist Parish. Consultant on Human Resource Management. 1998
- Numerous media appearances as political analyst for elections and voting behavior.

PAST AND CURRENT PROFESSIONAL ASSOCIATIONS

- Council of Historically Black Graduate Schools
- American Political Science Association
- National Conference of Black Political Scientists
- Louisiana Political Science Association
- American Society of Public Administration
 - President, Louisiana Chapter, February, 1991 - July, 1992
 - Vice-President, Louisiana Chapter, July, 1990 - February, 1991
 - Vice-President, Louisiana Chapter, 1997-98
- Conference of Minority Public Administrators

MILITARY EXPERIENCE

United States Army, December 1968 - January 1972

Commissioned in Corps of Engineers through Officer Candidate School.

Served in various leadership positions at platoon, company, and battalion level.

Service in Viet Nam Conflict 1971.

Honorably discharged as First Lieutenant.

References:

LTG. Russell L. Honore'
United States Army, Retired
(letter attached)

Jack Thomas, Ph.D.
Provost and Academic Vice President
President-Elect
Western Illinois University
(copy attached. Original mailed)

Huel L. Perkins, Ph.D.
Professor Emeritus
Southern University
(letter mailed)