

# SOUTHERN *Board of Supervisors* UNIVERSITY



## Meeting

9:00 a.m.

Friday, November 23, 2012

Treme' Meeting Room  
2nd Floor, Hyatt Regency  
601 Loyola Avenue  
New Orleans, Louisiana

# SOUTHERN UNIVERSITY BOARD OF SUPERVISORS

9:00 A.M.

FRIDAY, NOVEMBER 23, 2012

TREME' MEETING ROOM

2<sup>ND</sup> FLOOR, HYATT REGENCY

601 LOYOLA AVENUE

NEW ORLEANS, LOUISIANA

## Agenda

1. Call to Order and Invocation
2. Roll Call
3. Adoption of the Agenda
4. Public Comments
5. Chairman's Report
6. Election of Board Officers for 2013
  - A. Chairman
  - B. Vice Chairman
7. Action Items
  - A. Minutes of the October 26, 2012 Board Meeting
  - B. Recommendation to terminate Architecture Program, SUBR
  - C. Approval of B.S. degree in Criminal Justice for online delivery, SUBR
  - D. Candidates for Degrees, Fall 2012 Commencement Exercises
    - 1.) SUBR
    - 2.) SUSLA
  - E. Approval of Chancellor Contracts - SUNO, SUSLA, SULC, and SUAREC
  - F. Recommendations for Appointment/Continuation of Appointment, SUBR
    - 1.) Vice Chancellor for Student Affairs
    - 2.) Associate Vice Chancellor for Student Success
    - 3.) Associate Vice Chancellor for Academic Affairs/Interim Dean of Honors College
    - 4.) Interim Vice Chancellor for Academic Affairs
    - 5.) Associate Professor/Director of Nursing Research
    - 6.) Dean and Tenured Professor, School of Nursing
    - 7.) Interim Dean and Tenured Professor College of Education
  - G. Authorization to Southern Field Services to perform land surveys, SUBR
  - H. Revised FY 2012-2013 Operating Budgets and/or FY 2013-2014 Budget Requests
    - 1.) Board and System Administration
    - 2.) SU and A & M College at Baton Rouge
    - 3.) SU at New Orleans
    - 4.) SU at Shreveport
    - 5.) SU Law Center
    - 6.) SU Agricultural Research and Extension Center
    - 7.) SU Agricultural Research and Extension Center- Information Technology Budget Request



- I. FY 2013 - 2014 Budget Request Addenda
  - 1.) *Southern University and A&M College (Baton Rouge)*
    - a.) Information Technology Budget Request
    - b.) Operational or Expanded Need Budget Request
    - c.) Sunset Review Budget Request
    - d.) Operational Plan
  - 2.) *Southern University at New Orleans*
    - a.) Operational or Expanded Need Budget Request
    - b.) Sunset Review Budget Request
    - c.) Workforce Development Budget Request
    - d.) Operational Plan
    - e.) Information Technology Budget Request
  - 3.) *Southern University at Shreveport*
    - a.) Information Technology Budget Request
    - b.) Operational or Expanded Need Budget Request
    - c.) Sunset Review Budget Request
    - d.) Operational Plan
    - e.) Workforce Development Budget Request
  - 4.) *Southern University Law Center*
    - a.) Sunset Review Budget Request
    - b.) Operational or Expanded Need Budget Request
    - c.) Operational Plan
  - 5.) Information Technology Budget Request
- J. Resolutions
  - 1.) Authorization to S.U. System entities to file BP Claim
  - 2.) Condolences
8. Informational Items
  - A. Recruitment Feeder Program/Recruitment Update, SUBR
  - B. Four -day Class Experience, SUBR
  - C. Summary of Energy Savings Projects and Initiatives, SUS
  - D. RV Parking Lot damage assessment, SUBR
  - E. Interim Financial Report, as of October 31, 2012, SU System entities
  - F. Priority Projects Updates by Campuses
  - G. System President's Report - Transformation Update
  - H. Campus Reports
9. Other Business
10. Adjournment

**Academic Affairs Committee**

9:00 a.m.  
Friday, October 26, 2012  
Science Lecture Hall  
Southern University  
3050 Martin Luther King Drive  
Shreveport, Louisiana

**Minutes**

The meeting of the Academic Affairs Committee of the Southern University Board of Supervisors was convened by the Chairman, Dr. Eamon M. Kelly. The invocation and words of encouragement were given by Bishop Michael G. Duca.

**PRESENT**

Dr. Eamon M. Kelly, Chairman  
Mrs. Ann A. Smith, Vice Chair  
Atty. Tony M. Clayton  
Rev. Joe R. Gant, Jr.  
Mr. Marc A. Guichard  
Mr. Willie E. Hendricks  
Atty. Patrick D. Magee  
Rev. Samuel C. Tolbert, Jr.  
Mr. Darren G. Mire, Ex Officio

**ABSENT**

Mr. Calvin W. Braxton, Sr.

**UNIVERSITY PERSONNEL ATTENDING**

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

**BOARD COUNSEL**

Attys. Winston DeCuir, Jr. and Tracie Woods

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Chancellor Ray Belton introduced to the Committee Mr. Willie White, representing the David Raines Community Health Center. The Center provides financial support through student scholarships and internships in connection with SUSLA's Dental Hygiene Program. Mr. White presented a check to SUSLA in the amount of \$5,500 as a part of its annual scholarship giving.

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Committee Member Joe R. Gant took a point of personal privilege to make the following requests—  
-Postponement of the System Transformation Committee's recommendations (Board, Item 5D);  
and,  
-the appointment by the Board Chairman of a Bipartisan Committee to examine the Transformation Committee's recommendations. The former would subsequently report its findings and recommendation at a Special Meeting of the Board.

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

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

Motion carried unanimously.

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

Dr. Thomas Miller, President of the SUBR Faculty Senate, and Dr. Diola Bagayoko, SUBR Faculty Member, spoke in support of Agenda Item 5A-2(i): Tenure and Promotion recommendation for Dr. Chanika Jones.

### **AGENDA ITEM 5: TENURE AND PROMOTION RECOMMENDATIONS**

#### **A. SUAREC**

On motion of Mr. Hendricks, seconded by Mrs. Smith, the Committee approved, and so recommends to the Board, the promotion of Mrs. DeShoin Y. Friendship to the rank of Associate Specialist at the SU Agricultural Research and Extension Center

Motion carried unanimously.

#### **1. SUBR**

On motion of Atty. Magee, seconded by Rev. Tolbert, the Committee approved, and so recommends to the Board, the following:

- the SUBR Administration's recommendation to waive six months of the required probationary period for tenure and promotion for Dr. Chanika Jones, based on a written commitment of the Dean of the Nelson Mandela School of Public Policy, dated January 24, 2008; and to award tenure and promotion to Dr. Chanika Jones from Assistant to Associate Professor in the Department of Criminal Justice.

- The SUBR Administration's recommendation to award tenure and promotion to Dr. Regina Enwefa to full professor in the Department of Speech –Language Pathology; and,
- The SUBR Administration's recommendation to award tenure to Dr. Stephen Enwefa in the Department of Speech – Language Pathology.

Motion carried unanimously.

NOTE: Due to the current financial situation of the SUBR campus, the Committee's recommendations for Tenure and Promotion do not include the usual pay increase which accompanies the awards.

**B. REQUEST FOR PROPOSAL TO ESTABLISH NEW UNDERGRADUATE DEGREE PROGRAM IN PROCESS TECHNOLOGY**

Noting the growing demand for jobs in the Process Technology areas of industrial plant operations, Atty. Clayton requested the Administration to submit at the November 2012 meeting a proposal from the three campuses to establish an undergraduate degree in process technology.

The item was informational.

**AGENDA ITEM 6: INFORMATIONAL ITEM**

**A. Recruitment Update**

Highlights of Chancellor Llorens recruitment report follow:

- The Fall 2012 semester's enrollment is 6675 students;
- To date, 282 applications have been received for spring 2013.
- Currently, 528 SUSLA-SUBR admissions applications have been received for 2013 Spring
- Several initiatives being implemented continued in order to increase enrollment include --
  - establishing a satellite office at the Baton Rouge Community College
  - On campus sponsored activities such as the recent "Roundup on the Bluffs."
  - Luncheons throughout the state with high school counselors

In response to Atty. Dinvaut's inquiry, a fee for a recent campus activity was charged to offset the cost of food, football game tickets, recruitment materials, and to provide funds for other recruitment expenses.



Atty. Dinvaot requested to be notified by the Administration when recruitment activities are scheduled in her area of the State so that she can assist in publicizing the event.

In response to Mrs. Smith's inquiry, the University has placed some emphasis on recruiting in the Junior High Schools, but the primary focus is on junior and seniors in high schools across the state.

Atty. Magee suggested that the use of data driven applications to enhance recruitment success.

Chancellor Llorens was requested to report at the November 2012 meeting on the SUBR Recruitment Feeder program.

**AGEDNA ITEM 7: OTHER BUSINESS**

None

**AGENDA ITEM 8: ADJOURNMENT**

On motion of Mr. Hendricks, the meeting was adjourned.

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## **Personnel Affairs Committee**

Friday, October 26, 2012  
Jesse N. Stone, Jr. Science Lecture Hall  
Southern University  
3050 Martin Luther King Drive  
Shreveport, Louisiana

### **Minutes**

The meeting of the Personnel Affairs Committee of the Southern University Board of Supervisors was convened by the Chairman, Atty. Warren A. Forstall.

#### **PRESENT**

Atty. Warren A. Forstall, Chairman  
Mr. Patrick W. Bell, Vice Chairman  
Atty. Tony M. Clayton  
Atty. Bridget A. Dinvaut  
Mr. Marc Guichard  
Mr. Willie E. Hendricks  
Dr. Eamon M. Kelly  
Mrs. Ann A. Smith  
Mr. Darren G. Mire, Ex Officio

#### **ABSENT**

Mr. Calvin W. Braxton, Sr.

#### **UNIVERSITY PERSONNEL ATTENDING**

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

#### **BOARD COUNSEL**

Attys. Winston DeCuir, Jr. and Tracie Woods

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

On motion of Mr. Bell, seconded by Mrs. Smith, the agenda was adopted, as amended.

Motion carried unanimously.

#### **Amendment:**

- Defer Item 5A: Recommendations for Appointments, SUBR
- 1.) Vice Chancellor for Student Affairs
  - 2.) Vice Chancellor for Student Success

**AGENDA ITEM 4: PUBLIC COMMENTS**

None

**AGENDA ITEM 5:**

**A. RECOMMENDATIONS FOR APPOINTMENT, SUBR**

Deferred.

**B. REQUEST FOR FACULTY SALARY ADJUSTMENT, SULC**

On motion of Mr. Bell, seconded by Atty. Dinvaut, the Committee approved, and so recommends to the Board, the recommended pay increase of 6% for Mr. Mark Thurmon, SULC, who was promoted to full professor, effective August 2012. The approved annual salary for professor Thurmon is \$101,760.

**AGENDA ITEM 6: INFORMATIONAL ITEM**

None

**AGENDA ITEM 7: OTHER BUSINESS**

None

**AGENDA ITEM 8: ADJOURNMENT**

On motion of Dr. Kelly, the meeting was adjourned.

###

## **Finance and Audit Committee**

Friday, October 26, 2012  
Jesse N. Stone, Jr. Science Lecture Hall  
Southern University  
3050 Martin Luther King Drive  
Shreveport, Louisiana

### **Minutes**

The meeting of the Finance and Audit Committee of the Southern University Board of Supervisors was convened by the Chairman, Mr. Myron K. Lawson.

#### **PRESENT**

Mr. Myron K. Lawson, Chairman  
Atty. Warren A. Forstall, Vice Chairman  
Atty. Murphy F Bell, Jr.  
Atty. Bridget A. Dinvaut  
Atty. Walter C. Dumas  
Mr. Marc A. Guichard  
Mr. Willie E. Hendricks  
Dr. Eamon M. Kelly  
Mr. Darren G. Mire, Ex Officio

#### **ABSENT**

None

#### **UNIVERSITY PERSONNEL ATTENDING**

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

#### **BOARD COUNSEL**

Attys. Winston DeCuir, Jr. and Tracie Woods

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

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

Motion carried unanimously.

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

None



**AGENDA ITEM 5: INFORMATIONAL ITEM**

**A. Financial Status Report, as of September 30, 2012, SU System**

Vice President Appleton provided an update on the status of the current operating budgets for the SU System entities. Highlights follow:

- The total operating budget for the SU System is \$131 million which includes a special appropriation of \$4 million.
- To maintain its regular operations, the University is currently spending \$3.5 million of its reserve funds.
- The University can only utilize reserve funds for approximately one year.
- The another mid-year cut is anticipated for the SU System.

The following suggestions/requests were offered by the Committee to the Administration.

- Present a report at the November 2012 meeting on SUBR's energy savings and four-day class period.
- Present at the very earliest time a 2013 legislative agenda for the University that includes special appropriation requests.

**B. Report on the Status of Disadvantaged Small Business Initiatives**

An updated report will be made at the January Board meeting.

**AGENDA ITEM 6: OTHER BUSINESS**

None

**AGENDA ITEM 7: ADJOURNMENT**

On motion of Atty. Dinvaut, the meeting was adjourned.

###

**Bayou Classic Committee**  
Friday, October 26, 2012  
Jesse N. Stone, Jr. Science Lecture Hall  
Southern University  
3050 Martin Luther King Drive  
Shreveport, Louisiana

**Minutes**

The meeting of the Bayou Classic Committee of the Southern University Board of Supervisors was convened by the Chairman, Mr. Myron K. Lawson.

**PRESENT**

Mr. Myron K. Lawson, Chairman  
Mr. Patrick W. Bell, Vice Chairman  
Atty. Murphy F. Bell, Jr.  
Atty. Patrick D. Magee  
Mr. Darren G. Mire, Ex Officio

**ABSENT**

Mr. Calvin W. Braxton, Sr.

**UNIVERSITY PERSONNEL ATTENDING**

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

**BOARD COUNSEL**

Attys. Winston DeCuir, Jr. and Tracie Woods

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

On motion of Mr. Mire, seconded by Atty. Magee, the agenda was adopted, as printed

**AGENDA ITEM 4: PUBLIC COMMENTS**

None

**AGENDA ITEM 5: INFORMATIONAL ITEM**

**A. 2012 Bayou Classic Update**

Board Chairman Mire reported on the recent conference call that took place with Committee Chairman Lawson, the Bayou Classic Coordinator, Mr. Byron Williams and the Bayou Classic promotion. The Chair was advised that Bayou Classic tickets were up 30% over 2011 sales.

- The services of the New Orleans City Convention and Visitors Bureau, and area hotels have been engaged to help promote the 2012 event.
- Celebrities Rickey Smiley, Roland Martin, and Trombone Shorty will be among those attending the Bayou Classic. The artist, "Ledisi," will sing the National Anthem at the Bayou Classic.
- Committee and Board members were encouraged to help promote the Bayou Classic in their communities.
- A Bayou Classic promotional video was shown to the Committee. Rev. Tolbert suggested that the video be placed on the *mybayouclassic* website for public viewing; and, that a copy be sent to members of the SU Board and to members of the ecumenical community.

**AGENDA ITEM 6: OTHER BUSINESS**

None

**AGENDA ITEM 7: ADJOURNMENT**

On motion of Dr. Magee, the meeting was adjourned.

###

## **Southern University Board of Supervisors**

Friday, October 26, 2012  
Jesse N. Stone, Jr. Science Lecture Hall  
Southern University  
3050 Martin Luther King Drive  
Shreveport, Louisiana

### **Minutes**

The meeting of the Southern University Board of Supervisors was convened by the Chairman, Mr. Darren G. Mire. The invocation was given by Rev. Joe R. Gant, Jr.

#### **PRESENT**

Mr. Darren G. Mire, Chairman  
Atty. Murphy F. Bell, Jr. Vice Chairman  
Mr. Patrick W. Bell  
Atty. Tony M. Clayton  
Atty. Bridget A. Dinvaut  
Atty. Walter C. Dumas  
Atty. Warren A. Forstall  
Rev. Joe R. Gant, Jr.  
Mr. Marc Guichard  
Mr. Willie E. Hendricks  
Dr. Eamon M. Kelly  
Mr. Myron K. Lawson  
Atty. Patrick D. Magee  
Mrs. Ann A. Smith  
Mr. Darren G. Mire, Ex Officio

#### **ABSENT**

Mr. Calvin W. Braxton, Sr.

#### **UNIVERSITY PERSONNEL ATTENDING**

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

#### **BOARD COUNSEL**

Attys. Winston DeCuir, Jr. and Tracie Woods

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

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

Motion carried unanimously.



#### AGENDA ITEM 4: PUBLIC COMMENTS

The following individuals offered comments in opposition to agenda item 5D:

- Mrs. Dottie Bell, SU Alum, former SU Board and Member of the Caddo Parish School Board
- Dr. Thomas Miller, President of the SUBR Faculty Senate
- Dr. Diola Bagayoko, SUBR Faculty Member

#### AGENDA ITEM 5: ACTION ITEMS

##### A. MINUTES OF THE SEPTEMBER 21, 2012 REGULAR MEETING OF THE BOARD

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

**RESOLVED** by the Board of Supervisors for Southern University, that the minutes of the September 21, 2012 regular Board meeting be and they are hereby approved.

Motion carried unanimously.

##### A. COMMITTEE REPORTS AND RECOMMENDATIONS

On motion of Atty. Magee, seconded by Atty. Clayton, the following resolutions were approved.

Motion carried unanimously.

###### Academic Affairs Committee

**RESOLVED** by the Board of Supervisors for Southern University, upon the recommendation of the Academic Affairs Committee, that the promotion of Mrs. DeShoin Y. Friendship to the rank of Associate Specialist at the SU Agricultural Research and Extension Center be and it is hereby approved.

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**RESOLVED** by the Board of Supervisors for Southern University, upon the recommendation of the Academic Affairs Committee, that the SUBR Administration's recommendation to waive six months of the required probationary period for tenure and promotion for Dr. Chanika Jones, based on a written commitment of the Dean of the Nelson Mandela School of Public Policy, dated January 24, 2008, and to award tenure and promotion to Dr. Chanika Jones from Assistant to Associate Professor in the Department of Criminal Justice, be and it is hereby approved.

**RESOLVED** by the Board of Supervisors for Southern University, upon the recommendation of the Academic Affairs Committee, that SUBR Administration's recommendation for tenure and promotion for Dr. Regina Enwefa to the rank of full professor in the Department of Speech - Language Pathology, be and it is hereby approved.

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**RESOLVED** by the Board of Supervisors for Southern University, upon the recommendation of the Academic Affairs, that the SUBR Administration's request to award tenure to Dr. Stephen Enwefa in the Department of Speech - Language Pathology, be it is hereby approved.

**Note:** The above action by the Board does not include the pay increase which usually accompanies promotion and tenure awards at SUBR.

#### **Facilities and Property Committee**

**RESOLVED** by the Board of Supervisors for Southern University, upon the recommendation of the Facilities and Property Committee, that the lease of the old Post Office Building at SUBR to the Southern University System Foundation to renovate and convert the building to a business incubator utilizing the \$1 million EDA grant funds obtained by the Foundation, be and it is hereby approved.

**FURTHER RESOLVED**, that, upon completion of the renovation, the Foundation will lease the building to the University for a nominal sum of one dollar (\$1.00) per year for a period of 20 years. The Foundation will acquire the property for the University and make improvements to the building at no additional cost to the University. Upon expiration of the lease, the building and all improvements will be donated to the University. The provisions in La.R.S. 17:3365.A authorizes the Board of Supervisors to lease back from the Foundation all of any portion of the improvements constructed thereon under terms and conditions authorized by the Board of Supervisors.

#### **Finance and Audit Committee**

**RESOLVED** by the Board of Supervisors for Southern University, upon the recommendation of the Finance and Audit Committee, that the informational report of the Committee be and it is hereby received.

#### **Personnel Affairs Committee**

**RESOLVED** by the Board of Supervisors for Southern University, upon the recommendation of the Personnel Affairs Committee, that the Administration's request for a pay increase of six percent (6%) for Mr. Mark Thurman who was promoted to full-professor at the SU Law Center, effective August 2012, be and it is hereby approved.

The approved annual salary for Professor Thurman is \$101,760.



### **Bayou Classic Committee**

**RESOLVED** by the Board of Supervisors for Southern University, upon the recommendation of the Bayou Classic Committee, that the Committee's informational report be and it is hereby received.

### **AGENDA ITEM 5C: RESOLUTION**

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

Motion carried unanimously.

#### Commendations

-The SUBR Marching Band for its performance during the SU vs. Florida A&M game in Atlanta, GA

-SUBR graduate student, Ms. Angela Dykes who received the "Nurse Practitioner Student of the Year" award from the Louisiana Association of Nurse Practitioners Conference.

#### Condolences

- The Donald C. Wade Family
- The Letitia Lynn Leon Family
- The Murphy Nash, Jr. Family
- The Floyd Lee Pitcher Family
- The Horatio C. Thompson Family
- The Carolyn Jackson Family
- The Lula Richardson Family

### **AGENDIA ITEM 5D: REPORT FROM THE REFORM AND RENEWAL AD HOC COMMITTEE/ SYSTEMTRANSFORMATIONCOMMITTEE'S RECOMMENDATIONS**

Board Member Willie E. Hendricks, Chairman of the Board's Reform and Renewal Ad Hoc Committee and Board liaison to the System Transformation Committee, described the Committee's involvement in the process used by the System Transformation Committee in arriving at its recommendations for the new business model for Southern University System and campuses. Mr. Hendricks noted that the current financial situation confronting the University served as an impetus for the Transformation Committee's charge and that the proposed recommendations being submitted for the Board's consideration and action at today's meeting are pivotal to the University's continuing survival. He

solicited the Board members' support of the System Transformation Committee's recommendations.

Several members inquired into the makeup of the Board's Reform and Renewal Ad Hoc Committee that was tasked with oversight of the System Transformation Committee. They were advised that Board Chairman Mire appointed Clayton, Dinvaut, Kelly, Lawson, Smith and himself ex-officio to the committee chaired by Board Member Hendricks.

Board members noted their concerns following their review of the System Transformation Committee's proposal. They suggested a delay of Board action for 30-60 days in order to obtain additional input from the various University constituencies.

The System Transformation Committee's recommendations impact the four University areas listed below:

- Information Technology
- Enrollment Services
- Finance and Business
- External Affairs

In each of the areas above, the goals, key findings, strategic recommendations, and/or a revised organizational chart were delineated.

In his presentation, President Mason described the Committee's proposal "as a business model that is technology-based, financially efficient, and that provides the campuses with reliable back office support." If implemented, the President advised, the model would provide for the effective utilization of the University's programs and services through cost reductions realized by eliminating duplication, creating economies of scale and new revenue streams by modernizing operating systems to provide support in enrollment, research and fundraising, and, provide modern business support operations to enable the effective delivery of academic programs.

Discussion continued, with several members questioning the absence in the proposal of anticipated cost savings, the documented outcomes that are anticipated through the services of EOServ, and the impact of the Enrollment Management concept on the campuses, if the proposal is implemented.

The Campus Chancellors were asked to express their positions on the proposal. Chancellor Belton (SUSLA) expressed concern that the proposal gives the System control of a large portion of the campuses' operations and creates another layer of bureaucracy. He suggested that the goals as stated in the proposal also could be achieved through the campuses' implementation of directives and policies from the System level.



Chancellor Pitcher's concern related to effect of the proposed Enrollment Management model on the SU Law Center where student enrollment is under the guidelines of the American Bar Association.

**-RECESS-**

On motion of Atty. Forstall, seconded by Atty. Dinvaut, the Board recessed its meeting.

Motion carried unanimously.

**-RECONVENTION-**

On motion of Rev. Gant, seconded by Atty. Magee, the meeting was reconvened.

Motion carried unanimously.

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Discussion on the System Transformation Committee's recommendations continued. Observations/suggestions by Board Members are noted below:

- Additional time should be allotted to the President and Chancellors to review and make needed modifications to the proposal; or, to provide an opportunity for the Chancellors to submit their proposals in support of campus autonomy.
- Delaying Board action on the proposal would not appear to have a negative impact on the recommended implementation date of July 1, 2013.
- The proposal should reflect specific dollar amounts from costs savings or projected revenue streams.
- Claims from the SUBR Faculty Senate President and others regarding the absence of faculty input into the proposal should be addressed.

In response to these observations and suggestions, President Mason advised that town hall meetings took place across the state, transformation committee members met with campuses' operational staff, and focus group meetings were held on the campuses for faculty, staff and students. He also stated that the proposal offers a paradigm shift in the way in which the University conducts business; and offers the best business model for achieving the University's goals. To delay implementation of the proposal would serve to threaten the University's survival. Referring to a related action taken by the Board at its February meeting, Board Member Dinvaut spoke in support of adopting the plan, without further delay.

Atty. Dinvaut offered a motion to approve the recommendations of the System Transformation Committee. The motion was seconded by Atty. Bell.

Atty. Clayton offered a substitute motion to delay action on the System's Transformation Committee's recommendations until the December 2012 meeting. At that time, the Board would hear other concerns regarding the recommendations from Board Members, Administrators, faculty and students. The motion was seconded by Rev. Tolbert.

The substitute motion failed. Roll call vote: **5 yeas:** Clayton, Dumas, Gant, Lawson, and Tolbert; **10 nays:** Mire, M. Bell, P. Bell, Dinvaut, Forstall, Guichard, Hendricks, Kelly, Magee, and Smith; **0 abstentions.**

The original motion carried: Roll call vote: **10 yeas:** Mire, M. Bell, P. Bell, Dinvaut, Forstall, Guichard, Hendricks, Kelly, Magee, and Smith; **5 nays:** Clayton, Dumas, Gant, Lawson, and Tolbert; **0 Abstentions.**

#### **AGENDA ITEM 6: INFORMATIONAL REPORTS**

A. System President's Report  
No report

B. Campus Reports  
Written reports are online and in Board's Office for review

#### **AGENDA ITEM 7: OTHER BUSINESS**

Attys. Clayton and Dumas requested that the Board Chairman to send a letter to Louisiana Supreme Court Justice Bernadette Johnson and U.S. Fifth Circuit Court of Appeals, Chief Justice Carl Stewart, to invite them to attend the November 2012 Board meeting. Justices Johnson and Stewart are the first African Americans to be selected as the Chief Justice of the La. Supreme Court and Chief Justice of the U.S. Fifth Circuit Court of Appeals, respectively.

#### **AGENDA ITEM 8: ADJOURNMENT**

On motion of Atty. Magee, the meeting was adjourned.

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

November 12, 2012

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

Dear Dr. Mason:

As you are aware, at the Board's August 24, 2012 meeting, I asked that the recommendation to terminate the Architecture Program at SUBR be postponed to allow for further discussion. These discussions have taken place, and I now request that the recommendation for termination of the Architecture Program be placed on the agenda for the Board's November Board meeting.

I am also requesting your approval for termination of the program and the approval of the Board.

Sincerely,

James L. Llorens  
Chancellor, SUBR

JLL/swm

**DELIVERY OF DEGREE PROGRAMS THROUGH  
DISTANCE EDUCATION TECHNOLOGY**

**REQUEST FOR AUTHORITY TO OFFER AN EXISTING ACADEMIC PROGRAM  
THROUGH DISTANCE LEARNING TECHNOLOGIES**

(Academic Affairs Policy 2.12, revised June 2012)

**1. University or College**

Southern University and A & M College: Nelson Mandela School of Public Policy and Urban Affairs.

**2. Name, Phone Number and E-mail Address of person to be contacted for questions regarding this request**

Dr. James Llorens, Chancellor, [james\\_llorens@subr.edu](mailto:james_llorens@subr.edu), 225-771-5020 or  
Dr. Janet Rami, Vice Chancellor and Provost, [janet\\_rami@subr.edu](mailto:janet_rami@subr.edu), 225-771-2360

**3. Name of Degree Program and CIP Classification**

Bachelor of Science in Criminal Justice. CIP: 43.01.04

**4. List the initial date of implementation**

The program was originally approved by the Board of Regents on June, 26, 2003.

**5. Please briefly describe the program. If there are any differences between the program to be delivered via distance learning technologies and the program offered through the traditional mode of delivery (i.e., curriculum, admission, graduation requirements, etc.) please explain and provide a rationale for such differences.**

The Department of Criminal Justice prepares students for careers in the sub-agencies of the criminal justice system and for continued education in professional and graduate schools. National and international themes related to contemporary challenges to the police, courts and corrections are among those studied and explored in theory and in practice through a diverse curriculum. The Criminal Justice Program seeks to educate students and provide skills required for a successful professional career, including critical thinking, the ability to communicate ideas in an oral and written form, conduct research, collect data, carry out statistical analyses, and use appropriate computer technology. In addition, the program teaches students to use ethical behavior in applying the knowledge acquired to factual situations and problems.

The differences between the current program and the one to be delivered via distance learning are few. The major distinction will be the term, i.e., eight-week intervals constitute a term as opposed to 16-week intervals during the regular semester. In offering an online degree, the Department addresses one of the University's primary goals of reaching a broader



student population, particularly those who are unable to take classes in a traditional setting and those non-traditional students who are returning to complete their degrees. Online courses support a student-centered environment that allows for e-teaching and e-learning experiences.

***Curriculum:***

***See Appendix A***

**6. Please briefly describe the extent to which the program will be offered via distance learning technologies.**

The Bachelor of Science Degree in Criminal Justice will be offered completely online. The online Bachelor of Science Degree in Criminal Justice will be made up of eight-week terms delivered via the Internet using a combination of synchronous and asynchronous activities. The program requires students to complete 120 credit hours to graduate. However, students are allowed to transfer 60 credit hours of general education requirements (previous credits may be taken in an online or traditional format). The criminal justice courses taken to secure the Bachelor's degree will be housed under the University with the Nelson Mandela School of Public Policy and Urban Affairs, Department of Criminal Justice overseeing the courses specific to the Criminal Justice major.

**7. Please describe any and all distance learning technologies which will be used to offer the proposed program.**

The department will use one of the common platforms or learning management systems (LMS) such as Blackboard, eCollege, Moodle, etc. to deliver the course online and/or Blackboard (LMS) as a platform to deliver distance education. The LMS will be chosen by the University in conjunction with the Office of Information Technology and academic departments, and will be used to deliver course content. Also, other technologies to allow both asynchronous and synchronous course/content deliver will be used such as Chat, Virtual Classroom, Wimba, Illuminate, etc. Technology associated with E-conferencing, along with technology or software designed to detect improprieties such as plagiarism will also be incorporated. In addition, Southern University uses an online registration software called BANNER that allows students online access to select and/or register for courses and pay fees associated with registration. Finally, instructors will interact with students via live chat sessions, discussion boards, telephone conferences, and e-mail

**8. Please indicate where in the state (city/town and parish) the proposed program will be offered.**

The online degree program will be based at Southern University Baton Rouge, East Baton Rouge Parish.

## 9. Describe processes in place to ensure that students have structured access to faculty.

### **Student Access to Faculty**

#### **Instructor's Presence**

- The instructor is visible, active and interactive with the students in the virtual classroom on a continuous basis, at least five of seven days each week. The faculty person cannot be absent from the class for more than one day at a time and cannot miss two consecutive days.
- The instructor is expected to respond to students' e-mails within 24-36 hours of receipt.

#### **Classroom Organization**

- The instructor is expected to set-up the classroom in a timely manner as directed by the program director prior to the start of each term.
- The instructor is expected to keep the classroom area organized with assignment threads easy to locate and navigate.
- The instructor is expected to deliver the course based on the competencies associated with the course.

#### **Instructor Communication**

- The instructor is expected to provide clear objectives and expectations early and often in the course.
- The instructor is expected to maintain a friendly and professional attitude in all communications with students.
- The instructor is expected to be encouraging, supportive and flexible when students experience mitigating circumstances.
- The instructor is expected to call students in situations where a phone call is appropriate.
- The instructor is expected to be accessible and assist students in promptly solving any problem that may impede successful course completion. Faculty should direct students to student services in all issues that are not related to course activity.

#### **Discussion Facilitation**

- The instructor is expected to encourage collaborative learning and active student involvement in the learning process and foster a highly interactive learning environment.
- The instructor is expected to facilitate meaningful and ongoing dialog.
- The instructor is expected to create a climate of trust and openness in the classroom.

**Instructor Feedback**

- The instructor is expected to provide assessment of student performance based on assignment criteria and course competencies within 48 hours of the assignment due date. Weekly grades and feedback will be posted in the grade book within 3 days following each week. Discussion grading falls within the weekly grading.
- The instructor is expected to provide constructive feedback with suggestions for improvement as appropriate.
- The instructor is expected to provide meaningful assignment feedback in a timely manner in the classroom. Grades and corrective comments should be made through personal communication with the student and posted in the grade book.

**Student Attention**

- The instructor is expected to address the needs and abilities of individual students.
- The instructor is expected to assist students in solving problems that may impede the successful completion of the course as appropriate.
- The instructor is expected to be accessible and assist students in promptly solving any problem that may impede successful course completion. Faculty should direct students to their advisors in all issues that are not related to course activity.

**Facilitating the Course**

- At the beginning of the course the facilitator is expected to respond to each student's biography, and communicate frequently to get to know and engage students in the class.
- Each week, the facilitator is expected to post announcements, summarize the key discussion points for that week, and encourage students to move to the next week's Discussion Area. Ensure that the following week is ready.
- The instructor will facilitate learning through discussion by maintaining high visibility in the classroom. Check in at least once every 24-36 hours and communicate frequently by responding to questions, commenting or questioning to elicit further thought, clarifying points, summarizing key issues, and providing feedback. Facilitate discussion and collaborative learning by encouraging students to discuss points with each other. Encourage students to take responsibility for their own learning through providing resources and guidance, along with appropriate questions and suggestions.

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Provost/Vice Chancellor for Academic Affairs

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Date

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Campus Head (or Authorized Signature)

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System Head (or Authorized Signature)

## APPENDIX A

A total of 120 credit hours are needed to obtain a B.S. degree with 42 hours of the 120 being required in the area of Criminal Justice: 27 hours of core courses and a minimum of 15 hours of criminal justice electives.

A minor in Criminal Justice is accomplished by completing a total of 21 hours: 18 hours of the core courses including CRJU 201, CRJU 210, CRJU 211, CRJU 245/247, CRJU 357, CRJU 469, plus 3 hours of Internship (CRJU 300).

### BACHELOR OF SCIENCE IN CRIMINAL JUSTICE

#### Freshman Year

FIRST SEMESTER			SECOND SEMESTER		
Course	No.	Cr.	Course	No.	Cr.
Freshman Seminar	FRMN 110	1	Freshman Seminar	FRMN 111	1
Freshman Composition	ENGL 110	3	Freshman Composition	ENGL 111	3
History of Civilization	HIST 114	3	History of Civilization	HIST 115	3
College Math	MATH 130	3	College Math	MATH 131	3
Computer Literacy	CMPS 105	3	General Biology	BIOL 104	3
Criminal Justice I	CRJU 201	3	Corrections	CRJU 210	3
<b>TOTAL</b>		<b>16</b>	<b>TOTAL</b>		<b>16</b>

#### Sophomore Year

FIRST SEMESTER			SECOND SEMESTER		
Course	No.	Cr.	Course	No.	Cr.
General Biology	BIOL 105	3	Humanities	*Elective ____	3
Social/Behav. Science	SOCL 210	3	Social/Behavioral Science	*Elective ____	3
English	* Elect. ____	3	Fine Arts/Music	*Elective ____	3
Applied Crim. Theory	CRJU 211	3	Criminal Law	CRJU 245	3
Policing In America	CRJU 240	3	Criminal Procedure	CRJU 247	3
<b>TOTAL</b>		<b>15</b>	<b>TOTAL</b>		<b>15</b>

#### Junior Year

FIRST SEMESTER			SECOND SEMESTER		
Course	No.	Cr.	Course	No.	Cr.
Spanish**	SPAN 100	3	Spanish	SPAN 101	3
Physical Sci/Chemistry	Elective __	3	Analyzing Crime (Statistics)	CRJU 357	3
Elective	CRJU ____	3	Elective	CRJU ____	3
Health/First Aid	HLTH 110/210	2	Elective	CRJU ____	3
Natural Science Lab		1	Physical Ed.	Elective ____	1
Free Elective		3	Free Elective		3
<b>TOTAL</b>		<b>15</b>	<b>TOTAL</b>		<b>16</b>



**Senior Year**

FIRST SEMESTER			SECOND SEMESTER		
Course	No.	Cr.	Course	No.	Cr.
Victimology	CRJU 469	3	Senior Seminar	CRJU 499	3
Elective	CRJU ____	3	Elective	CRJU ____	3
Free Elective		3	Free Elective		3
Free Elective		3	Free Elective		3
Free Elective		3			
<b>TOTAL</b>		<b>15</b>	<b>TOTAL</b>		<b>12</b>

\*\_ Course to be selected from a list of elective courses in the specified area (see advisor for criminal justice curriculum guide or “Balance Sheet”).

## Resolution

*Whereas*, Fall Commencement Exercises are scheduled for the campus of Southern University and A&M College at Baton Rouge on Friday, December 14, 2012 at 10:30 a. m. in the F. G. Clark Activity Center; and

*Whereas*, there are approximately **508** prospective graduates at Southern University at Baton Rouge, who are to receive Associate degrees, Bachelor's degrees, Master's degrees and Ph.D. degrees.

*Now, therefore be it resolved* that the degrees conferred upon the candidates for graduation at the Commencement Exercises at Southern University and A&M College at Baton Rouge submitted by President Ronald Mason and Chancellor James L. Llorens, upon the approval and recommendation of the Faculty, Council of Academic Deans, and appropriate administration be, and they are hereby approved.

*Be it further resolved* that the list of graduates may be supplemented or modified as is necessary to carry out the intent of this resolution.

## Certificate

We, the duly qualified and acting officers of the Board of Supervisors of the Southern University and Agricultural and Mechanical College, do hereby certify that the foregoing is a true and correct copy of a resolution adopted by the Southern University Board of Supervisors as its regular meeting on the 23<sup>rd</sup> day of November, 2012.

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Ronald Mason, Secretary  
Board of Supervisors, Southern University  
and Agricultural and Mechanical College

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Darren G. Mire, Chairman  
Board of Supervisors, Southern University  
and Agricultural and Mechanical College



**SUSLA**  
SOUTHERN UNIVERSITY SHREVEPORT LOUISIANA  
*Excellence • Integrity • Accountability • Service*  
Office of the Chancellor

November 7, 2012

Dr. Ronald Mason, Jr., President  
Southern University System  
4<sup>th</sup> Floor, J. S. Clark Administration Building  
Baton Rouge, LA 70813

**RE: Resolution for SUSLA 2012 Fall Commencement**

Dear Dr. Mason:

The Southern University at Shreveport Louisiana (SUSLA) campus is requesting your approval of the attached resolution to host its **2012 Fall Commencement**. The *Commencement* ceremony is slated for *Saturday, December 15, 2012 at 10:00 a.m.* at Southern University at Shreveport, Louisiana campus, in the Health and Physical Education Complex.

Your favorable consideration of this request is greatly appreciated. Should you have questions or concerns, please feel free to call.

Respectfully submitted,



Ray L. Belton, Ph.D.  
Chancellor

RLB/lw

Attached

3050 MARTIN LUTHER KING, JR. DRIVE – SHREVEPORT, LOUISIANA 71107  
PHONE: (318) 670-9312 – FAX (318) 670-6374  
TOLL FREE: 1-800-458-1472, #9312  
WWW.SUSLA.EDU

"AN EQUAL OPPORTUNITY EMPLOYER BY CHOICE, REGARDLESS OF RACE, CREED, SEX, DISABILITY OR VETERAN STATUS"





## RESOLUTION 2012 FALL COMMENCEMENT

*Whereas,* Southern University at Shreveport Louisiana 2012 Fall Commencement is scheduled on Saturday, December 15, 2012 at 10:00 a.m. at the Southern University at Shreveport Louisiana (SUSLA) campus, 3050 Martin Luther King Jr., Drive Shreveport, Louisiana in the Health and Physical Education Complex and;

*Whereas,* there are approximately 238 prospective candidates for graduation who expect to receive 233 prospective Associate Degrees, Diplomas and Certificates from Southern University at Shreveport Louisiana.

*Now Therefore Be It Resolved,* that the degrees and certificates will be conferred upon the candidates for graduation during the 2012 Fall Commencement of SUSLA presented by Dr. Ronald Mason, Jr., President for the Southern University System, Dr. Ray L. Belton, Chancellor for Southern University at Shreveport Louisiana, upon the approval and recommendations of the Vice Chancellor of Academic Affairs, the Faculty, and the appropriate administrative staff, and they are hereby approved, and;

*Be It Further Resolved* that the list of graduation may be supplemented or modified as is necessary to carry out the intent of this resolution.

### Certification

*We,* the duly qualified officers of the Board of Supervisors for the Southern University System, do hereby certify that the foregoing is a true and correct copy of a resolution adopted by the Southern University System Board of Supervisors at its regular meeting on the 23<sup>rd</sup> day of November 2012.

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Dr. Ronald Mason, Jr.  
President  
SOUTHERN UNIVERSITY SYSTEM

---

Darren G. Mire  
Chairman  
SOUTHERN UNIVERSITY SYSTEM BOARD OF SUPERVISORS



## **EMPLOYMENT AGREEMENT**

The Board of Supervisors of Southern University and Agricultural and Mechanical College (Board) hereby extends as Chancellor of Southern University New Orleans (SUNO), Victor Ukpolo, (Chancellor) who hereby accepts the following terms of employment.

### **TERM OF EMPLOYMENT**

The employment established in this Agreement is for an initial term of two years (2) years, commencing on January 1, 2013 and ending on December 31, 2014.

This Agreement may be extended for six (6) months (January 1, 2015 - June 30, 2015), if the Chancellor satisfactorily meets the duties and conditions as stated herein during the 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 October 31, 2014.

In the event this Agreement is not extended and Chancellor does not receive notice of termination, Chancellor will automatically revert back to an at-will employee as Chancellor without further action by the President and the Board.

The Board reaffirms the Chancellor's initial appointment as a full professor with tenure at SUNO.

### **DUTIES AND CONDITIONS OF EMPLOYMENT**

The Chancellor shall oversee and provide leadership for the overall operations of Southern University New Orleans (SUNO). The responsibility shall specifically include facilitating and implementation of the Transformation Plan as approved by the Board on October 26, 2012.

The Chancellor shall report and be responsible to the Board through the System President as required in the Board's by-laws.

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.

The Chancellor shall comply with all other laws and regulations applicable to his specific office and public officials.

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. The goals and objectives will be the basis for his performance review for the two (2) years of the Agreement and any extensions thereof.

## **COMPENSATION**

The Chancellor shall be paid an annual salary of one hundred and sixty five thousand dollars (\$165,000) 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 SUS's payroll procedures.

The Chancellor shall receive a housing allowance of thirty-five thousand dollars (\$35,000.00) annually and an automobile allowance of fifteen thousand dollars (\$15,000.00) 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 SUS's payroll procedures.

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.

The Chancellor's compensation as a full-time faculty member at the time he retires or is terminated without cause shall be eighty percent (80%) of the Chancellor's salary at the time the Chancellor steps down from the position as Chancellor, either before the end of this Agreement, its expiration or during subsequent service as Chancellor. In the event this Agreement lapses and the Chancellor reverts to an at-will employee, this provision will remain in full force and effect.

## **TERMINATION**

### 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 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.

The Chancellor, upon termination as Chancellor without cause, shall have the right to: (a) remain at SUNO and assume the position of full professor with tenure at SUNO or such other campus as may be mutually agreed upon by the parties or (b) he may elect to leave SUNO. 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.

If the Chancellor elects to leave SUNO 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 fifteen (15) days after Chancellor's last day of employment.

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 SUS for the benefit of full-time administrative employees.

### Resignation

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 within the Southern University System. He shall be compensated at the faculty pay described herein 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.

### Expiration

After the end of the term of employment specified herein, the Chancellor shall revert to his position as an at-will Chancellor without any action required on the part of the President or Board.

### Termination For Cause

If the Chancellor is terminated for cause, he shall be terminated from all positions with SUNO 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 SUS 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 or a designated Board Committee.

The Board may terminate the Chancellor for cause for the following reasons but not limited to:

Conviction of a crime of moral turpitude;

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

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

Neglect of duty; and

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

### **SERVICE ON CORPORATE BOARDS**

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 SUNO. 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.

### **EDUCATIONAL BENEFITS**

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

### **NOTICES**

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:

Chancellor Victor Ukpolo, and/or delivered to him at his office at SUNO.

President, Dr. Ronald Mason, Southern University System, 4<sup>th</sup> Floor, J.S. Clark Administration Building, Baton Rouge, La.70813

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

### **ENTIRE CONTRACT**



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.

IN WITNESS WHEREOF, this Agreement is executed by Dr. Victor Ukpolo, Chancellor, Southern University New Orleans; 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 \_\_\_\_\_, 2012.

CHANCELLOR,  
SOUTHERN UNIVERSITY NEW  
ORLEANS

---

DR. VICTOR UKPOLO

PRESIDENT, SOUTHERN UNIVERSITY  
SYSTEM

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DR. RONALD MASON, JR.

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

---

DARREN G. MIRE

## **EMPLOYMENT AGREEMENT**

The Board of Supervisors of Southern University and Agricultural and Mechanical College (Board) hereby extends as Chancellor of Southern University Shreveport (SUSLA), Ray Belton, (Chancellor) who hereby accepts the following terms of employment.

### **TERM OF EMPLOYMENT**

The employment established in this Agreement is for an initial term of two (2) years, commencing on January 1, 2013 and ending on December 31, 2014.

This Agreement may be extended for six (6) months (January 1, 2015 - June 30, 2015), if the Chancellor satisfactorily meets the duties and conditions as stated herein during the 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 October 31, 2014.

In the event this Agreement is not extended and Chancellor does not receive notice of termination, Chancellor will automatically revert back to an at-will employee as Chancellor without further action by the President and the Board.

The Board reaffirms the Chancellor's initial appointment as a full professor with tenure at SUSLA.

### **DUTIES AND CONDITIONS OF EMPLOYMENT**

The Chancellor shall oversee and provide leadership for the overall operations of Southern University Shreveport (SUSLA). The responsibility shall specifically include facilitating and implementation of the Transformation Plan as approved by the Board on October 26, 2012.

The Chancellor shall report and be responsible to the Board through the System President as required in the Board's by-laws.

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.

The Chancellor shall comply with all other laws and regulations applicable to his specific office and public officials.

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. The goals and objectives will be the basis for his performance review for the two (2) years of the Agreement and any extensions thereof.

## **COMPENSATION**

The Chancellor shall be paid an annual salary of one hundred forty two thousand three hundred eleven dollars (\$142,311.00) 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 SUS's payroll procedures.

The Chancellor shall receive a housing allowance of thirty-five thousand dollars (\$35,000.00) annually and an automobile allowance of fifteen thousand dollars (\$15,000.00) 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 SUS's payroll procedures.

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.

The Chancellor's compensation as a full-time faculty member at the time he retires or is terminated without cause shall be eighty percent (80%) of the Chancellor's salary at the time the Chancellor steps down from the position as Chancellor, either before the end of this Agreement, its expiration or during subsequent service as Chancellor. In the event this Agreement lapses and the Chancellor reverts to an at-will employee, this provision will remain in full force and effect.

## **TERMINATION**

### 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 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.

The Chancellor, upon termination as Chancellor without cause, shall have the right to: (a) remain at SUSLA and assume the position of full professor with tenure at SUSLA or such other campus as may be mutually agreed upon by the parties or (b) he may elect to leave SUSLA. 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.

If the Chancellor elects to leave SUSLA 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 fifteen (15) days after Chancellor's last day of employment.

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 SUS for the benefit of full-time administrative employees.

### Resignation

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 within the Southern University System. He shall be compensated at the faculty pay described herein 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.

### Expiration

After the end of the term of employment specified herein, the Chancellor shall revert to his position as an at-will Chancellor without any action required on the part of the President or Board.

### Termination For Cause

If the Chancellor is terminated for cause, he shall be terminated from all positions with SUSLA 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 SUS 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 or a designated Board Committee.

The Board may terminate the Chancellor for cause for the following reasons but not limited to:



Conviction of a crime of moral turpitude;

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

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

Neglect of duty; and

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

### **SERVICE ON CORPORATE BOARDS**

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 SUSLA. 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.

### **EDUCATIONAL BENEFITS**

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

### **NOTICES**

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:

Chancellor Ray Belton, and/or delivered to him at his office at SUSLA.

President, Dr. Ronald Mason, Southern University System, 4<sup>th</sup> Floor, J.S. Clark Administration Building, Baton Rouge, La. 70813

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

**ENTIRE CONTRACT**

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.

IN WITNESS WHEREOF, this Agreement is executed by Dr. Ray Belton, Chancellor, Southern University Shreveport; 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 \_\_\_\_\_, 2012.

CHANCELLOR,  
SOUTHERN UNIVERSITY  
SHREVEPORT

\_\_\_\_\_  
DR. RAY BELTON

PRESIDENT, SOUTHERN UNIVERSITY  
SYSTEM

\_\_\_\_\_  
DR. RONALD MASON, JR.

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

\_\_\_\_\_  
DARREN G. MIRE

## **EMPLOYMENT AGREEMENT**

The Board of Supervisors of Southern University and Agricultural and Mechanical College (Board) hereby extends as Chancellor of Southern University Law Center (SULC), Freddie Pitcher, (Chancellor) who hereby accepts the following terms of employment.

### **TERM OF EMPLOYMENT**

The employment established in this Agreement is for an initial term of two years (2) years, commencing on January 1, 2013 and ending on December 31, 2014.

This Agreement may be extended for six (6) months (January 1, 2015 - June 30, 2015), if the Chancellor satisfactorily meets the duties and conditions as stated herein during the 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 October 31, 2014.

In the event this Agreement is not extended and Chancellor does not receive notice of termination, Chancellor will automatically revert back to an at-will employee as Chancellor without further action by the President and the Board.

The Board reaffirms the Chancellor's initial appointment as a full professor with tenure at SULC.

### **DUTIES AND CONDITIONS OF EMPLOYMENT**

The Chancellor shall oversee and provide leadership for the overall operations of Southern University Law Center (SULC). The responsibility shall specifically include facilitating and implementation of the Transformation Plan as approved by the Board on October 26, 2012.

The Chancellor shall report and be responsible to the Board through the System President as required in the Board's by-laws.

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.

The Chancellor shall comply with all other laws and regulations applicable to his specific office and public officials.

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. The goals and objectives will be the basis for his performance review for the two (2) years of the Agreement and any extensions thereof.

## **COMPENSATION**

The Chancellor shall be paid an annual salary of two hundred eighteen thousand two hundred eighty three dollars and ninety six cents (\$218,283.96) 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 SUS's payroll procedures.

The Chancellor shall receive a housing allowance of thirty-five thousand dollars (\$35,000.00) annually and an automobile allowance of fifteen thousand dollars (\$15,000.00) 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 SUS's payroll procedures.

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.

The Chancellor's compensation as a full-time faculty member at the time he retires or is terminated without cause shall be eighty percent (80%) of the Chancellor's salary at the time the Chancellor steps down from the position as Chancellor, either before the end of this Agreement, its expiration or during subsequent service as Chancellor. In the event this Agreement lapses and the Chancellor reverts to an at-will employee, this provision will remain in full force and effect.

## **TERMINATION**

### 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 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.

The Chancellor, upon termination as Chancellor without cause, shall have the right to: (a) remain at SULC and assume the position of full professor with tenure at SULC or such other campus as may be mutually agreed upon by the parties or (b) he may elect to leave SULC. 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.

If the Chancellor elects to leave SULC 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 fifteen (15) days after Chancellor's last day of employment.

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 SUS for the benefit of full-time administrative employees.

### Resignation

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 within the Southern University System. He shall be compensated at the faculty pay described herein 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.

### Expiration

After the end of the term of employment specified herein, the Chancellor shall revert to his position as an at-will Chancellor without any action required on the part of the President or Board.

### Termination For Cause

If the Chancellor is terminated for cause, he shall be terminated from all positions with SULC 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 SUS 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 or a designated Board Committee.

The Board may terminate the Chancellor for cause for the following reasons but not limited to:



Conviction of a crime of moral turpitude;

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

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

Neglect of duty; and

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

### **SERVICE ON CORPORATE BOARDS**

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 SULC. 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.

### **EDUCATIONAL BENEFITS**

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

### **NOTICES**

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:

Chancellor Freddie Pitcher, and/or delivered to him at his office at SULC

President, Dr. Ronald Mason, Southern University System, 4<sup>th</sup> Floor, J.S. Clark Administration Building, Baton Rouge, La. 70813

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

**ENTIRE CONTRACT**

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.

IN WITNESS WHEREOF, this Agreement is executed by Freddie Pitcher, Chancellor, Southern University Law Center; 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 \_\_\_\_\_, 2012.

CHANCELLOR,  
SOUTHERN UNIVERSITY LAW  
CENTER

\_\_\_\_\_  
FREDDIE PITCHER

PRESIDENT, SOUTHERN UNIVERSITY  
SYSTEM

\_\_\_\_\_  
DR. RONALD MASON, JR.

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

\_\_\_\_\_  
DARREN G. MIRE

## **EMPLOYMENT AGREEMENT**

The Board of Supervisors of Southern University and Agricultural and Mechanical College (Board) hereby extends as Chancellor of Southern Agricultural Research and Extension Center (SAREC), Leodrey Williams, (Chancellor) who hereby accepts the following terms of employment.

### **TERM OF EMPLOYMENT**

The employment established in this Agreement is for an initial term of two years (2) years, commencing on January 1, 2013 and ending on December 31, 2014.

This Agreement may be extended for six (6) months (January 1, 2015 - June 30, 2015), if the Chancellor satisfactorily meets the duties and conditions as stated herein during the 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 October 31, 2014.

In the event this Agreement is not extended and Chancellor does not receive notice of termination, Chancellor will automatically revert back to an at-will employee as Chancellor without further action by the President and the Board.

The Board reaffirms the Chancellor's initial appointment as an extension administer at SAREC.

### **DUTIES AND CONDITIONS OF EMPLOYMENT**

The Chancellor shall oversee and provide leadership for the overall operations of Southern University Agricultural Research and Extension Center (SAREC). The responsibility shall specifically include facilitating and implementation of the Transformation Plan as approved by the Board on October 26, 2012.

The Chancellor shall report and be responsible to the Board through the System President as required in the Board's by-laws.

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.

The Chancellor shall comply with all other laws and regulations applicable to his specific office and public officials.

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. The goals and objectives will be the basis for his performance review for the two (2) years of the Agreement and any extensions thereof.

## **COMPENSATION**

The Chancellor shall be paid an annual salary of one hundred and eighty one thousand five hundred dollars (\$181,500.000) 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 SUS's payroll procedures.

The Chancellor shall receive a housing allowance of thirty-five thousand dollars (\$35,000.00) annually and an automobile allowance of fifteen thousand dollars (\$15,000.00) 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 SUS's payroll procedures.

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.

The Chancellor's compensation as an extension administrator at the time he retires or is terminated without cause shall be eighty percent (80%) of the Chancellor's salary at the time the Chancellor steps down from the position as Chancellor, either before the end of this Agreement, its expiration or during subsequent service as Chancellor. In the event this Agreement lapses and the Chancellor reverts to an at-will employee, this provision will remain in full force and effect.

## **TERMINATION**

### 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 herein. If the Chancellor is terminated without cause and elects to become an extension administrator, 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.

The Chancellor, upon termination as Chancellor without cause, shall have the right to: (a) remain at SAREC and assume the position of extension administrator at SAREC or such other campus as may be mutually agreed upon by the parties or (b) he may elect to leave SAREC. For

purposes of this paragraph, the Chancellor's compensation shall be calculated and begin as of the last date of payment of the base salary due under this Agreement.

If the Chancellor elects to leave SAREC 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 fifteen (15) days after Chancellor's last day of employment.

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 SUS for the benefit of full-time administrative employees.

### Resignation

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 an extension administrator within the Southern University System. He shall be compensated at the pay described herein to be calculated as of the date of his letter of resignation. His position as extension administrator 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.

### Expiration

After the end of the term of employment specified herein, the Chancellor shall revert to his position as an at-will Chancellor without any action required on the part of the President or Board.

### Termination For Cause

If the Chancellor is terminated for cause, he shall be terminated from all positions with SAREC immediately, including his position as an extension administrator. 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 SUS 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 or a designated Board Committee.



The Board may terminate the Chancellor for cause for the following reasons but not limited to:

Conviction of a crime of moral turpitude;

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

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

Neglect of duty; and

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

### **SERVICE ON CORPORATE BOARDS**

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 SAREC. 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.

### **EDUCATIONAL BENEFITS**

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

### **NOTICES**

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:

Chancellor Leodrey Williams, and/or delivered to him at his office at SAREC

President, Dr. Ronald Mason, Southern University System, 4<sup>th</sup> Floor, J.S. Clark Administration Building, Baton Rouge, La. 70813

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

**ENTIRE CONTRACT**

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.

IN WITNESS WHEREOF, this Agreement is executed by Dr. Leodrey Williams, Chancellor, Southern University Agricultural Research and Extension Center; 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 \_\_\_\_\_, 2012.

CHANCELLOR,  
SOUTHERN UNIVERSITY  
AGRICULATURAL RESEARCH AND  
EXTNSION CENTER

\_\_\_\_\_  
DR. LEODREY WILLIAMS

PRESIDENT, SOUTHERN UNIVERSITY  
SYSTEM

\_\_\_\_\_  
DR. RONALD MASON, JR.

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

\_\_\_\_\_  
DARREN G. MIRE

JOB CLASS	2	5	1	1	6
JOB CODE	MU				
CAL ID					

### SOUTHERN UNIVERSITY SYSTEM

#### Personnel Action Form

POSITION NUMBER	2	M	9	8	1	9
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CAMPUS: SUS \_\_\_\_\_ SUBR X SULAC \_\_\_\_\_ SUAREC \_\_\_\_\_ SUNO \_\_\_\_\_ SUSLA \_\_\_\_\_

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

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

RECEIVED  
NOV 16 2012  
OFFICE OF THE CHANCELLOR

Previous Employee Julie Wessinger (Interim) Reason Left Retirement  
Date Left April 30, 2012 Salary Paid \$80,000.00

#### Profile of Person Recommended

Length of Employment July 1, 2012 To June 30, 2013  
Effective Date November 1, 2012

Name Brandon K. Dumas, Ph.D. SS# xxx-xx-0610 Sex M Race\* B  
(Last 4 digits only)

Position Title: Vice Chancellor for Student Affairs Department: Student Affairs

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

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 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>9</u>	Southern University Experience <u>5.5</u>
Degree(s):	Institution/Location (SU-Baton Rouge):
<u>Type/Discipline (BA-Education):</u>	<u>Year:</u>
<u>A. S. - Law Enforcement</u>	<u>Southern University and A&amp;M College</u>
<u>B. S. - Criminal Justice</u>	<u>Southern University and A&amp;M College</u>
<u>MBA</u>	<u>Salem International University</u>
<u>Ph.D. - Urban Higher Education</u>	<u>Jackson State University</u>

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

#### Personnel Action

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

Recommended Salary \$105,000.00 Salary Budgeted \$105,000.00

Source of Funds Student Affairs - Auxiliary

Identify Budget: 200501 Location \_\_\_\_\_ Page \_\_\_\_\_ Item # \_\_\_\_\_  
Form Code: \_\_\_\_\_

Change of:

	<u>From</u>	<u>To</u>
Position	<u>Interim Assoc. V/C Student Affairs</u>	<u>Vice Chancellor for Student Affairs</u>
Status	_____	_____
Salary Adjustment	<u>\$80,000.00</u>	<u>\$105,000.00</u>

Financial Aid signature (if, applicable):

List total funds currently paid this employee by Southern University:

Source of Funds	Amount
200501	\$105,000.00

\*See Reverse Side

Comments: (Use back of form)

\*See Reverse Side

Graduate School signature (if, applicable):

<p><u>[Signature]</u> _____ Supervisor Date</p> <p><u>[Signature]</u> _____ Vice Chancellor Date</p> <p><u>[Signature]</u> _____ Director/Personnel Date</p> <p><u>[Signature]</u> _____ President Date</p>	<p><u>[Signature]</u> _____ Dean/Unit Head Date</p> <p><u>[Signature]</u> _____ Chancellor Date</p> <p><u>[Signature]</u> _____ Vice President/Finance Date</p> <p><u>[Signature]</u> _____ Business Affairs/Comptroller Date</p> <p>_____ Date Chairman/S.U. Board of Supervisors</p>
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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:** M - F / 8:00 a.m. - 5:00 p.m.  
**EMPLOYEE DIRECT SUPERVISOR:** James L. Llorens, Ph.D. - Chancellor  
**SUPERVISOR/DEPARTMENT CONTACT NUMBER** 225.771.5020  
**NUMBER OF EMPLOYEES SUPERVISED, (if any)** 85+

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

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

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

**CLASS OF EMPLOYMENT (VISA STATUS):**

TYPE	CODE
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

FUNDS AVAILABLE  
OFFICE OF THE COMPTROLLER  
SOUTHERN UNIVERSITY SYSTEM

EXPIRES  
NOV 16 2012

*J. Llorens*

COMPTROLLER OFFICE

216080 - 27052 - 29007

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

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

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

SOUTHERN UNIVERSITY SYSTEM  
BUDGET OFFICE  
211001-27051-61002-26000  
NOV 16 2012  
*J. Llorens*  
FUNDS AVAILABLE





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

November 16, 2012

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

Dear Dr. Mason:

Recently, a search committee, appointed by the Chancellor to evaluate applicants and make subsequent recommendation(s) for the position of Vice Chancellor for Student Affairs, completed its work and submitted its report.

The Committee reviewed and evaluated applications for three applicants. Those applicants were: (1) Dr. Brandon Dumas, (2) Dr. Ann McDaniels-Echols, and (3) Dr. Rachel Young.

After reviewing the committee's report and its subsequent recommendation, I am pleased to recommend Dr. Brandon Dumas for the position of Vice Chancellor for Student Affairs. Dr. Dumas' name was the only name submitted by the Search Committee.

Dr. Dumas has ably and admirably served as Interim Associate Vice Chancellor for Student Affairs for the past year. During this interim period, his performance as Chief Student Affairs Officer has been outstanding. In fact, he has enthusiastically embraced his role as leader of the Division. He has already led an effort to re-organize the Division by eliminating, combining, and otherwise creating positions that have resulted in significant cost savings and a raised level of efficiency, effectiveness and accountability in the Division of Student Affairs. His rapport with Student Affairs employees, student leaders and with students in general is extraordinary. His broad vision and appreciation for how the Division of Student Affairs must contribute positively and significantly to the total development of the student are apparent. His ability and willingness to work across divisions and units were demonstrated when he enthusiastically took on the daunting task of successfully coordinating and directing the registration process for the 2012 Fall Semester.

In comparison to the salaries for Chief Student Affairs Officers at some state and SWAC institutions, and the average CUPA, SREB, BOR, and NASPA salaries of chief student affairs officers, the salary that we are recommending for this position still places SUBR in the lowest position in terms of salary. I strongly believe that if we are

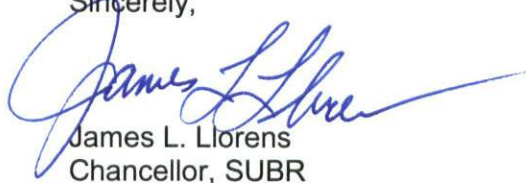


**Dr. Ronald Mason, Jr., President**  
**November 16, 2012**  
Page 2

to move forward, attract and retain energized, prepared, credentialed and visionary individuals who can provide the vigorous, knowledgeable and effective leadership that we need at this critical juncture in SUBR's history, the University must offer competitive salaries to the extent that its circumstances allow it to do so. The source of funding for the salary of the Vice Chancellor for Student Affairs position is 100% auxiliary funds.

It is for all of the above reasons that I recommend the appointment of Dr. Brandon Dumas as Vice Chancellor for Student Affairs, effective December 1, 2012. I now request your approval and the approval of the Board at its November meeting.

Sincerely,

A handwritten signature in blue ink, reading "James L. Llorens". The signature is fluid and cursive, with a long horizontal flourish extending to the right.

James L. Llorens  
Chancellor, SUBR

JLL/swm

# BRANDON K. DUMAS, PH.D.

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October 2, 2012

Office of Human Resources  
ATTN: Vice Chancellor for Student Affairs  
Southern University and A&M College  
J.S. Clark Annex, 1st Floor  
Baton Rouge, LA 70813

**Re: Vacancy Announcement - Vice Chancellor for Student Affairs**

Dear Members of the Search Committee:

It is truly an honor to serve as Southern University and A&M College's Interim Associate Vice Chancellor for Student Affairs. This institution has been a significant part of my professional and personal life, and I am very fortunate to have been a part of the Southern University family for many years. At this moment in time, I can think of no greater opportunity than to serve as Southern's Vice Chancellor for Student Affairs, and I ask that you please accept this letter as my application for the position.

I would be humbled to serve as the Vice Chancellor for Student Affairs at Southern University and A&M College, maintaining my role as a key player on the University's team in creating a world-class, model educational environment and experience for all students. I fully recognize that this task is not simple, nor can all goals be achieved overnight. The process for developing this division into a higher education best practices model will take supreme sacrifice and dedication. It will also require vision and direction, understanding through data driven assessments, evaluations and feedback, and courageous leadership to make the decisions necessary for true progress to occur.

My professional experience and personal connection to Southern University make me the ideal candidate for the position of Vice Chancellor for Student Affairs. I am uniquely academically and professionally qualified to provide leadership, guidance and vision to the Division for Student Affairs. I received my Associate and Bachelor Degrees from Southern University. As a student, I have benefitted from the provision of quality student services and support systems tailored to meet the specific needs of a diverse student body.

My tremendous passion for Southern University has led to my investiture in several positions within the Southern University System. During my matriculation, I acquired technical skills and understanding while serving in the Offices of Financial Aid and Admissions & Recruitment. During my tenure with the System Office, I served in various capacities including Coordinator for Student Affairs, Assistant to the Director of Internal Audit, Executive Associate to the President and Deputy Chief of Staff. For the past year, I have served as the Interim Associate Vice Chancellor for Student Affairs at Southern University - Baton Rouge. As Interim Associate Vice Chancellor, I have successfully discharged the duties and responsibilities expected of the next Vice Chancellor for Student Affairs.



Over the course of my tenure as the Chief Student Affairs Officer at Southern University, I have moved expeditiously and deliberately to revolutionize the Division for Student Affairs into a 21st century student serving center capable of meeting the changing needs of a rapidly developing student population.

Under my leadership, the Division for Student Affairs has undergone a comprehensive reformation. As the University's financial circumstance deteriorated, Student Affairs identified means in which to reduce our dependence upon state general fund support. In January 2012, I convened the Student Affairs Advisory Council (S.A.A.C), comprised of students, faculty, divisional and non-divisional staff, charging them with conducting a thorough assessment of student affairs operations and providing substantive recommendations for streamlining which should result in increased efficiency, effectiveness, accountability and generate cost savings. In February, the S.A.A.C. responded with a series of recommendations, many of which were included in the Student Affairs Reorganization Plan, ultimately approved by the University Administration. Among many outcomes, this reorganization plan resulted in the Division for Student Affairs becoming viable and nearly self-sustaining for the first time in Southern University History; that is to say that barely any state funds are used to support any aspect of the Division for Student Affairs's operation.

Recently, we launched the "Leave YOUR Mark on SU" Donor Brick Program, one that provides a multiplicity of positive benefits for the Division. Students, staff, faculty, alumni and university supporters across the globe now have the opportunity to reserve a personalize brick which will be laid in the to-be-remodeled Smith-Brown Memorial Student Union Courtyard. This program allows for members of the Jaguar Nation to document their experience at Southern University eternally on our campus, as a component of our overall renovation plans for this key facility, while generating foundational dollars to fund our key initiatives such as the "Jaguar Assistance for Graduating Seniors (J.A.G.S.)" Scholarship Program to be implemented in the coming months.

Student Affairs was charged with executing the Fall 2012 Registration Process, a monumental responsibility. This task required to my team, under my direction, to conduct a thorough evaluation of prior registration processes, diagnose perpetual issues creating inefficiencies, investigate institutional best practices and execute a holistically sound procedure for the benefit of the students. Our successful efforts resulted in a comparative increase in student completion of registration processes when compared to the previous terms. Consistency in leadership moving forward will allow for the current process to be refined for future implementation.

I recognize the Student Union to be the "living room" of the college campus; a central hub of student leisure, studies and social interaction. In the effort to increase the frequency positive engagement with students and convenience of access to Student Affairs administrators, I relocated the Division for Student Affairs offices to the Smith-Brown Memorial Union. This move opened my eyes to the outdated facilities provided by the student union for their purpose. Employing readily available funds available for student union operations, I created the Student Union Improvement Fund, which directed resources towards union renovations designed to create a contemporary, state-of-the-art student facility capable of meeting basic assembly and recreational needs of our students. More than \$200,000.00 has been allocated for this fund, which has enabled us to provide upgrades to seating, install new flooring, carpet student and staff offices, and hire additional staffing. We have also identified additional revenue, which has been used to conduct upgrades and modernizations to the residential facilities in the amount of \$250,000.00.



This year, the Division for Student Affairs, Student Government Association and various leadership organizations participated in a process, which ultimately led to the most comprehensive revision to student self-assessed fees in University history. This revision, enacted as a response to a student referendum overwhelmingly approved by the students in the Spring 2012 General Student Elections, eliminated and reduced certain fees consistent with the wishes of the students, while creating and repurposing other fees for which students have greater vested interests. Beginning this Fall, the Student Government Association has additional revenue to host special events, the Royal Court has become self-sufficient, student organizations have a dedicated funding source from which to afford high quality programs and participation in local, state, and national competitions, Student Affairs has the resources to implement initiatives which enhance student life and the Human Jukebox, Southern University's Marching Band, has reliable financial support to maintain its stellar contributions to the fabric of University life.

In every way, the contributions of the Division for Student Affairs, during my tenure as the Interim Associate Vice Chancellor, have significantly affected the forward progression of Southern University. It is my intention, if selected, to continue to build upon a solid foundation my developing and training a competent, skilled executive leadership team capable to maximizing the effectiveness of their respective units. For your review and consideration, I have enclosed a copy of our Division's Annual Report that summarizes some of our progress and accomplishments.

The Office of the Vice Chancellor for Student Affairs has begun the process of developing a strategic plan, with the input of the department heads, which will give our team a steady target for which to aim as we execute complex tasks simultaneously to expedite our progress. It is my expectation that this process will lead to certain outcomes such as additional organizations and support for diverse student demographics and transformations in how we make information available to students, such as with the Division for Student Affairs Interactive Dashboard Initiative.

The Division for Student Affairs plays a critical role in ensuring and attracting capable and prepared students, offering them the services and support necessary for their personal, professional and academic growth, retaining them through graduation and providing them with the career preparation and placement services they needs to garner gainful employment in their area of interest. I am committed to utilizing every skill and trait, both learned and innate, to ensure the success of the department and this institution. I am proud of the leadership, management and reform experience I have acquired, and I present myself ready and capable of showing my competence and preparedness to accomplish the task at hand.

I submit to you my humble and sincere request for consideration for the position of Vice Chancellor for Student Affairs at Southern University and A&M College.

Yours in the Gold and Blue  


Brandon K. Dumas, Ph.D.  
Interim Associate Vice Chancellor  
Southern University and A&M College

# BRANDON K. DUMAS, PH.D.

19211 SOUTH LAKEWAY AVENUE • BATON ROUGE, LOUISIANA 70810  
BDUMAS@YMAIL.COM • 225.279.9091

## QUALIFICATIONS PROFILE

Accomplished, goal oriented and dynamic education professional, offering educational administration and supervision experience; interested in continuing advancement within an academic organization to continue the promotion and development of skills, knowledge and leadership. Innovative and enthusiastic communicator, with a positive approach and genuine compassion for work. Equipped with well deserved reputation for engaging and motivating students. Possesses strong knowledge of various functions of Student Affairs administration and well developed interpersonal skills and the ability to motivate and direct others in a supportive, cooperative team environment.. Sound experience with budget development and resource reallocation. Excellent supervisory skills, recruitment, staff training and development.

## EDUCATION AND CREDENTIALS

- August 2011**                    **Doctorate of Philosophy in Urban Higher Education**  
Jackson State University • Jackson, Mississippi
- Dissertation:**    Decision-Making Practices of Presidents at Historically Black Colleges and Universities
- August 2009**                    **Masters of Business Administration (MBA)**  
Salem International University • Salem, West Virginia
- July 2008**                        **Bachelor of Science in Criminal Justice**  
   **Associate of Science in Law Enforcement**  
Southern University and A&M College • Baton Rouge, Louisiana

## ADMINISTRATIVE EXPERIENCE

- October 2011 - Present**                    **Associate Vice Chancellor for Student Affairs**  
   **Division for Student Affairs**  
   **Southern University and A&M College • Baton Rouge, Louisiana**

The Associate Vice Chancellor for Student Affairs is the chief student affairs officer for Southern University and A&M College and reports directly to the Provost. The Associate Vice Chancellor serves as the chief advisor to the campus administration on all student related matters and provides the executive leadership and direction in ensuring the overall development of each student as a person in the context of the university community through collegial leadership, vision, creativity and dedication. As chief student affairs officer, the Associate Vice Chancellor for Student Affairs provides the executive leadership and accountability for the administration, development, assessment and improvement of student services and experiences which meet and support the University's mission and strategic plan. The Associate Vice Chancellor analyzes issues and uses foresight and creativity in recommending viable courses of action and advises on policies in matters dealing with students. The Associate Vice Chancellor provides direct supervision and



leadership development for the following units: Career Services, Dean of Students, Food Service, Greek Life, Intramural Sports, Residential Life and Housing, Student Health Center, Student Media, Smith-Brown Memorial Union, Student Programs and the University Counseling Center. In addition, the Associate Vice Chancellor also is responsible for coordinating legal issues relating to student higher education issues; campus communication and collaboration with internal constituencies - faculty, staff, and other administrative colleagues; communication and collaboration with external constituencies - business and community organizations; and budget development, planning and assessment. Finally, the Associate Vice Chancellor serves as the student advocate within the University community.

- *New Initiatives*
  - Established the Student Affairs Advisory Committee for advisement in modifying and enhancing overall divisional operations.
  - Implemented Comprehensive Division for Student Affairs Reorganization Plan 2012
  - Created the “Leave YOUR Mark on SU” Donor Brick Program to generate revenue for divisional initiatives
  - Created the Jaguar Assistance for Graduating Seniors (J.A.G.S) Scholarship Program
  - Renovated the Residential Area basketball courts and installed new fountains in Lake Kernan.
  - Reduced the financial impact of the Division for Student Affairs on the University’s budget
  - Led the Division of Student Affairs to independent financial viability from state funds
  - Revised student fee self-assessments to maximize the impact and benefit of the additional revenue
  - Increased financial and administrative resources available to support student organizations
  - Increased divisional partnership with community offices and businesses such as the ExxonMobil YMCA and East Baton Rouge Office of the Mayor-President
  
- *Improvements*
  - Reintroduced the Division for Student Affairs Comprehensive Annual Report
  - Initiated and chaired the Southern University Registration Task Force
  - Implemented a revised registration procedure for the Fall 2012 Registration Process
  - Renovated the Smith-Brown Memorial Student Union with \$100,000.00 of capital upgrades.
  - Renovated the Residential Life halls with \$250,000.00 of capital upgrades.
  - Increased prospective student participation in preview and orientation through the 365Jag and Virtual Orientation sessions
  - Merged the Office for Student Media departments for a more efficient delivery of services

**August 2010 – September 2011**

**Deputy Chief of Staff  
Office of the President  
Southern University System • Baton Rouge, Louisiana**

As Deputy Chief of Staff, assisted the Chief of Staff in providing oversight the day-to-day management and operational functions of the Office of the President. Performed duties as assigned or delegated to meet the needs of all constituents of the Southern University and A&M College System. Regularly required to resolve complex administration problems independently, performs tasks that are diverse and advanced. Effectively worked with the Chief of Staff to coordinate confidential matters relative to university finances, employee salaries, personnel issues, and policy changes. Aforementioned duties were performed in addition to carrying out the functions of Coordinator for Student Affairs.

July 2009 – July 2010

**Executive Associate to the President  
Office of the President  
Southern University System • Baton Rouge, Louisiana**

The Executive Associate reported directly to the President and was responsible for the administration of the Office of the President and assisted the President in the discharge of her duties and responsibilities as Chief Administrative Officer of the Southern University and A&M College System and Secretary to the Board of Supervisors. The Executive Associate was the primary and immediate advisor to the President and assisted the President in the development and administration of policies and programs, serving also as the principal senior liaison with members of the Board of Supervisors. The Executive Associate was responsible for monitoring a broad range of University administrative matters; drafting reports and position papers; managing the flow of internal and external communications for the Office of the President; representing the President on boards, committees, and councils; and carried out special assignments of administrative priority, frequently confidential in nature. Performed executive level tasks and, where appropriate, made executive level decisions independent of supervision. Aforementioned duties were performed in addition to carrying out the functions of Coordinator for Student Affairs.

September 2008 – September 2011

**Coordinator for Student Affairs  
Office of the Vice President for Academic & Student Affairs  
Southern University System • Baton Rouge, Louisiana**

The Coordinator for Student Affairs, reported to the System Vice President for Academic & Student Affairs was charged with the coordination of student activities, leadership development, engagement priorities and selected research projects based on the mission, vision and values of the Southern University and A&M College System and its member campuses. As the primary student officer of the Southern University and A&M College System, the Coordinator was responsible for providing leadership through a team approach to delivering comprehensive student support services and enhancing institutional collaboration for teaching and learning. The comprehensive support services included: Career Services, Dining Services, Student Health, University Counseling Center, Intramural Sports, Residential Life, Student Union, Student Life, Student Media, and Student Programs. The Coordinator also provided the administration with information that enhanced strategic planning, decision-making and institutional performance measures relative to students. The Coordinator also worked collaboratively with internal and external constituents on a wide range of topics at the direction of the System Vice President for Academic & Student Affairs. The Coordinator was ultimately responsible for the coordination and management of all student related issues within the University System at each of its member campuses.

July 2007 – August 2008

**Executive Assistant to the Director  
Office of the Internal Auditor  
Southern University System • Baton Rouge, Louisiana**

The Executive Assistant to the Director provided direct administrative support to the Director of Internal Audit and was her primary point of contact and a liaison for the Office of the Internal Auditor for internal and external constituencies. The Executive Assistant to the Director had primary responsibility for the management of the Director of Internal Audits schedule, handling request for the Director of Internal Audit's time and preparing



supporting material for the Director of Internal Audit's meetings. The Executive Assistant to the Director coordinated the planning of meetings, presentations, and training sessions that include the Director of Internal Audit and was responsible for the travel arrangements of the Office of the Internal Auditor's staff.

January 2007 – June 2007

**Coordinator of Student Relations  
Office of Admissions & Recruitment  
Southern University and A&M College • Baton Rouge, Louisiana**

The Coordinator of Student Relations was accountable to the Executive Director of Admissions and Recruitment, who is charged with responsibility of all recruiting aspects of the University. The Coordinator was responsible for dealing with the current and potential undergraduate students of the University. The Coordinator was expected to be fully conversant with all aspects of the University, primarily concerning undergraduate admissions requirements, in order to effectively assist students, the general community, and the University's administration in their efforts to increase enrollment.

#### PROFESSIONAL & CIVIC AFFILIATIONS

- Association for the Study of Higher Education (ASHE)
- American College Personnel Association (ACPA)
- National Association of Student Affairs Professionals (NASAP)
- National Association of Student Personnel Administrators (NASPA)
- Louisiana Association of College & University Personnel Administrators (LACUSPA)
- Board of Directors, East Baton Rouge Council on Aging
- Commissioner, East Baton Rouge Housing Authority
- Vice Chairman, Board of Directors, The Dumas House
- Deacon, Greater Mount Olive Missionary Baptist Church
- Alpha Phi Alpha Fraternity, Inc.
- Southern University National Alumni Federation

#### AWARDS, HONORS & ACTIVITIES

- 2012 Trailblazer Award, East Baton Rouge Parish Recreation and Parks Commission (BREC)
- 2012 Keynote Speaker, Honors College Awards Ceremony, Southern University and A&M College
- 2012 Keynote Speaker, Founders Day, Southern University Laboratory School

#### PROFESSIONAL REFERENCES

- Available Upon Request

# BRANDON K. DUMAS, PH.D.

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## *Professional References*

1. Dennis S. Brown  
**President**  
Southern University National Alumni Federation  
Post Office Box 740905  
Houston, Texas 77274  
Phone: (713) 305-8652  
dsbrown77@aol.com
2. Kassie Freeman, Ph.D.  
**Former Interim President**  
Southern University System  
1218 Marais Street  
New Orleans, Louisiana 70116  
Phone: (504) 908-1364  
freekassie@yahoo.com
3. Edward C. "Ted" James II  
**State Representative – District 101**  
Louisiana House of Representatives  
3552 Monterrey Blvd  
Baton Rouge, LA 70814  
Phone: (225) 925-4859  
Fax: (225) 925-4885  
jamest@legis.la.gov
4. Congressman Cedric Richmond  
**United States Congressman**  
2<sup>nd</sup> Congressional District of Louisiana  
415 Cannon HOB  
Washington, DC 20515  
Phone: (202) 225-6636  
Fax: (202) 225-1988
5. Kent Smith, Jr.  
**President**  
Langston University  
Post Office Box 907  
Langston, Oklahoma 70350  
Phone: (405) 466-3201  
Fax: (405) 466-3461  
president@langston.edu

# DENNIS S. BROWN

PO BOX 740905  
HOUSTON, TX 77274

September 27, 2012

Dr. James L. Llorens  
Chancellor  
Southern University and A & M College  
Baton Rouge, LA 70813

Dear Dr. Llorens:

This letter of recommendation is written to give you a brief insight about one of the most dedicated and astute young men that I have been fortunate to meet. Mr. Brandon K. Dumas is the essence of what our future leaders should represent in today's society.

I have known Brandon for many years, and can unequivocally attest to his enthusiasm, integrity, and ability. I highly endorse him to become the next Vice Chancellor for Student Affairs at Southern University in Baton Rouge.

It is rare that I readily give such a glowing recommendation, however, this one is well deserved. If I can be of further assistance to you, please feel free to contact me at 713-305-8652.

Sincerely,



Dennis S. Brown



**KASSIE FREEMAN, PH.D.**

1218 Marais Street  
New Orleans, Louisiana 70116  
504/908-1364 (Cell)  
freekassie@yahoo.com

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September 28, 2012

Office of Human Resources  
ATTN: Vice Chancellor for Student Affairs  
Southern University and A&M College  
J.S. Clark Annex, 1<sup>st</sup> Floor  
Baton Rouge, LA 70813

***RE: DR. BRANDON K. DUMAS***

Dear Search Committee:

It is my high honor to provide this letter of recommendation and reference in strong support of Dr. Brandon K. Dumas for the position of Vice Chancellor for Student Affairs at Southern University and Agricultural and Mechanical College. I have had the pleasure of knowing and working with Dr. Dumas for almost a decade. He reported directly to me during my tenure as Vice President for Academic and Student Affairs, and subsequently Interim President of the Southern University and A&M College System.

While serving as Vice President for Academic and Student Affairs, Dr. Dumas served as a liaison between the Southern University System and the students of each of the system's campuses. Because of his unique abilities and accomplishments, I personally tasked Dr. Dumas with the responsibility of serving as the system's advisor to the Council of Student Body Presidents (COSBP), a role in which he thrived. Furthermore, during my tenure as Interim President, Dr. Dumas served as a member of my executive cabinet and played a key role in my administration. He contributed greatly to advancing the system's mission and became well respected by his colleagues and the Southern University System community. He certainly built an enviable record of success. Evidence of this can be seen by his retention by my successor, Dr. Ronald Mason, who ultimately promoted Dr. Dumas to the position of Deputy Chief of Staff.

My careful observation of Dr. Dumas is a proven leader who possesses many essential traits that enable him to work effectively with students, as well as constituent groups within the university and the community at-large. Aside from dynamic human relation skills, Dr. Dumas is resourceful, a critical thinker, and committed to excellence. He involves others in his decision-making, and most importantly, he knows how to listen. He cultivates an environment open to thoughtful, reasoned discourse where the best and brightest ideas may be heard and analyzed.

**OFFICE OF HUMAN RESOURCES  
ATTN: VICE CHANCELLOR FOR STUDENT AFFAIRS  
SOUTHERN UNIVERSITY AND A&M COLLEGE  
SEPTEMBER 28, 2012  
PAGE 2**

Most importantly, Dr. Dumas is a person who thrives upon making a difference in the lives of people, especially students – a difference evidenced within the Southern University community. He is truly an exceptional person whose professional accomplishments and broad community service attest to his commitment to serve. Dr. Dumas is a man of exceptional character with an insightful vision and a never-ending dedication to the mission of education and students.

In closing, you could chose no person more qualified than Dr. Brandon K. Dumas. He is a proven leader and possesses outstanding intellect. He will continue to provide visionary and practical leadership working with Chancellor Llorens to further advance this outstanding and prestigious university. Without reservation, I am proud to recommend Dr. Brandon K. Dumas for the position of Vice Chancellor for Student Affairs.

Please do not hesitate to contact me should you wish to discuss Dr. Dumas' candidacy and qualifications in greater detail.

Sincerely,

A handwritten signature in black ink, appearing to read "Kassie Freeman". The signature is fluid and cursive, with a long horizontal stroke extending to the right.

Kassie Freeman, Ph.D.





October 1, 2012

Office of Human Resources  
ATTN: Vice Chancellor for Student Affairs  
Southern University and A&M College  
J.S. Clark Annex, 1st Floor  
Baton Rouge, LA 70813

Re: Letter of Recommendation for Brandon K. Dumas, Ph.D.

It is with great pleasure that I submit this letter of recommendation affirming my unwavering support of Dr. Brandon K. Dumas for the position of Vice Chancellor for Student Affairs at Southern University and A&M College. As a proud alumnus of Southern University, I am uniquely aware of what personal attributes and professional qualities and skills are essential for exceptional performance in discharging the duties of Vice Chancellor. Further, I genuinely understand the paramount role the Division for Student Affairs plays in the academic and professional progression of each student during their matriculation and upon graduation. I am confident that Dr. Dumas has the character, vision and integrity required to serve at the helm of the Division for Student Affairs.

Brandon Dumas heralds a fundamental recognition of the importance of providing high quality student support services which empower the personal, academic and extracurricular development of the general student population, while providing specific support to diverse demographics in need. He further recognizes the importance of delivering these provisions in a manner that is efficient, effective, accountable and innovative. A vibrant, strategic and contemporary Division for Student Affairs will grant its institution considerable capability to attract prospective students, support them during their matriculation, provide diverse student organizations and quality programming, encourage their graduation, and assist in career awareness, development and placement. I trust that Dr. Dumas is uniquely equipped to build such an enterprise at Southern University.

Dr. Dumas has lived a life of commitment to service at Southern University; one which adequately prepares him for this position. He is certainly no stranger to Student Affairs. Prior to his ascendance to the Southern University System Office, he served as an active employee within the Departments for Admissions & Recruitment and Financial Aid. During his employment in the Southern University System, he served as Coordinator for Student Affairs where he provided insight and guidance on system policies as they relate to the benefit and welfare of Southern University System. In October 2011, Dr. Dumas accepted the reins to serve as the Interim Associate Vice Chancellor for Student Affairs and Chief Student Affairs Officer of Southern University.

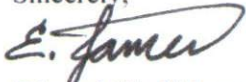
During his brief tenure, Dr. Dumas has made monumental strides within the Division for Student Affairs by implementing a bold, student-conscious vision and agenda in every aspect of the division's operations. Amongst his many achievements, Dr. Dumas initiated and implemented a comprehensive, divisional restructuring plan, led Student Affairs to being nearly completely self-sustaining and viable on self-generated and auxiliary revenue, implemented the "Leave YOUR Mark on SU" Donor Brick

Program to generate revenue, created the Jaguar Assistance for Graduating Seniors (JAGS) Scholarship Program, overseen campus beautification projects championed by subsidiary organizations, created an objected evaluation and employee performance appraisal procedure, and launched a strict campaign against drug-use on campus. Reflective of his commitment to the students first, he relocated the Office of the Vice Chancellor to the Student Union to maximize his office's access to and positive interaction with the student body.

Dr. Dumas is a skilled writer, articulator and motivator. He has the resilience and commitment to excellence required to develop and maintain a modern Student Affairs department. His leadership thus far provides encouragement to his employees and confidence to The University community. He is deliberate, strategic and data-driven in his assessments and decision-making processes. He understands the relevance of student and community input in the decisions he makes on behalf of the Division for Student Affairs. His youthfulness and energetic nature, when coupled with his maturity and awareness, make him the model leader for Student Affairs and leaves nothing to be desired.

It is without reservation that I recommend Dr. Brandon K. Dumas for the position of Vice Chancellor for Student Affairs. I am thrilled with his interest, and express my unmitigated belief that he has exactly what Southern University's Division for Student Affairs needs to succeed. If you have any questions regarding this recommendation, please do not hesitate to contact me.

Sincerely,



Edward "Ted" James  
State Representative  
District 101





CONGRESSMAN CEDRIC RICHMOND

2nd Congressional District  
Louisiana

October 3, 2012

Office of Human Resources  
Southern University and A&M College  
J.S. Clark Annex, 1st Floor  
Baton Rouge, LA 70813

To Whom It May Concern:

Southern University has a very unique mission and role in our communities to administer a quality academic experience to underserved populations in our region, and across this country. In order to achieve this mission, the institution must employ the skills and talents of qualified professionals with the commitment and competence to reach this common interest. This considered, I offer this letter in strong support of Dr. Brandon K. Dumas's selection to serve as the next Vice Chancellor for Student Affairs at Southern University and A&M College.

Dr. Dumas embodies the young, inspiring leadership that is essential to the Division for Student Affairs. I know that the type of student which Southern University services is fundamentally different, and thus the approach to offering services must reflect this change. I feel assured that Dr. Dumas is capable of modernizing the Division for Student Affairs to sufficiently address the needs of a twenty-first century historically black institutions of higher learning.

In the most challenging time in Southern University's history, the Division for Student Affairs has made considerable progress in growing its operation to better serve its students. This progress has been, in no small part, the product of the leadership and guidance provided over this past year by Dr. Dumas. He is academically credentialed and practically experienced in the areas of urban higher education and leadership. I am confident he will employ both of these critical assets to enhance the Division for Student Affairs in every manner necessary.

It is without hesitation that I recommend Dr. Brandon K. Dumas for the position of Vice Chancellor for Student Affairs at Southern University and A&M College.

Sincerely,

**CEDRIC L. RICHMOND**



LANGSTON



UNIVERSITY

Langston • Oklahoma City • Tulsa

*Office of the President*

October 2, 2012

Vice Chancellor for Student Affairs Search Committee  
Southern University

Dear Search Committee Members:

It is a pleasure to recommend Dr. Brandon K. Dumas who is applying for the position of Vice Chancellor for Student Affairs at Southern University. I have known Dr. Dumas for two years. In that time, I have developed a great respect for Dr. Dumas as a professional.

In the time that I have known Dr. Dumas, he has distinguished himself as an outstanding leader and dedicated professional. Dr. Dumas possesses highly effective communication skills and his interpersonal abilities are exceptional. He is an exemplary leader, and always projects a confident, professional demeanor. He has the reputation of being dependable and hard working. Based on my knowledge and assessment of Dr. Dumas, I know that he has the ability to make major contributions and he would certainly be an asset to Southern University, my Alma Mater.

I would be happy to answer any questions you might have concerning my perceptions of Dr. Dumas' capabilities and qualifications. You may contact me at your convenience.

Sincerely,

Kent J. Smith, Jr., Ph.D.  
President

JOB CLASS	2	2	0	1	0
JOB CODE	MU				
CAL ID					

**SOUTHERN UNIVERSITY SYSTEM**  
**Personnel Action Form**

POSITION NUMBER 2M9202

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

**RECEIVED**  
 NOV 20 2012

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

OFFICE OF THE CHANCELLOR

**Profile of Person Recommended**

Length of Employment July 1, 2012 To June 30, 2013  
 Effective Date January 1, 2013

Name Albert J. Tezeno, Ph.D. SS# xxx-xx-7646 Sex M Race\* B  
 (Last 4 digits only)

Position Title: Assoc. Vice Chancellor for Student Success Department: Academic Affairs

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

(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 19 Southern University Experience \_\_\_\_\_ Expiration Date: \_\_\_\_\_

Degree(s): Type/Discipline (BA-Education): B. S. - Computer & Info. System Institution/Location (SU-Baton Rouge): Grambling State University Year: 1990  
MBA University of Phoenix 2005  
Ph.D. - Urban Higher Education Jackson State University 2011

Current Employer Grambling State University - Grambling, La.

**Personnel Action**

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

Recommended Salary \$105,000.00 Salary Budgeted \$105,000.00

Source of Funds Title III 220244-22605-24100/State 211001-2260/-61002

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

Change of: \_\_\_\_\_  
 From \_\_\_\_\_ To \_\_\_\_\_  
 Position \_\_\_\_\_  
 Status \_\_\_\_\_  
 Salary Adjustment \_\_\_\_\_

Financial Aid signature (if, applicable): \_\_\_\_\_

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

Source of Funds	Amount
<u>211001-22601-41002</u>	<u>52,500.00</u>
<u>Title III 220244-22605-24100</u>	<u>52,500.00</u>

Comments: (Use back of form)

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

Supervisor \_\_\_\_\_ Date \_\_\_\_\_  
 Vice Chancellor \_\_\_\_\_ Date \_\_\_\_\_  
 Director/Personnel \_\_\_\_\_ Date \_\_\_\_\_  
 President \_\_\_\_\_ Date 11.20.12  
 Dean/Unit Head \_\_\_\_\_ Date 11/16/2012  
 Chancellor \_\_\_\_\_ Date \_\_\_\_\_  
 Vice President/Finance 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:** M - F / 8:00 a.m. - 5:00 p.m.

**EMPLOYEE DIRECT SUPERVISOR:** \_\_\_\_\_

**SUPERVISOR/DEPARTMENT CONTACT NUMBER** 225.771.5020

**NUMBER OF EMPLOYEES SUPERVISED, (if any)** 85+

**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.**

SOUTHERN UNIVERSITY SYSTEM

**CLASS OF EMPLOYMENT (VISA STATUS):**

**TYPE**

United States Citizen/Certificate of Naturalization

Resident Alien

H-1 Visa (Distinguished Merit & Ability)

J-1 Visa (Exchange Visitor Program)

F-1 Visa (Student Emp. FT Student at S.U.)

OPT (F-1 Visa-INS Prior Approval-"Practical Work Experience")

I certify that the above purchase(s) is (are) allowable under the terms and conditions of the appropriation, budget or award agreement and in accordance with federal, state, local and university policies and procedures required for fiscal compliance.

US // Allowability/Compliance Verified

RA // Encumbered/Funds Available

HL  
JI  
F1  
FO

By: OBH 11-16-12

By: \_\_\_\_\_

Date: 9-30-13

**Do Not Write Below This Area**

**For Human Resource and Budgetary Control Use Only!**

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

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

SOUTHERN UNIVERSITY SYSTEM  
BUDGET OFFICE  
211001-22601-61002-26000  
NOV 20 2012  
Ypymes  
FUNDS AVAILABLE





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

November 16, 2012

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

Dear Dr. Mason:

The Search Committee for the position of Vice Chancellor for Student Success has completed its work. Following the completion of the work of the committee, a decision was made to make the position an Assoc. Vice Chancellor rather than a Vice Chancellor position.

Consequently, we are requesting a waiver of the search for an Assoc. Vice Chancellor for Student Success. It is important to note here that Dr. Albert J. Tezeno was one of two finalists for the Vice Chancellor position.

After reviewing the committee's report and interviewing the two recommended applicants, I am pleased to recommend the appointment of Dr. Albert J. Tezeno for the position of Assoc. Vice Chancellor for Student Success, effective January 1, 2013.

The experience of this applicant is most impressive. What SUBR needs urgently is an individual with broad knowledge, understanding and appreciation for the key components in an enrollment management unit and an ability to coordinate and manage these units to elevate the levels of effectiveness, efficiency and accountability. This applicant has a proven record in this regard. In his current position as Associate Vice President for Enrollment Management and Director of the Office of Financial Aid and Scholarships, he has successfully turned the University's recruitment and retention numbers from negatives to positives.

The University where he is now employed has experienced an increase in its enrollment and in the University's graduation rates. We are eager to have this individual implement similar recruitment and retention strategies at SUBR, while simultaneously demonstrating his broad knowledge base in the areas that would be under his supervision. This applicant is also thoroughly trained in the Banner Student Information System. He has also been responsible for marked improvements in the area of customer service for units under his supervision and for improving the registration process.

He is energetic, forward thinking and eminently qualified to serve in this capacity. I now request your approval and the approval of the Board at its November meeting.

Sincerely,



James L. Llorens  
Chancellor, SUBR



28 September 2012

Office of Human Resources  
ATTN: Vice Chancellor for Student Success  
Southern University and A & M College  
J.S. Clark Annex, 1<sup>st</sup> Floor  
Baton Rouge, LA 70813

Dear Search Committee:

It is with great enthusiasm that I submit my application for the position of Vice Chancellor for Student Success at Southern University and A&M College. To compliment the nineteen years of administrative experience in Student Services and Enrollment Management that I possess, I also have a proven record with measurable results of exceeding goals through effective communication, teamwork, and a firm commitment to success that I am certain will be an asset to your institution.

During the past nineteen years, I have served as a senior manager and administered complex projects and programs. My professional experiences underscore my ability to identify the strengths and challenges presented in Student Success and the unique skills to develop strategies to enhance our strengths and meet our the challenges at Southern University by increasing enrollment, improving retention and graduation rates, boosting its responsiveness to the community and improving the learning environments for students.

As the Associate Vice President for Enrollment Management and Director of the Office of Financial Aid & Scholarships at Grambling State University, I administer a unit that efficiently serves over 5,000 undergraduate and graduate students. I have intimate knowledge of the unique challenges that our student populations at Historically Black Colleges and Universities encounter, and have the ability to both function and prosper in such an atmosphere.

During my tenure as Associate Vice President, we have completely revitalized and made significant improvements to all enrollment services operations, particularly the registration process. Additionally, I possess extensive knowledge and have been thoroughly trained in the Banner Student Information System. Through technological advances and quality customer service initiatives, we continue to expand services and increase the number of students who are served satisfactorily by our units. I am convinced that if a student has an excellent experience at the University, they will become an excellent alumnus who gives back to the institution. In the current economic climate, this is vital to the future and sustainability of our institutions.

My current responsibilities, which include providing management and oversight to the Offices of Financial Aid, Retention, Registrar and Admissions & Recruitment and serving as an instructor within the First Year Experience program, have allowed me to build a very successful enrollment management unit at Grambling State University. I strive to work in a cohesive and inclusive manner, so that we always maximize the delivery of services to our students and that everyone feels a part of the team.

My goal is to lead the Division of Student Success at Southern University to achieve its commitment in meeting the educational goals of its students in an environment that promotes intellectual growth and develops human potential by providing exceptional service through its enrollment management related entities. I believe that upon reviewing my information packet and considering my proven commitment to providing stellar customer service, you will agree that my educational and professional preparation makes me an excellent candidate for this position.

I thank you, in advance, for your time and consideration. I look forward to hearing from you.

Sincerely,

Albert J. Tezeno, Ph.D.

Enclosures

# ALBERT J. TEZENO, PH.D.

6815 Chapelfield • Houston Texas 77049  
Tezeno\_aj@yahoo.com • 281-459-4114 • cell 832-642-6937

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## Associate Vice President for Enrollment Management

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Extensively experienced and goal-oriented leader with a demonstrated track record in the areas of enrollment management, financial aid, and student support services. Proven expertise in driving efficiency and productivity through evaluation and subsequent implementation of process improvements in the delivery of student services. Has interfaced and successfully provided guidance for the Office of Admissions, Recruitment, Registrar, Retention, Financial Aid and First Year Experience. A proven leader, highly skilled to support the overall achievement of university goals and objectives.

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### EDUCATION

<b>Grambling State University</b> <i>Grambling, Louisiana</i>	<b>B.S. Computer &amp; Information System</b>	<b>(1990)</b>
<b>University of Phoenix</b> <i>Houston, Texas</i>	<b>MBA Business Administration</b>	<b>(2005)</b>
<b>Jackson State University</b> <i>Jackson, Mississippi</i>	<b>Ph.D. Urban Higher Education</b>	<b>(2011)</b>

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### CAREER EXPERIENCE

**Grambling State University, Grambling, Louisiana, 2010 – Present**  
*Associate Vice President of Enrollment Management & Retention*  
*Director of the Office of Financial Aid and Scholarships*

Serves as chief enrollment officer and is responsible for ensuring student success from the recruitment and retention stages through job acquisition and beyond. Direct lines of responsibilities include admissions, recruitment, financial aid, registrar, retention, student support services and first year experience. Customer service oriented professional who has responsibility for assisting in the administration of institutional, state, federal grant and student loan programs in accordance with fund guidelines and regulations so that students have the financial assistance needed to complete educational goals.

- *Responsible for the oversight and management: Admission & Recruitment, Registrar, Financial Aid, Student Support Service, Retention and First Year Experience.*



- *Supervise directors of the Enrollment Management departments to achieve the goals of the unit.*
- *Develop and implement enrollment and retention strategies to ensure continued progress and growth of the student population.*
- *Review and approve plans for recruitment, retention and registration annually.*
- *Achieve the annual goals for recruitment of undergraduate students.*
- *Achieve the annual goals for the retention of first-time, full-time freshmen.*
- *Responsible for assisting in the monitoring of financial aid activities with respect to federal, state and institutional regulatory compliance.*
- *Responsible for assisting in the monitoring of reconciliation activities with third parties and the institutional general ledger.*
- *Oversee and review the financial aid awarding process and also review aid packaging and procedures to ensure compliance with federal, state and institutional guidelines.*
- *Review maintenance of financial aid over-awards, Title IV refunding, external audit items and oversee special projects.*
- *Managing, monitoring and enforcing administrative and financial policies and procedures.*
- *Training and development of student financial aid personnel and follow-up to ensure compliance with federal, state, and institutional policies, procedures and support.*
- *Financial Aid strategies and customer service goals.*
- *Coordinate and monitor electronic data entry, transmission and reconciliation.*
- *Coordinate communication and training plan for the financial aid office.*
- *Run and test Banner and Argos reports.*
- *Ability to read, analyze and interpret identified issues with Banner System, technical procedures or governmental regulations.*
- *Communicate system information and updates to financial aid team.*
- *Represent School at State, Regional and National professional associations.*
- *Initiate tests of system program.*

**Texas Southern University, Houston, Texas, 1996 – 2010**

*Executive Director of Financial Aid*

The Executive Director of Financial Aid was responsible for exercising supervisory and management authority over the financial aid office. Remained abreast of all federal and state laws, regulations and policies to ensure the proper administration of financial aid and to amend university policies, procedures and guidelines accordingly. Oversaw the continuous monitoring and revision of awards as necessary to ensure compliance. Outreach responsibilities included informing and advising students and parents regarding financial aid opportunities, processes and policies, and assisting in preparation of applications. Planned and conducted training programs and staff meetings on and off campus, as well as confer regularly with staff to plan and coordinate activities, assign and review work, resolve problems, and other associated tasks. Worked closely with student accounts to reconcile aid disbursements, fulfilled regulatory requirements, and developed financial aid systems that met student and college needs. Created and evaluated university initiatives to increase early financial aid application activity.

**Demonstrated administrative competencies in the following areas:**

- *Accountability – knowledge of regulations and guidelines;*
- *Leadership – ability to influence others toward carrying out the university agenda through encouragement and modeling best practices;*
- *Communication – addressing important issues and disseminating information to all necessary stakeholders;*
- *Responsiveness – provide and promote superior customer service to students, faculty, staff and the public;*
- *Decision Making – exemplifying sound judgment and reasoning;*
- *Broad – based technical knowledge of financial aid funding mechanisms, regulations, needs analysis methods, aid packaging techniques and experience with an integrated student information system;*
- *Managed the reduction of the FFELP official cohort rate from 29.8% to 10% currently*
- *Serve as key leader in effectively managing a \$70 million dollar federal program.*

**Texas College, Tyler, Texas, 1996 – 1996***Director of Student Financial Aid**Assistant Director of Student Financial Aid*

The Director of Financial Aid was responsible for directing and managing all aspects of the financial aid office. Ensuring compliance with appropriate regulations and that all students received high quality and comprehensive financial aid services.

**Demonstrated administrative competencies in the following areas:**

- *Coordinated the reimbursement system for the college*
- *Interacted and counsel students on financial aid issues*
- *Ensured timely and accurate awarding and disbursement of all federal and state aid*
- *Planned and control student loan default process and ensured proper administration*
- *Ensured that all student aid activities and operations are carried out in compliance with federal and state regulations*
- *Utilized professional judgments based on Title IV guidelines*

**Grambling State University, Grambling, Louisiana, 1993 – 1996***Financial Aid Counselor*

As a Financial Aid Counselor, I provided general financial aid counseling to students/parents seeking assistance and coordinated the federal and private loan process. Verified files that were selected for verification by the federal government, and worked in collaboration with comptroller/bursar to ensure accuracy and integrity of financial aid disbursements to student accounts in a timely manner.

**Demonstrated administrative competencies in the following areas:**

- *Counseled students and parents about the financial aid process.*
- *Coordinated the federal programs which consist of loans, grants and work program.*
- *Reconciled financial aid disbursements with the Comptroller's Office and the U.S. Department of Education.*



# **ALBERT J. TEZENO, PH.D.**

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## **PROFESSIONAL REFERENCES**

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### **Mr. Hasan Jamil**

Asst. VP of Enrollment Management  
Texas Southern University

[Jamil\\_hx@tsu.edu](mailto:Jamil_hx@tsu.edu)

W: 713-313-1952

C: 713-724-6217

### **Edward Rene, Ph.D.**

Assistant Dean  
Thurgood Marshall School of Law

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

W: 713-313-1004

C: 832-752-1533

### **Ms. Cassandra Thomas**

Sr. Business Anaylst  
SUNGARD (SCT Higher Education)

[thomascd@tsu.edu](mailto:thomascd@tsu.edu)

W: 713-313-6800

C: 832-453-5740

### **Mr. Kevan Turman**

Special Assistant to the President  
Lincoln University

[kturman@lincoln.edu](mailto:kturman@lincoln.edu)

C: 302-690-8290



Texas Southern University  
Thurgood Marshall School of Law  
3100 Cleburne Avenue ~ Houston, Texas 77004

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*Edward W. Renè, Ph.D.*  
*Assistant Dean*  
Office: (713) 313-7115; Fax: (713) 313-7297  
E-mail: [erene@tmslaw.tsu.edu](mailto:erene@tmslaw.tsu.edu)

September 28, 2012

Southern University and A & M College  
ATTN: Vice Chancellor for Student Success  
J.S. Clark Annex, 1<sup>st</sup> Floor  
Baton Rouge, LA 70813

Dear Search Committee:

I am pleased to write this letter of recommendation for Albert J. Tezeno for the position of Vice Chancellor for Student Success. I've known Albert as an exemplary, astute, and tenacious employee in the area of student financial aid for more than 16 years.

Albert is a take-charge individual who is capable of motivating others to produce their best. He is able to make appropriate judgments and sound decisions. Albert possesses the in-depth knowledge of federal and state laws relevant to Title IV funds. He has well-developed interpersonal skills and he communicates well with a variety of individuals. He is serious of purpose with a strong sense of ambition and self-confidence. His moral character is impeccable, and he has strong analytical abilities.

I am confident that Albert will make significant and lasting contributions to his alma mater, Southern University.

I respectfully urge the appointment of Dr. Albert J. Tezeno. Indeed, he will be an asset to your organization. If there are any further questions concerning Albert, please do not hesitate to call.

Sincerely,

Edward W. Renè

*AN EQUAL EDUCATIONAL OPPORTUNITY INSTITUTION*



TEXAS SOUTHERN UNIVERSITY  
3100 CLEBURNE STREET, HOUSTON, TX 77004  
OFFICE: 713-313-7183 • FAX: 713-313-6864

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September 26, 2012

**To Whom It May Concern:**

Dr. Albert Tezeno has asked that I provide a letter of recommendation in connection with his application at Southern University as a Vice Chancellor for Student Services. As his colleague and a friend, it is my pleasure to strongly recommend him for the position.

I have known Albert for over fifteen years. As far as his job performance is concerned, I would strongly recommend his ability in dealing with complex issues pertaining to his job. I believe he will make a positive addition to any organization. He has taken lead in several new initiatives and has shown strong leadership to get them completed for Enrollment Management at Texas Southern University. He is a leader and very knowledgeable about higher education, admission and financial aid. He is very capable of managing the staffs and motivating them to be more efficient.

Albert has the intelligence and commitment to succeed in his career. He is very industrious and has demonstrated excellent analytical skills. He is friendly and gets along well with his peers and co-workers. I strongly believe that his sense of purpose along with the fine qualities makes him a very worthy candidate for the position.

Should you require additional information about this individual's work or character, please feel free to call me at (713) 313-1953 or e-mail me at [jamil\\_hx@tsu.edu](mailto:jamil_hx@tsu.edu).

Sincerely,

A handwritten signature in black ink, appearing to read "Hasan Jamil", is written over a light blue horizontal line.

Hasan Jamil

Executive Director for Enrollment Management/ Special Assistant to the President



1570 Baltimore Pike, P.O. Box 179  
Lincoln University, PA 19352  
(484) 365-8000

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September 26, 2012

To Whom It May Concern:

I write this correspondence today to earnestly recommend Dr. Albert J. Tezeno for the opportunity to be your next Vice Chancellor for Student Success. Dr. Tezeno and I have known each other for nearly three years through working with one another at Grambling State University. I witnessed him lead a team that helped change an entire department and impact a whole division through the simple notion of Customer Service. He comes from an extensive career at the Texas Southern University and has achieved greatness at Grambling.

Dr. Tezeno is by far what anyone would call "demonstrated vs. stated". He is one that does very little in terms of talking about what he wants to do but spend most of his time modeling his leadership skills. This opportunity is great for him in that he has been doing what's required in this position for nearly three years. Not only does he manage the efforts of Financial Aid, Retention, Registrar and the Office of Recruitment and Admissions, he is an instructor for First Year Experience, which directly correlates to the experience your Institution is looking for.

I often refer to the saying "When preparation meets opportunity..." as it relates to life and one always being prepared for when it produces you with your next "moment". At this moment in time I believe that this opportunity is what Dr. Tezeno has been preparing for the last fifteen years. Please allow this letter to serve as an official recommendation for Dr. Albert J. Tezeno to be considered for this amazing opportunity.

Sincerely,

Kevan L. Turman,  
Assistant to the President  
Lincoln University of Pennsylvania



# Tezeno wears two hats

By Melanie C. Thomas

Published: Thursday, June 10, 2010

Updated: Wednesday, September 26, 2012 14:09

Albert Tezeno began heading Grambling State University's Office of Financial Aid and Scholarships Feb. 1. Shortly after he became interim associate vice president for Enrollment Management and Retention. Tezeno, a 1990 graduate of GSU, said working in the area of financial aid is one of the most rewarding careers. "It is rewarding to help students conquer their dreams and make them come true," he said.

Tezeno was the first in his family to go to college, so he did not understand the financial aid process and how getting into college worked. It inspired him to pursue a career in this area, so he could help others who may not understand.

One of the most challenging things he said he has to do is tell a student that he or she is not eligible to receive Title IV funds.

In various capacities, Tezeno said that he always exemplified good customer service. He tells his team that perception is reality. "The way that students perceive us, that's the way we really are," he said. Cheerfully greeting students is very important. "We have to change the perception of the office by administering good customer service to students. We have to change the way we communicate," he said.

Another problem that he is changing is helping students to understand that when they complete their FAFSA paperwork that it is not the end of the process.

"Many times when students say that their paperwork is lost, they do not understand that completing a FAFSA is the initial process. When they are selected, we need additional paperwork," he said.

Now, students' paperwork will be entered immediately into the system and given to the counselor.

Getting students to meet deadlines is a challenge that he has faced at GSU and other schools. It is usually continuing students, not new students.

Some continuing students do not adhere to deadlines and figure they will get their aid processed as soon as they turn in their applications. New students are usually anxious to get started and try to follow-up with their paperwork once they turn it in.

Tezeno is working towards organizing the office better to decrease the number of students standing in line, providing excellent customer service and processing aid more accurately and timely.

"I am very excited. I know we can do this, and I can't wait until students see we can do this because it is all about our most valuable assets - the students," he said.

When he arrived at GSU, Tezeno gave each team member words of inspiration to display: "Our performance today is better than yesterday but not as good as it will be tomorrow."

Tezeno believes his greatest quality is that he can do what anyone else in his area can. He sees himself as a leader, not a boss or supervisor and is willing to serve in any capacity. He refers to his employees as "team," not "staff."

This area is not a new one for Tezeno. He started as a student worker in the financial aid office in 1987 and became a counselor in 1993.

After leaving Grambling he worked briefly at Texas College before becoming associate director then director and later executive director at Texas Southern University. While employed at TSU he was part of a team that helped the university rid itself of a \$10 million debt to the Department of Education.

Tezeno said coming back to GSU as financial aid director is a great feeling and says a lot about his integrity, love for the school and the work ethic his alma mater bestowed upon him to make him the leader he is today. He and his wife Sophia have one son, McKinley.

**SOUTHERN UNIVERSITY - BATON ROUGE, LA 70813**

SUS  SUBR  SULAC  SUAREC  SUNO  SUSLA

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**POSITION VACANCY AUTHORIZATION**

\*\*\*\*\*

REQUEST THAT THE POSITION Assoc. V/C for Student Success AS DESCRIBED BELOW  
 BE AUTHORIZED AS A VACANCY FOR Office of Academic Affairs  
 (Department or Unit)

- |  |  |  |  |
|--|--|--|--|
| <input type="checkbox"/> Replacement   | <input checked="" type="checkbox"/> New Position*                                | <input checked="" type="checkbox"/> Unclassified | <b>Source of Funds</b>                     |
| <input type="checkbox"/> Civil Service | <input type="checkbox"/> Temporary   | <input type="checkbox"/> Faculty                 | <input type="checkbox"/> State             |
| <input type="checkbox"/> Tenured       | <input type="checkbox"/> Probationary (For Faculty this is same as tenure track) |  | <input type="checkbox"/> Grant -in-Aid     |
|  |  |  | <input type="checkbox"/> System Revenue    |
|  |  |  | <input type="checkbox"/> Agency Fund State |

\*requires the approval of System President

**VACANCY DESCRIPTION AND JUSTIFICATION**

(Include rank (for faculty) and approximate salary; initiator of form must have prior approval of salary/salary range with the appropriate Vice-Chancellor, Chancellor and/or President. Salaries for classified positions must be approved thru Human Resources).

Please see attached

Salary/Range: \$105,000.00 Previous Incumbent (if replacement):

\_\_\_ Approved \_\_\_ Disapproved \_\_\_\_\_  
 Department Head Date

\_\_\_ Approved \_\_\_ Disapproved \_\_\_\_\_  
 Dean/Director/Supervisor of Budget Unit Date

COMPTROLLER'S OFFICE ONLY	
Funds Available	
___ Yes	___ No
Signature	Date
Budget Number	

HUMAN RESOURCES OFFICE ONLY			
Existing/Approved Position			
___ Yes	___ No		
Job Code:	Cal Id:	Job Class:	
Verified By:			Date:

\_\_\_ Approved \_\_\_ Disapproved \_\_\_\_\_  
 Vice Chancellor Date

\_\_\_ Approved \_\_\_ Disapproved \_\_\_\_\_  
 Chancellor/Vice President Date

\_\_\_ Approved \_\_\_ Disapproved \_\_\_\_\_  
 President Date

An Equal Opportunity Employer



JOB CLASS				
JOB CODE				
CAL ID				

**SOUTHERN UNIVERSITY SYSTEM**

**Personnel Action Form**

POSITION NUMBER							
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CAMPUS: SUS \_\_\_\_\_ SUBR X SULAC \_\_\_\_\_ SUAREC \_\_\_\_\_ SUNO \_\_\_\_\_ SUSLA \_\_\_\_\_

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

<u>X</u> 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 Same Reason Left Continuation  
 Date Left \_\_\_\_\_ Salary Paid \_\_\_\_\_

**Profile of Person Recommended**

Length of Employment July 1, 2012 To June 30, 2013  
 Effective Date December 1, 2012

Name Ella L. Kelley SS# xxx-xx-8700 Sex F Race\* B  
 (Last 4 digits only)

Position Title: Assoc. V/C for Academic Affairs & Interim Dean of Honors College Department: Academic Affairs

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

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 \_\_\_\_\_ New Position Expiration Date: \_\_\_\_\_

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

Years Experience 27 Southern University Experience 27

Degree(s):	Type/Discipline (BA-Education):	Institution/Location (SU-Baton Rouge):	Year:
	<u>Ph.D.-Bio-Chemistry</u>	<u>Louisiana State University</u>	<u>1983</u>
	<u>M.S.-Bio-Chemistry</u>	<u>Southern University and A&amp;M College</u>	<u>1974</u>
	<u>B.S.-Chemistry</u>	<u>Northeastern University</u>	<u>1970</u>

Current Employer Southern University-Baton Rouge

**Personnel Action**

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

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

Source of Funds Academic Affairs

Identify Budget: 111000 2002 61002 Location \_\_\_\_\_  
 Form Code: \_\_\_\_\_ Page \_\_\_\_\_ Item # \_\_\_\_\_

Change of:

	<u>From</u>	<u>To</u>
Position	<u>Interim Assoc. Provost &amp; Assoc. Vice Chancellor for Academic Affairs</u>	<u>Associate Vice Chancellor for Academic Affairs &amp; Interim Dean of the Honors College</u>
Status	_____	_____
Salary Adjustment	<u>\$102,997</u>	<u>\$120,000</u>

Financial Aid signature (if, applicable):

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

Source of Funds	Amount

Comments: (Use back of form)

\*See Reverse Side

Graduate School signature (if, applicable):

<u>[Signature]</u> Supervisor Date <u>4/19/12</u>	<u>[Signature]</u> Dean/Unit Head Date <u>11/19/12</u>
_____ Vice Chancellor Date _____	<u>[Signature]</u> Chancellor Date <u>11/19/12</u>
<u>[Signature]</u> Director/Personnel Date _____	_____ Vice President/Finance Business Affairs/Comptroller Date _____
<u>[Signature]</u> President Date <u>11.20.12</u>	_____ 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:**

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**EMPLOYEE REGULAR WORK SCHEDULE:** 8:00am – 5:00pm (Monday – Friday)  
**EMPLOYEE DIRECT SUPERVISOR:** Vice Chancellor for Academic Affairs  
**SUPERVISOR/DEPARTMENT CONTACT NUMBER** 771-2360  
**NUMBER OF EMPLOYEES SUPERVISED, (if any)** \_\_\_\_\_

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

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

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

**CLASS OF EMPLOYMENT (VISA STATUS):**

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

---

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

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

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





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

November 19, 2012

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

Dear Dr. Mason:

This communication comes to request a waiver of a search for the Associate Vice Chancellor for Academic Affairs. Currently, Dr. Ella Kelley serves as Interim Associate Provost and Interim Associate Vice Chancellor for Academic Affairs.

Dr. Kelley has ably served in this position for the past year. She has done an excellent job of providing leadership for the academic community and providing insight and guidance in terms of academic reorganization, new program development, faculty involvement, recruitment of high academic achievers, and addressing student and faculty academic issues. Dr. Kelley has also worked very closely with the Chief Finance Officer in an effort to address ongoing budgetary challenges, while simultaneously striving to maintain the integrity and quality of the University's academic offerings. It is for all of these reasons that I wish to recommend the appointment of Dr. Ella Kelley as Associate Vice Chancellor for Academic Affairs, effective December 1, 2012.

Sincerely,



James L. Llorens  
Chancellor, SUBR

JLL/swm

SUS  SUBR  SULAC  SUAREC  SUNO  SUSLA

\*\*\*\*\*

**POSITION VACANCY AUTHORIZATION**

\*\*\*\*\*

REQUEST THAT THE POSITION Assoc. V/C for Academic Affairs AS DESCRIBED BELOW  
 BE AUTHORIZED AS A VACANCY FOR Office of Academic Affairs  
 (Department or Unit)

- |   |  |  |
|---|--|--|
| <input checked="" type="checkbox"/> Replacement | <input type="checkbox"/> New Position*   | <input checked="" type="checkbox"/> Unclassified |
| <input type="checkbox"/> Civil Service          | <input type="checkbox"/> Temporary   | <input type="checkbox"/> Faculty                 |
| <input type="checkbox"/> Tenured                | <input type="checkbox"/> Probationary (For Faculty this is same as tenure track) |  |

- Source of Funds**
- State
  - Grant -in-Aid
  - System Revenue
  - Agency Fund State

\*requires the approval of System President

**VACANCY DESCRIPTION AND JUSTIFICATION**

(Include rank (for faculty) and approximate salary; initiator of form must have prior approval of salary/salary range with the appropriate Vice-Chancellor, Chancellor and/or President. Salaries for classified positions must be approved thru Human Resources).

Serves in senior level position in the Office of Academic Affairs; is second in line of authority in that office;  
Coordinates and provides leadership for matters related to academic program development, student and  
Faculty problems and issues, preparation of various academic reports; represents the chief academic officer  
as the need arises; and serves as a member of the Chancellor's Senior Leadership Group

Salary/Range: \$120,000 Previous Incumbent (if replacement): Jacqueline H. Matthews

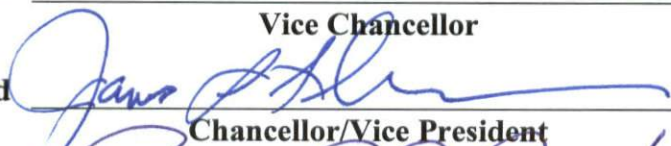
\_\_\_ Approved \_\_\_ Disapproved   
 Department Head Date


\_\_\_ Approved \_\_\_ Disapproved \_\_\_\_\_  
 Dean/Director/Supervisor of Budget Unit Date

COMPTROLLER'S OFFICE ONLY	
Funds Available	
___ Yes	___ No
Signature	Date
Budget Number	

HUMAN RESOURCES OFFICE ONLY			
Existing/Approved Position			
___ Yes			___ No
Job Code:		Cal Id:	
		Job Class:	
Verified By:			Date:

\_\_\_ Approved \_\_\_ Disapproved \_\_\_\_\_  
 Vice Chancellor Date

/ Approved \_\_\_ Disapproved   
 Chancellor/Vice President 11/19/12  
 Date

/ Approved \_\_\_ Disapproved   
 President Date

An Equal Opportunity Employer



JOB CLASS	25	205		
JOB CODE	m4			
CAL ID				

**SOUTHERN UNIVERSITY SYSTEM**

**Personnel Action Form**

POSITION NUMBER	2	M	9	4	7	7
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*cl + h/ dept*

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

EMPLOYMENT CATEGORY: 9-MONTH \_\_\_\_\_ 12-MONTH X 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 Dr. Janet Rami Reason Left Transferred to another position  
 Date Left 11/30/2012 Salary Paid \$155,000

**Profile of Person Recommended**

Length of Employment 12/01/2012 To 06/30/2013  
 Effective Date 12/01/2012

Name VerJanis A. Peoples SS# xxx-xx-8656 Sex F Race\* Black  
 (Last 4 digits only)

Position Title: Interim VC for Academic Affairs Department: Academic affairs  
Tenured Professor of 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 \_\_\_\_\_ Southern University Experience \_\_\_\_\_  
 Degree(s): Type/Discipline (BA-Education): Curriculum and Instruction Institution/Location (SU-Baton Rouge): Kansas State University Year: 1991  
 PhD Curriculum and Instruction Kansas State University 1991  
 MS Elementary Education Grambling State University 1978  
 BS Elementary Education Grambling State University 1976

Current Employer Southern University at Baton Rouge

**Personnel Action**

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

Recommended Salary \$155,000.00 annual Salary Budgeted \$155,000.00

Source of Funds State

Identify Budget: 111000-2002-61002 Location \_\_\_\_\_  
 Form Code: \_\_\_\_\_ Page \_\_\_\_\_ Item # \_\_\_\_\_

Change of:  
 Position Dean-College of Education From Interim To VC for Academic Affairs/  
 Status \_\_\_\_\_ Tenured Professor  
 Salary Adjustment \$100,130.00 \$155,000.00

Financial Aid signature (if, applicable):

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

Source of Funds	Amount

Comments: (Use back of form)

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

<u>[Signature]</u> Supervisor _____ Date _____	<u>[Signature]</u> Dean/Unit Head _____ Date _____
<u>[Signature]</u> Vice Chancellor _____ Date _____	<u>[Signature]</u> Chancellor _____ Date <u>11/20/12</u>
<u>[Signature]</u> Director/Personnel _____ Date _____	_____ Vice President/Finance _____ Date _____ Business Affairs/Comptroller
<u>[Signature]</u> President _____ Date <u>11.20.12</u>	_____ Chairman/S.U. Board _____ Date _____ of Supervisors



**6This 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:** Dr. VerJanis Peoples is being appointed as Interim Vice Chancellor and Provost for Academic Affairs.

**EMPLOYEE REGULAR WORK SCHEDULE:** 8:00 a.m. – 5:00 p.m.

**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)
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- \_\_\_\_\_ 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)

SOUTHERN UNIVERSITY SYSTEM  
BUDGET OFFICE

211001-2200-61002-24100  
NOV 20 2012

*Ydymes*  
FUNDS AVAILABLE



JOB CLASS	2	8	0	4	0
JOB CODE	F	M			
CAL ID					

# SOUTHERN UNIVERSITY SYSTEM

## Personnel Action Form

POSITION NUMBER	2	F	9	6	8	2
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*cl status title*

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

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

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

Previous Employee Cheryl Taylor Reason Left Continuation  
 Date Left N/A Salary Paid 120,000

### Profile of Person Recommended

Length of Employment 07/01/2012 To 06/30/2013  
 Effective Date 12/01/2012

Name Cheryl Taylor SS# xxx-xx-3202 Sex F Race\* B  
 (Last 4 digits only)

Position Title: Associate Professor/Director of Nsg Research Department: College of Nursing and Allied Health

Check One  Existing Position \*Visa Type (See Reverse Side): \_\_\_\_\_  
 New Position Expiration Date: \_\_\_\_\_  
 (Position vacancy authorization form must be processed and approved to fill existing and new positions. Position must be advertised before processing PAF, if applicable.)

Years Experience 28.0 Southern University Experience 12.0  
 Degree(s): Type/Discipline (BA-Education): Institution/Location (SU-Baton Rouge): Year:  
PhD Texas Woman's University 05/1989  
MSN University of Washington 12/1980  
BSN Dillard University 05/1977

Current Employer SUBR/School of Nursing

### Personnel Action

Check One \_\_\_\_\_ New Appointment \_\_\_\_\_ Continuation \_\_\_\_\_ Sabbatical \_\_\_\_\_ Leave of Absence  
 \_\_\_\_\_ Transfer \_\_\_\_\_ Replacement  Other (Specify) Return of Duty, Status & Pay Chang

Recommended Salary \$73,629 Salary Budgeted \$73,629

Source of Funds Dean School of Nursing

Identify Budget: 111000-2406-1000 Location \_\_\_\_\_  
 Form Code: \_\_\_\_\_ Page \_\_\_\_\_ Item # \_\_\_\_\_

Change of: \_\_\_\_\_  
 Position Interim Dean From Associate Professor/Director of Nsg Research To  
 Status \_\_\_\_\_  
 Salary Adjustment \$120,000/12mos. \$73,629/9 mos.

Financial Aid signature (if, applicable): \_\_\_\_\_

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

Source of Funds	Amount

Comments: (Use back of form)

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

<u>Janet Ramo Golla Helley</u> 11/20/12 Supervisor Date	<u>Janet Ramo Golla Helley</u> 11/20/12 Dean/Unit Head Date
<u>Janet Ramo Golla Helley</u> 11/20/12 Vice Chancellor Date	<u>James A. Helley</u> 11/20/12 Chancellor Date
<u>James A. Helley</u> Director/Personnel Date	<u>James A. Helley</u> Vice President/Finance Business Affairs/Comptroller Date
<u>James A. Helley</u> 11.20.12 President Date	<u>James A. Helley</u> Chairman/S.U. Board of Supervisors Date



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**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: Dr. Taylor is returning to her previous position as Associate Professor/Director of Nursing Research and being changed from a 9 month to a 12 month position at a salary of 98,184.**

**EMPLOYEE REGULAR WORK SCHEDULE:** 8:00 am – 5:00pm  
**EMPLOYEE DIRECT SUPERVISOR:** Janet Rami  
**SUPERVISOR/DEPARTMENT CONTACT NUMBER** (225) 771-2360  
**NUMBER OF EMPLOYEES SUPERVISED, (if any)** 2  
**HR USE ONLY: STATUS (circle one):** EXEMPT  NON-EXEMPT

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

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**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	

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- Proposed Employee Appointment
- Proposed Employee Clearance
- Restricted/ Job Appointment/CS Rule 6.5g Letter of Justification (for classified, if applicable)

SOUTHERN UNIVERSITY SYSTEM  
BUDGET OFFICE  
211001-22406-61003-21000  
NOV 20 2012  
Ypimes  
FUNDS AVAILABLE



JOB CLASS	2	2	5	9	9
JOB CODE	M	4			
CAL ID					

SOUTHERN UNIVERSITY SYSTEM

Personnel Action Form

POSITION NUMBER	2	M	9	9	1	2
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*cl title dept*

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

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

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

Previous Employee Janet Rami Reason Left Transferred to another position  
Date Left September 30, 2011 Salary Paid \_\_\_\_\_

**Profile of Person Recommended**

Length of Employment 7/1/12 To 6/30/13  
Effective Date 12/1/12

Name Janet Rami SS# 7108 Sex F Race\* B  
(Last 4 digits only)

Position Title: Dean & Tenured Professor of Nursing Department: Nursing

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 \_\_\_\_\_ Southern University Experience 27

Degree(s):	Type/Discipline (BA-Education):	Institution/Location (SU-Baton Rouge):	Year:
	<u>BSN/Nursing</u>	<u>Dillard University/New Orleans, LA</u>	<u>1970</u>
	<u>MS/Nursing</u>	<u>University of Southern Mississippi</u>	<u>1979</u>
	<u>PhD/Nursing</u>	<u>Louisiana State University/Baton Rouge, LA</u>	<u>1992</u>

Current Employer SUBR

**Personnel Action**

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

Recommended Salary 120,582 Salary Budgeted 120,582

Source of Funds State

Identify Budget: 210878 Location Nursing School  
Form Code: \_\_\_\_\_ Page \_\_\_\_\_ Item # \_\_\_\_\_

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

Position Interim VC/Provost for Academic Affairs From Dean of Nursing School To

Status \_\_\_\_\_

Salary Adjustment 155,000 120,582

Financial Aid signature (if, applicable):

List total funds currently paid this employee by Southern University:

\*See Reverse Side

Comments: (Use back of form)

Source of Funds	Amount

\*See Reverse Side

Graduate School signature (if, applicable):

<u><i>Janet Rami</i></u> Supervisor _____ Date _____	<u><i>James L. ...</i></u> Dean/Unit Head _____ Date _____
<u><i>Janet Rami</i></u> Vice-Chancellor _____ Date _____	<u><i>James L. ...</i></u> Chancellor _____ Date _____
<u><i>Janet Rami</i></u> Director/Personnel _____ Date _____	<u><i>James L. ...</i></u> Vice President/Finance Business Affairs/Comptroller _____ Date _____
<u><i>Janet Rami</i></u> President _____ Date <u>11.20.12</u>	<u><i>James L. ...</i></u> Chairman/S.U. Board of Supervisors _____ Date _____



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**ETHNIC ORIGIN (Please check one):**

Hispanic or Latino  Non-Hispanic or Non-Latino

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

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

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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:**

Dr. Janet Rami is being transferred back to Dean of Nursing School

**EMPLOYEE REGULAR WORK SCHEDULE:** 8:00 a.m. – 5:00 p.m.  
**EMPLOYEE DIRECT SUPERVISOR:** Chancellor, James Llorens  
**SUPERVISOR/DEPARTMENT CONTACT NUMBER** 772-5020  
**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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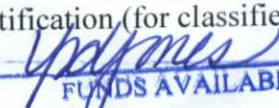
**CLASS OF EMPLOYMENT (VISA STATUS):**

<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)
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- Proposed Employee Clearance
- Restricted/ Job Appointment/CS Rule 6.5g Letter of Justification (for classified, if applicable)

  
 211001-22402-61002-24100  
 NOV 20 2012  
 BUDGET OFFICE  
 FUNDS AVAILABLE



JOB CLASS	24	04	7
JOB CODE	mc		
CAL ID			

# SOUTHERN UNIVERSITY SYSTEM

## Personnel Action Form

POSITION NUMBER	2	M	9	9	2	2
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*cl title 1 status*

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

EMPLOYMENT CATEGORY: 9-MONTH \_\_\_\_\_ 12-MONTH \_\_\_\_\_ OTHER X (Specify) 7 Months

- |  |  |   |
|--|--|---|
| <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 VerJanis Peoples Reason Left \_\_\_\_\_ New Appointment \_\_\_\_\_  
 Date Left 11/30/2012 Salary Paid \$100,130.00

### Profile of Person Recommended

Length of Employment 12/01/2012 To 06/30/2013  
 Effective Date 12/01/2012

Name Luria Young SS# XXX-XX-8944 Sex F Race\* B  
(Last 4 digits only)

Position Title: Interim Dean and Tenured Professor Department: College of 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 15 Southern University Experience 14  
 Degree(s):  
 Type/Discipline (BA-Education): PHD (Educ Ldrshp/Research) Institution/Location (SU-Baton Rouge): Louisiana State University Year: 5/2004  
MEd (Education) Louisiana State University 6/1997  
BS Southern University 5/1993

Current Employer Southern University

### Personnel Action

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

Recommended Salary \$100,130.00 annual Salary Budgeted \$100,130.00

Source of Funds State

Identify Budget: 2252 Location College of Education  
 Form Code: \_\_\_\_\_ Page \_\_\_\_\_ Item # \_\_\_\_\_

Change of:  
 Position Tenured Professor From Tenured Professor To Interim Dean & Tenured Professor  
 Status \_\_\_\_\_  
 Salary Adjustment \$55,400/9 mos. \$100,130.00/12 mos.

Financial Aid signature (if, applicable):

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

Source of Funds	Amount

Comments: (Use back of form)

\*See Reverse Side Graduate School signature (if, applica' le):

<u>Janet Dami Kella Kelley</u> 11/20/12 Supervisor Date	<u>Janet Dami Kella Kelley</u> 11/20/12 Dean/Unit Head Date
<u>Janet Dami Kella Kelley</u> 11/20/12 Vice Chancellor Date	<u>[Signature]</u> 11/20/12 Chancellor Date
<u>[Signature]</u> 11.20.12 Director/Personnel Date	<u>[Signature]</u> Vice President/Finance Date
<u>[Signature]</u> 11.20.12 President Date	<u>[Signature]</u> Business Affairs/Comptroller Date
	<u>[Signature]</u> 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:** Dr. Luria Young is being recommended to serve as Interim Dean of the College of Education for the period December 1, 2012 to June 30, 2013.

**EMPLOYEE REGULAR WORK SCHEDULE:** 8:00 am – 5:00 pm

**EMPLOYEE DIRECT SUPERVISOR:** \_\_\_\_\_

**NUMBER OF EMPLOYEES SUPERVISED, (if any)** 30+

**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)

SOUTHERN UNIVERSITY SYSTEM  
BUDGET OFFICE  
211001-22252-41002-24100  
NOV 20 2012  
*Yadmes*  
FUNDS AVAILABLE



## Cheryl Dunn

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**From:** Endas Vincent  
**Sent:** Friday, November 09, 2012 3:54 PM  
**To:** Ronald\_Mason@sus.edu  
**Cc:** Kevin Appleton; Evola\_Bates@sus.edu; Cheryl Dunn  
**Subject:** FW: Survey Permission-Southern University  
**Attachments:** Survey Permission-Southern U..docx; Southern Univ.-Survey Tracts.pdf

Dr. Mason,

With your approval, we would like to place the attached request for approval from Southern Field Services to enter the campus and perform surveys on three tracts of land owned by Southern University. The surveys will be done to determine if they can run pipelines ROW's through the properties. The permission form and the map depicting the three tracts of land are attached. One tract is west of the Baton Rouge Campus, second tract is North of the campus and west of University Place Subdivision (Avenues). The third tract of land is located at the Ag Center Experimental Farm five miles north of SUBR Campus.

Southern Field Services have not made any monetary offers at this time. They are requesting permission to survey the property for feasibility before any offers are made.

## Endas W. Vincent

System Director Facilities Planning  
Southern University System  
J. S. Clark Admin. Bldg., 4th Floor  
Southern Branch Post Office  
Baton Rouge, LA 70813  
Tel : 225-771-5507  
FAX: 225-771-2922

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**From:** jim enloe [mailto:[jimenloe@gmail.com](mailto:jimenloe@gmail.com)]  
**Sent:** Monday, November 05, 2012 2:26 PM  
**To:** [endas\\_vincent@sus.edu](mailto:endas_vincent@sus.edu)  
**Subject:** Survey Permission-Southern University

Mr. Vincent,

As per our phone conversation of earlier today, we would like to acquire survey permission from Southern University for the three tracts of land shown on the attached Google Maps.

I have also attached our basic Survey Permission form for review. This would simply allow us to enter onto the land a perform a survey of the lands.

We hope to begin our survey work beginning on or about November 19, 1012 if there is any way possible.

Please review and let me know if you have any questions or need anything else.

Thanks.



Jim Enloe  
Southern Field Services, LLC  
P. O. Box 53712  
Lafayette, Louisiana 70505

mobile (337) 298-8811  
[jimenloe@gmail.com](mailto:jimenloe@gmail.com)

This Confidential e-mail is intended solely for the use of the intended recipient. Unless expressly stated otherwise in a written communication other than in electronic form, no e-mail communication shall satisfy the requirements for a writing or constitute a contract or electronic signature.

PERMISSION TO SURVEY

TRACT NO: \_\_\_\_\_

The undersigned owners and/or tenants (whether one or more) do hereby grant permission to **GENESIS ENERGY, LP**, its agents and employees to enter lands owned or occupied by:

THE BOARD OF SUPERVISORS FOR SOUTHERN UNIVERSITY AND AGRICULTURAL AND MECHANICAL COLLEGE

located in East Baton Rouge Parish, Louisiana for the purpose of making surveys to establish the alignment of a proposed pipeline.

- Civil Survey
- Environmental Survey
- Archeological Survey

Additionally, GENESIS ENERGY, LLC or its assigns obligates itself to indemnify and/or hold you harmless against any and all claims, demand or suits for bodily injury, death, property damage and/or loss of any kind of GENESIS ENERGY, LLC its employees, agents, sub-contractors and their employees or agents and/or any third parties which arise out of or result from or which are in any way connected with GENESIS ENERGY, LLC or its sub-contractors' operations under this agreement.

It is agreed that compensation will be paid for any damages directly resulting from survey activities covered under this agreement.

This agreement creates no obligation other than the permissions to perform said surveys.

SIGNED THIS \_\_\_\_\_ DAY OF \_\_\_\_\_, 2012.

By: \_\_\_\_\_

Address \_\_\_\_\_

Telephone No. \_\_\_\_\_

Tenant \_\_\_\_\_

Address \_\_\_\_\_

Telephone No. \_\_\_\_\_

\_\_\_\_ Telephone Contact

\_\_\_\_ Personal Contact

\_\_\_\_\_

Right of Way Agent

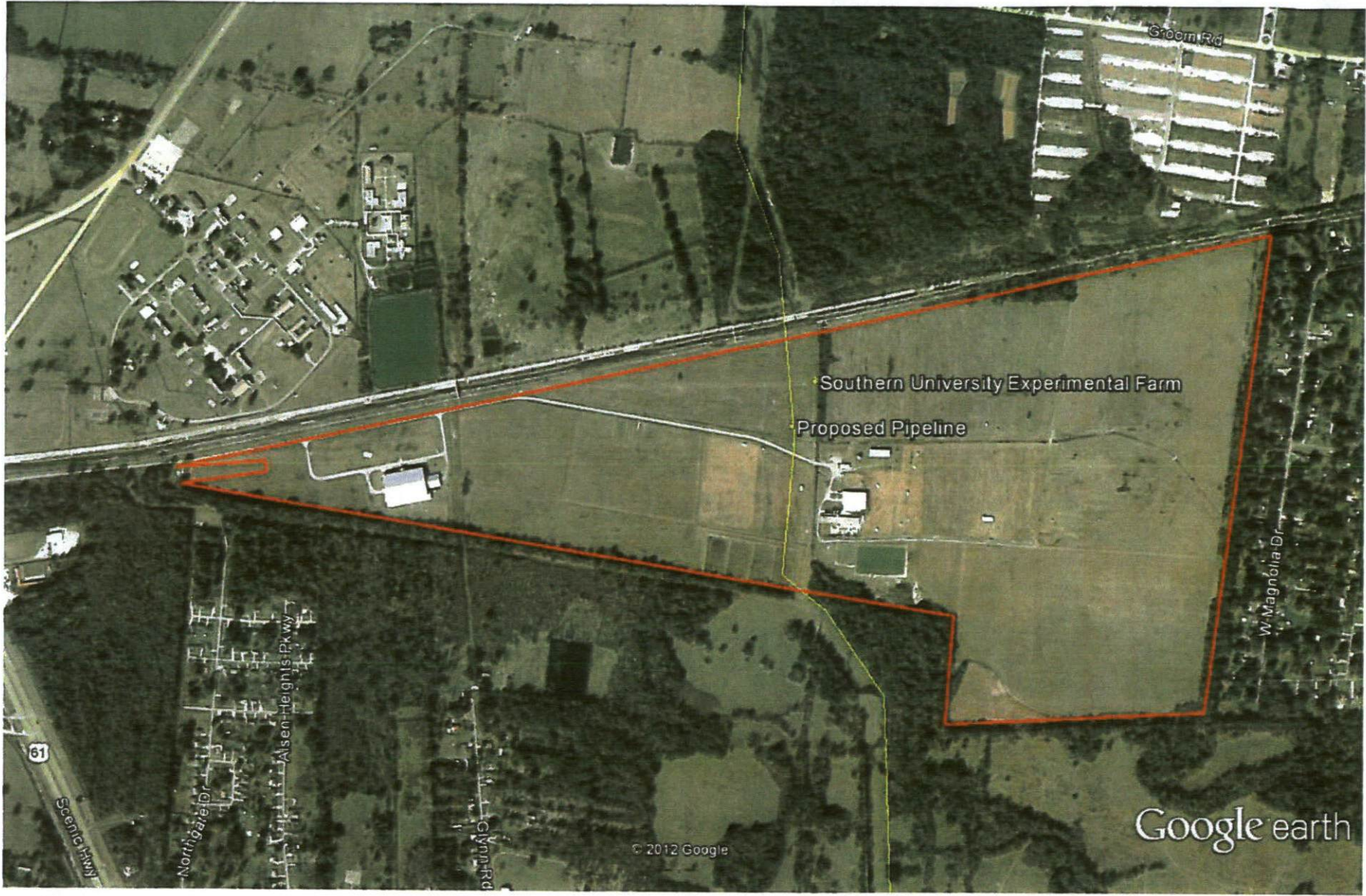




Google earth







Google earth



© 2012 Google

Google earth





SOUTHERN UNIVERSITY AND A & M COLLEGE SYSTEM  
BATON ROUGE, LOUISIANA 70813

November 1, 2012

TELEPHONE: (225) 771-5550  
FAX: (225) 771-2807

OFFICE OF THE  
VICE PRESIDENT FOR  
FINANCE AND BUSINESS AFFAIRS  
AND  
COMPTROLLER

OIC  
11.5.12

Dr. Ronald Mason, Jr.  
President  
Southern University System  
Baton Rouge, LA 70813

Dear Dr. Mason:

The 2013-2014 Budget Requests for the Southern University and A& M College System are being submitted for inclusion on the Agenda for the Southern University Board of Supervisors' Meeting schedule for November 23, 2012. The reference documents are as follows:

**FORMULA UNITS**

Southern University and A & M College  
Southern University at New Orleans  
Southern University at Shreveport  
Southern University Law Center

**NON-FORMULA UNITS**

Southern Board and System Administration  
Southern University Agricultural Research and Extension Center

Also included are the following Budget Request Addenda items for the formula units within the Southern University System, which are required in conjunction with the Total Budget Request package for Fiscal Year 2013-2014.

**Southern University and A&M College (Baton Rouge)**

- Information Technology Budget Request
- Operational or Expanded Need Budget Request
- Sunset Review Budget Request
- Operational Plan



Dr. Ronald Mason, Jr.  
November 1, 2012  
Page 2

**Southern University at New Orleans**

- Operational or Expanded Need Budget Request
- Sunset Review Budget Request
- Workforce Development Budget Request
- Operational Plan

**Southern University at Shreveport**

- Information Technology
- Operational or Expanded Need Budget Request
- Sunset Review Budget Request
- Operational Plan
- Workforce Development Budget Request

**Southern University Law Center**

- Sunset Review Budget Request
- Operational or Expanded Need Budget Request
- Operational Plan

These documents are being submitted for your review and approval, and the approval of the Southern University Board of Supervisors. Please advise if you should have any questions, or if additional information is needed.

Sincerely,



Kevin Appleton, CPA  
Vice President for Finance  
and Business Affairs

KA/pth

Enclosures



**Report to SUS Board of Supervisors  
Summary of Energy Savings Projects and Initiatives  
November 23, 2012**

Baton Rouge

1. Three phases of Hot and Chill underground pipe replacements – this saved on energy and chemical make-up water wasted from broken deteriorated pipe loops.
2. New Energy Efficient Boilers Installed – The Hot Water Loop on Campus was replaced with new energy efficient boilers that were placed in buildings or building clusters.
3. New LED Street Lighting installed – The lighting on major streets on campus was replaced with LED energy efficient lights on new stainless steel poles.
4. New LED Garden Lighting Installed – Lighting around buildings, along sidewalks and in front of some buildings were replaced with energy efficient Garden Lights.
5. New Parking Lot LED Lighting – Some parking lots received energy efficient lighting replacements.
6. New Lighting in J. S. Clark Administration Building – Every light in the Administration Building was replaced with LED energy efficient lighting, both interior and exterior.
  - a. LED Lights are “Light Emitting Diodes” that will last up to 25 years or longer. You not only save money on energy conservation, you save on bulb replacement and you save on labor to replace bulbs. The typical light in the Administration Building was a 240 watt fixture that was replaced with a 40 watt LED fixtures.
7. Other savings: Light color roof replacements are saving energy; Installing T8 light replacements in buildings; updating HVAC systems; shutting off lights in buildings; placing computers, copiers and other equipment in an energy saving mode that will cause it to shut down when not in use; and installing motion detectors in offices to shut off lights automatically when the room is not occupied.

## Shreveport

1. Recently purchased a new chiller, retrofitted an existing boiler and installed two new cooling towers.
2. Begun implementation of an energy conservation program.
3. Exploring the possibility of performance based energy upgrades.
4. IT has instituted sleep mode use programming as a campus-wide computer related equipment standard.
5. Two new "high thermal transfer" energy efficient cooling towers replaced our inefficient plant originals.
6. Boiler and chiller control set-points have been reprogrammed to stage equipment on and off as necessary, changing from extreme "all on or all off" programming.
7. Cooling tower control set-points have reprogrammed to include a "pump only" mode, saving the energy necessary to operate the fan(s) unless the demand calls for that level of evaporative cooling.
8. In the last year, the campus has gone from less than 60% to over 85% operational on HVAC equipment.
9. A boiler calibration schedule was reestablished to ensure efficiency is maintained.
10. Old water heaters in the Administration, Science and NCR buildings were replaced with "energy star" efficient replacements.
11. Occupancy sensors, T8 fixtures and compact florescent lights (CFL) have been employed in the Administration Building lobby remodeling, and all recent building projects.
12. T8 fixtures are being purchased as the standard replacement/retrofit of existing T12 fixtures.
13. CFL retrofits have been made as the standard to replacement of all standard incandescent lamps.
14. All lighting timers have been repaired and set to optimum energy saving usage.
15. In the process of replacing all emergency and exit lighting to LED fixtures.

## New Orleans

1. Replacement of VAV boxes, new copper piping and thermostats and controls on the second and third floor of the Administration Building.
  - a. Energy cost savings for this project will be based on the efficiencies of the VAV boxes as compared to the radiant heat systems that were originally installed in 1959.



2. Generally, the slow pace towards comprehensive renovation and restoration of the campus (FEMA, FP&C) has delayed the implementation of potential energy saving improvements.
  - a. The Old Science Building, New Science Building and the Multi-Purpose Building are major energy consumers on campus. These buildings are slated for demolition.
  - b. Construction of the new Central Plant is a tremendous opportunity with respect to energy savings. The temporary chillers that currently provide chilled water needs represent a very expensive way to cool the campus. The new Central Plant with new energy efficient chillers, pumps and cooling towers can be expected to immediately help save on utility costs when completed.

#### System-Wide

1. Explore system-wide energy conservation measures and policies
2. Explore alternative energy opportunities, (Solar, Co-generation, etc.)
3. Explore performance contracting opportunities

**SOUTHERN UNIVERSITY - BATON ROUGE CAMPUS  
MONTHLY COMPARISON SCHEDULE OF UTILITIES  
JANUARY 2011-JUNE 2011 TO JANUARY 2012-JUNE 2012**

<b>Month</b>	<b>2011</b>	<b>2012</b>	<b>Savings</b>
January	\$ 474,841	\$ 325,865	\$ 148,976
February	484,135	337,267	146,868
March	484,565	340,538	144,027
April	454,796	345,745	109,052
May	440,068	329,133	110,935
June	406,020	278,943	127,077
<b>Total</b>	<b>\$ 2,744,426</b>	<b>\$ 1,957,491</b>	<b>\$ 786,935</b>

The amount of utilities savings from January 2012 to June 2012 was \$786,935. The amount of savings is attributed to energy conservation, replacement of hot water system and implementation of four day class schedule. Since all buildings are not metered, we are unable to determine the amount of cost savings per building or the amount of savings resulting from the four day class schedule.

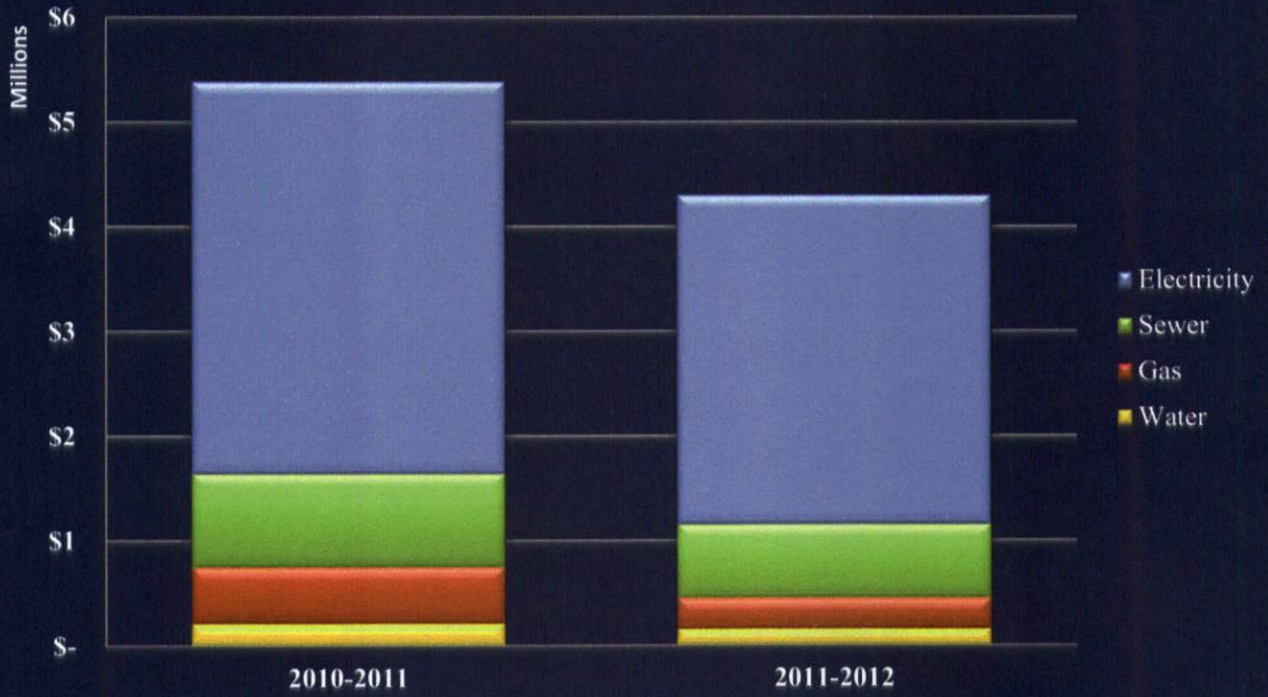




**SOUTHERN UNIVERSITY - BATON ROUGE CAMPUS  
COMPARISON SCHEDULE OF UTILITIES  
FOR FISCAL YEAR 2010-2011 TO 2011-2012**

<b>Utilities</b>	<b>2010-2011</b>	<b>2011-2012</b>	<b>Difference</b>
Water	\$ 217,238	\$ 161,826	\$ (55,413)
Gas	534,097	293,512	(240,586)
Sewer	891,748	699,988	(191,759)
Electricity	3,740,887	3,143,226	(597,661)
<b>Total</b>	<b>\$ 5,383,971</b>	<b>\$ 4,298,551</b>	<b>\$ (1,085,419)</b>

# Southern University - Baton Rouge Utilities Comparison 2010-2011 to 2011-2012



Southern University System  
General Fund Budget Projections  
For Fiscal Year Ending June 30, 2013  
As of October 31, 2012

	Actual as of October 31, 2012	Projected	Total FY 2012-13	Budget as of 6/30/2013	Actual as % of Budget	Over (Under) Budget
<b>Revenues</b>						
General Fund Direct	\$18,862,429	\$31,932,695	\$50,795,123	\$50,795,123	37.1%	0
Statutory Dedicated	373,728	4,335,454	4,709,182	4,709,182	7.9%	0
Funds Due From Mgmt or BOR						
Federal	664,673	2,989,536	3,654,209	3,654,209	18.2%	0
<b>Self Generated</b>						
Tuition - Fall 2012	23,386,920	0	23,386,920	23,307,069	100.3%	79,851
Tuition - Spring 2013	-00	22,252,542	22,252,542	22,237,966	0.0%	14,576
Tuition - Summer	167,705	3,722,951	3,890,656	3,893,296	4.3%	(2,640)
Out-of-State Fees	3,219,115	3,580,799	6,799,914	7,013,039	45.9%	(213,125)
Other	2,066,930	11,121,195	13,188,125	14,060,929	14.7%	(872,804)
InterAgency Transfer	452,092	1,212,046	1,664,138	1,664,138	27.2%	0
<b>Total Revenues</b>	<b>\$49,193,592</b>	<b>\$81,147,217</b>	<b>\$130,340,809</b>	<b>\$131,334,951</b>	<b>37.5%</b>	<b>(994,142)</b>
<b>Expenditures by Object</b>						
Salaries	\$18,232,174	\$48,276,271	\$66,508,445	\$66,946,428	27.2%	(437,983)
Other Compensation	63,160	280,370	343,530	303,477	20.8%	40,053
Related Benefits	7,474,481	19,541,461	27,015,942	27,196,236	27.5%	(180,294)
<b>Total Personal Services</b>	<b>\$25,769,815</b>	<b>\$68,098,102</b>	<b>\$93,867,917</b>	<b>\$94,446,141</b>	<b>27.3%</b>	<b>(578,224)</b>
<b>Travel</b>	<b>\$139,746</b>	<b>\$522,721</b>	<b>\$662,466</b>	<b>\$662,466</b>	<b>21.1%</b>	<b>0</b>
Operating Services	6,179,446	8,091,970	14,271,416	14,725,994	42.0%	(454,578)
Supplies	359,154	1,206,554	1,565,708	1,565,708	22.9%	0
<b>Total Operating Expenses</b>	<b>\$6,538,600</b>	<b>\$9,298,524</b>	<b>\$15,837,124</b>	<b>\$16,291,702</b>	<b>40.1%</b>	<b>(454,578)</b>
Professional Services	121,608	531,695	653,302	659,302	18.4%	(6,000)
Other Charges	186,816	6,569,649	6,756,465	6,756,465	2.8%	0
Debt Services	29,074	46,468	75,542	75,542	38.5%	0
Interagency Transfers	29,074	5,478,595	5,478,595	5,478,595	0.5%	0
<b>Total Other Charges</b>	<b>\$366,572</b>	<b>\$12,626,407</b>	<b>\$12,992,978</b>	<b>\$12,969,904</b>	<b>2.8%</b>	<b>(6,000)</b>
General Acquisitions	21,210	242,698	263,908	264,908	8.0%	(1,000)
Library Acquisitions	76,896	574,316	651,212	646,946	11.9%	4,266
Major Repairs	-00	210,000	210,000	210,000	0.0%	0
<b>Total Acquist. &amp; Major Repairs</b>	<b>\$98,106</b>	<b>\$1,027,014</b>	<b>\$1,125,120</b>	<b>\$1,121,854</b>	<b>8.7%</b>	<b>3,266</b>
Scholarships	\$2,592,140	\$3,250,744	5,842,884	\$5,842,884		0
<b>Total Expenditures</b>	<b>\$35,504,979</b>	<b>\$94,823,511</b>	<b>\$130,328,489</b>	<b>\$131,334,951</b>	<b>27.0%</b>	<b>(1,035,536)</b>



Southern University Board and System Administration  
 General Fund Budget Projections  
 For Fiscal Year Ending June 30, 2013  
 As of October 31, 2012

	Actual as of October 31, 2012	Projected	Total FY 2012-13	Budget as of 6/30/2013	Actual as % of Budget	Over (Under) Budget
<b>Revenues</b>						
General Fund Direct	\$2,003,288	\$4,482,395	\$6,485,683	\$6,485,683	30.9%	0
Statutory Dedicated						0
Funds Due From Mgmt or BOR		(4,000,000)	\$(4,000,000)	(4,000,000)		0
Federal						0
Self Generated						0
Tuition - Fall 2012						0
Tuition - Spring 2013						0
Tuition - Summer						0
Out-of-State Fees						0
Other						0
InterAgency Transfer						
<b>Total Revenues</b>	<b>\$2,003,288</b>	<b>\$482,395</b>	<b>\$2,485,683</b>	<b>\$2,485,683</b>	<b>80.6%</b>	<b>\$0</b>
<b>Expenditures by Object</b>						
Salaries	\$424,930	\$721,645	1,146,575	\$1,146,575	37.1%	0
Other Compensation	0	57,000	57,000	57,000	0.0%	0
Related Benefits	118,033	247,646	365,679	365,679	32.3%	0
<b>Total Personal Services</b>	<b>\$542,963</b>	<b>\$1,026,291</b>	<b>\$1,569,254</b>	<b>\$1,569,254</b>	<b>34.6%</b>	<b>\$0</b>
<b>Travel</b>	<b>\$1,002</b>	<b>\$25,411</b>	<b>\$26,413</b>	<b>26,413</b>	<b>3.8%</b>	<b>\$0</b>
Operating Services	3,200	24,300	27,500	27,500	11.6%	0
Supplies	8,593	65,546	74,139	74,139	11.6%	0
<b>Total Operating Expenses</b>	<b>\$11,793</b>	<b>\$89,846</b>	<b>\$101,639</b>	<b>\$101,639</b>	<b>11.6%</b>	<b>\$0</b>
Professional Services	4,500	18,500	23,000	23,000		0
Other Charges		200,315	200,315	200,315	0.0%	0
Debt Services						
Interagency Transfers		525,000	525,000	525,000	0.0%	0
<b>Total Other Charges</b>	<b>\$4,500</b>	<b>\$743,815</b>	<b>\$748,315</b>	<b>\$748,315</b>	<b>0.6%</b>	<b>\$0</b>
General Acquisitions	6,660	33,402	40,062	40,062		0
Library Acquisitions						0
Major Repairs						0
<b>Total Acquist. &amp; Major Repairs</b>	<b>\$6,660</b>	<b>\$33,402</b>	<b>\$40,062</b>	<b>\$40,062</b>		<b>\$0</b>
<b>Scholarships</b>						
<b>Total Expenditures</b>	<b>\$566,918</b>	<b>\$1,918,765</b>	<b>\$2,485,683</b>	<b>\$2,485,683</b>	<b>22.8%</b>	<b>\$0</b>

Southern University - Baton Rouge  
 General Fund Budget Projections  
 For Fiscal Year Ending June 30, 2013  
 As of October 31, 2012

	Actual as of October 31, 2012	Projected	Total FY 2012-13	Budget as of 6/30/2013	Actual as % of Budget	Over (Under) Budget
<b>Revenues</b>						
General Fund Direct	\$9,382,250	\$15,142,760	\$24,525,010	\$24,525,010	38.3%	0
Statutory Dedicated	133,393	1,771,422	1,904,815	1,904,815	7.0%	0
Funds Due From Mgmt or BOR		3,650,000	3,650,000	3,650,000	0.0%	0
Federal						
<b>Self Generated</b>						
Tuition - Fall 2012	12,146,961	0	12,146,961	12,025,176	101.0%	121,785
Tuition - Spring 2013		11,340,162	11,340,162	11,340,162	0.0%	(0)
Tuition - Summer	26,183	2,207,765	2,233,948	2,233,948	1.2%	(0)
Out-of-State Fees	2,345,407	2,755,809	5,101,216	5,396,251	43.5%	(295,035)
Other	1,534,390	10,425,367	11,959,757	12,923,067	11.9%	(963,310)
InterAgency Transfer	452,092	1,112,046	1,564,138	1,564,138	28.9%	0
<b>Total Revenues</b>	<b>\$26,020,676</b>	<b>\$48,405,330</b>	<b>\$74,426,006</b>	<b>\$75,562,567</b>	<b>34.4%</b>	<b>\$(1,136,561)</b>
<b>Expenditures by Object</b>						
Salaries	\$9,407,045	\$26,258,803	\$35,665,848	\$36,213,856	26.0%	(548,008)
Other Compensation	23,107	145,370	168,477	168,477	13.7%	0
Related Benefits	4,427,076	11,327,104	15,754,180	15,934,474	27.8%	(180,294)
<b>Total Personal Services</b>	<b>\$13,857,228</b>	<b>\$37,731,277</b>	<b>\$51,588,505</b>	<b>\$52,316,807</b>	<b>26.5%</b>	<b>\$(728,302)</b>
<b>Travel</b>	<b>\$25,539</b>	<b>\$224,196</b>	<b>\$249,735</b>	<b>\$249,735</b>	<b>10.2%</b>	<b>\$0</b>
Operating Services	4,306,569	4,370,537	8,677,106	9,085,365	47.4%	(408,259)
Supplies	191,107	738,154	929,261	929,261	20.6%	0
<b>Total Operating Expenses</b>	<b>4,497,676</b>	<b>5,108,691</b>	<b>\$9,606,367</b>	<b>\$10,014,626</b>	<b>68.0%</b>	<b>\$(408,259)</b>
Professional Services	55,097	231,070	286,167	286,167	19.3%	0
Other Charges	2,108	4,402,903	4,405,011	4,405,011	0.0%	0
Debt Services			-00			0
Interagency Transfers	0	2,445,430	2,445,430	2,445,430	0.0%	0
<b>Total Other Charges</b>	<b>\$57,205</b>	<b>\$7,079,403</b>	<b>\$7,136,608</b>	<b>\$7,136,608</b>	<b>0.8%</b>	<b>\$0</b>
General Acquisitions	3,843	73,043	76,886	76,886	5.0%	0
Library Acquisitions	4,392	133,257	137,649	137,649	3.2%	0
Major Repairs	0	210,000	210,000	210,000	0.0%	0
<b>Total Acquist. &amp; Major Repairs</b>	<b>\$8,235</b>	<b>\$416,300</b>	<b>\$424,535</b>	<b>\$424,535</b>	<b>1.9%</b>	<b>\$0</b>
Scholarships	\$2,402,555	\$3,017,701	\$5,420,256	\$5,420,256	44.3%	\$0
<b>Total Expenditures</b>	<b>\$20,848,439</b>	<b>\$53,577,567</b>	<b>\$74,426,006</b>	<b>\$75,562,567</b>	<b>27.6%</b>	<b>\$(1,136,561)</b>



Southern University Law Center  
 General Fund Budget Projections  
 For Fiscal Year Ending June 30, 2013  
 As of October 31, 2012

	Actual as of October 31, 2012	Projected	Total FY 2012-13	Budget as of 6/30/2013	Actual as % of Budget	Over (Under) Budget
<b>Revenues</b>						
General Fund Direct	\$1,525,694	2,543,941	4,069,635	4,069,635	37.5%	0
Statutory Dedicated	14,563	193,389	207,952	207,952	7.0%	0
Funds Due From Mgmt or BOR						
Federal						
Self Generated						0
Tuition - Fall 2012	3,377,490		3,377,490	3,267,465	103.4%	110,025
Tuition - Spring 2013		3,083,377	3,083,377	3,083,377	0.0%	0
Tuition - Summer		589,348	589,348	589,348	0.0%	0
Out-of-State Fees	752,386	633,419	1,385,805	1,385,805	54.3%	0
Other	105,116	106,746	211,862	211,862	49.6%	0
InterAgency Transfer						0
<b>Total Revenues</b>	<b>5,775,249</b>	<b>7,150,220</b>	<b>12,925,469</b>	<b>12,815,444</b>	<b>45.1%</b>	<b>\$110,025</b>
<b>Expenditures by Object</b>						
Salaries	1,765,340	5,406,207	7,171,547	7,061,522	25.0%	110,025
Other Compensation				-		
Related Benefits	537,757	1,997,679	2,535,436	2,535,436	21.2%	0
<b>Total Personal Services</b>	<b>\$2,303,097</b>	<b>\$7,403,886</b>	<b>\$9,706,983</b>	<b>\$9,596,958</b>	<b>24.0%</b>	<b>\$110,025</b>
<b>Travel</b>	<b>\$44,949</b>	<b>\$72,551</b>	<b>\$117,500</b>	<b>\$117,500</b>	<b>38.3%</b>	<b>0</b>
Operating Services	364,266	1,357,307	1,721,573	1,721,573	21.2%	0
Supplies	36,293	111,208	147,501	147,501	24.6%	0
<b>Total Operating Expenses</b>	<b>\$400,559</b>	<b>\$1,468,515</b>	<b>\$1,869,074</b>	<b>\$1,869,074</b>	<b>21.4%</b>	<b>0</b>
Professional Services	30,000	55,000	85,000	85,000	35.3%	0
Other Charges		157,090	157,090	157,090	0.0%	0
Debt Services						
Interagency Transfers		292,322	292,322	292,322	0.0%	0
<b>Total Other Charges</b>	<b>\$30,000</b>	<b>\$504,412</b>	<b>\$534,412</b>	<b>\$534,412</b>	<b>5.6%</b>	<b>0</b>
General Acquisitions	10,707	21,793	32,500	32,500	32.9%	0
Library Acquisitions	27,490	417,510	445,000	445,000	6.2%	0
Major Repairs						
<b>Total Acquist. &amp; Major Repairs</b>	<b>\$38,197</b>	<b>\$439,303</b>	<b>\$477,500</b>	<b>\$477,500</b>	<b>8.0%</b>	<b>0</b>
<b>Scholarships</b>	<b>\$88,281</b>	<b>\$131,719</b>	<b>\$220,000</b>	<b>\$220,000</b>	<b>40.1%</b>	<b>0</b>
<b>Total Expenditures</b>	<b>\$2,905,083</b>	<b>\$10,020,386</b>	<b>\$12,925,469</b>	<b>\$12,815,444</b>	<b>22.7%</b>	<b>\$110,025</b>



Southern University at New Orleans  
 General Fund Budget Projections  
 For Fiscal Year Ending June 30, 2013  
 As of October 31, 2012

	Actual as of October 31, 2012	Projected	Total FY 2012-13	Budget as of 6/30/2013	Actual as % of Budget	Over (Under) Budget
<b>Revenues</b>						
General Fund Direct	\$2,890,074	\$4,589,262	\$7,479,336	\$7,479,336	38.6%	0
Statutory Dedicated	38,129	556,339	594,468	594,468	6.4%	0
Funds Due From Mgmt or BOR	-00	100,000	100,000	100,000	0.0%	0
Federal			-00			
<b>Self Generated</b>						
Tuition - Fall 2012	4,547,388	\$-00	4,547,388	4,672,004	97.3%	(124,616)
Tuition - Spring 2013		4,672,003	4,672,003	4,672,003	0.0%	0
Tuition - Summer	1,011	798,989	800,000	800,000	0.1%	0
Out-of-State Fees	67,692	156,791	224,483	224,483	30.2%	0
Other	364,464	489,082	853,546	728,930	50.0%	124,616
InterAgency Transfer						
<b>Total Revenues</b>	<b>\$7,908,758</b>	<b>\$11,362,466</b>	<b>\$19,271,224</b>	<b>\$19,271,224</b>	<b>41.0%</b>	<b>\$0</b>
<b>Expenditures by Object</b>						
Salaries	\$2,885,233	\$8,416,109	\$11,301,342	\$11,301,342	25.5%	0
Other Compensation	40,053	0	40,053			40,053
Related Benefits	1,141,862	3,386,711	4,528,573	4,528,573	25.2%	0
<b>Total Personal Services</b>	<b>\$4,067,148</b>	<b>\$11,802,820</b>	<b>\$15,869,968</b>	<b>\$15,829,915</b>	<b>25.7%</b>	<b>\$40,053</b>
<b>Travel</b>	<b>\$14,027</b>	<b>\$3,164</b>	<b>\$17,191</b>	<b>\$17,191</b>	<b>0.0%</b>	<b>0</b>
Operating Services	455,773	1,214,469	1,670,242	1,716,561	26.6%	(46,319)
Supplies	56,515	63,485	120,000	120,000	47.1%	0
						0
<b>Total Operating Expenses</b>	<b>\$512,288</b>	<b>\$1,277,954</b>	<b>\$1,790,242</b>	<b>\$1,836,561</b>	<b>27.9%</b>	<b>(46,319)</b>
Professional Services	8,843	\$147,809	156,652	156,652	5.6%	0
Other Charges	19,085	554,697	573,782	573,782	3.3%	0
Debt Services						
Interagency Transfers		644,495	644,495	644,495	0.0%	0
<b>Total Other Charges</b>	<b>\$27,928</b>	<b>\$1,347,001</b>	<b>\$1,374,929</b>	<b>\$1,374,929</b>	<b>2.0%</b>	<b>0</b>
General Acquisitions						
Library Acquisitions	16,266	-00	16,266	10,000	162.7%	6,266
Major Repairs						
<b>Total Acquist. &amp; Major Repairs</b>	<b>\$16,266</b>	<b>\$-</b>	<b>\$16,266</b>	<b>\$10,000</b>	<b>162.7%</b>	<b>6,266</b>
Scholarships	\$101,304	\$101,324	\$202,628	\$202,628	50.0%	0
<b>Total Expenditures</b>	<b>\$4,738,961</b>	<b>\$14,532,263</b>	<b>\$19,271,224</b>	<b>\$19,271,224</b>	<b>24.6%</b>	<b>(0)</b>

Southern University at Shreveport  
 General Fund Budget Projections  
 For Fiscal Year Ending June 30, 2013  
 As of October 31, 2012

	Actual as of October 31, 2012	Projected	Total FY 2012-13	Budget as of 6/30/2013	Actual as % of Budget	Over (Under) Budget
<b>Revenues</b>						
General Fund Direct	\$2,122,988	\$3,535,629	\$5,658,617	\$5,658,617	37.5%	0
Statutory Dedicated	13,646	181,220	\$194,866	194,866	7.0%	0
Funds Due From Mgmt or BOR	-00	250,000	\$250,000	250,000	-	0
Federal	-00	-		-00	-	0
<b>Self Generated</b>						
Tuition - Fall 2012	3,315,081	-00	\$3,315,081	3,342,424	99.2%	(27,343)
Tuition - Spring 2013	-00	3,157,000	\$3,157,000	3,142,424	0.0%	14,576
Tuition - Summer	140,511	126,849	\$267,360	270,000	52.0%	(2,640)
Out-of-State Fees	53,630	34,780	\$88,410	6,500	825.1%	81,910
Other	62,960	100,000	\$162,960	197,070	31.9%	(34,110)
InterAgency Transfer	-00	100,000	\$100,000	100,000	0.0%	-00
<b>Total Revenues</b>	<b>\$5,708,816</b>	<b>\$7,485,478</b>	<b>\$13,194,294</b>	<b>\$13,161,901</b>	<b>43.4%</b>	<b>\$32,393</b>
<b>Expenditures by Object</b>						
Salaries	\$2,443,904	\$4,442,310	\$6,886,214	\$6,886,214	35.5%	0
Other Compensation						0
Related Benefits	830,264	1,788,367	\$2,618,631	2,618,631	31.7%	0
<b>Total Personal Services</b>	<b>\$3,274,168</b>	<b>\$6,230,677</b>	<b>\$9,504,845</b>	<b>\$9,504,845</b>	<b>34.4%</b>	<b>\$0</b>
<b>Travel</b>	<b>\$6,687</b>	<b>\$16,313</b>	<b>\$23,000</b>	<b>23,000</b>	<b>29.1%</b>	
Operating Services	784,963	875,696	\$1,660,659	1,660,659	47.3%	0
Supplies	40,564	49,193	\$89,757	89,757	45.2%	0
<b>Total Operating Expenses</b>	<b>\$825,527</b>	<b>\$924,889</b>	<b>\$1,750,416</b>	<b>\$1,750,416</b>	<b>47.2%</b>	<b>\$0</b>
Professional Services	23,167	26,066	\$49,233	55,233	41.9%	(6,000)
Other Charges	165,623	887,358	\$1,052,981	1,052,981	15.7%	0
Debt Services	29,074	46,468	\$75,542	75,542	38.5%	0
Interagency Transfers		644,587	\$644,587	644,587	0.0%	0
<b>Total Other Charges</b>	<b>\$217,864</b>	<b>\$1,604,479</b>	<b>\$1,822,343</b>	<b>\$1,828,343</b>	<b>11.9%</b>	<b>\$(6,000)</b>
General Acquisitions			0	1,000	0.0%	(1,000)
Library Acquisitions	28,748	23,549	\$52,297	54,297	52.9%	(2,000)
Major Repairs						
<b>Total Acquist. &amp; Major Repairs</b>	<b>\$28,748</b>	<b>\$24,549</b>	<b>\$52,297</b>	<b>\$55,297</b>	<b>52.0%</b>	<b>\$(3,000)</b>
<b>Scholarships</b>						
<b>Total Expenditures</b>	<b>\$4,352,994</b>	<b>\$8,800,907</b>	<b>\$13,152,901</b>	<b>\$13,161,901</b>	<b>33.1%</b>	<b>\$(9,000)</b>



Southern University Agricultural Research and Extension Center  
 General Fund Budget Projections  
 For Fiscal Year Ending June 30, 2013  
 As of October 31, 2012

	Actual as of October 31, 2012	Projected	Total FY 2012-13	Budget as of 6/30/2013	Actual as % of Budget	Over (Under) Budget
<b>Revenues</b>						
General Fund Direct	\$938,134	\$1,638,708	\$2,576,842	\$2,576,842	36.4%	(0)
Statutory Dedicated	173,997	1,633,084	1,807,081	1,807,081	9.6%	0
Funds Due From Mgmt or BOR			-00			0
Federal	664,673	2,989,536	3,654,209	3,654,209	18.2%	0
Self Generated						
Tuition - Fall 2012			-00			
Tuition - Spring 2013			-00			
Tuition - Summer			-00			
Out-of-State Fees			-00			
Other			-00			
InterAgency Transfer			-00			
<b>Total Revenues</b>	<b>\$1,776,804</b>	<b>\$6,261,328</b>	<b>\$8,038,132</b>	<b>\$8,038,132</b>	<b>22.1%</b>	<b>\$0</b>
<b>Expenditures by Object</b>						
Salaries	\$1,305,722	\$3,031,197	4,336,919	\$4,336,919	30.1%	0
Other Compensation		78,000	78,000	78,000	0.0%	0
Related Benefits	419,489	793,954	1,213,443	1,213,443	34.6%	(0)
<b>Total Personal Services</b>	<b>\$1,725,211</b>	<b>\$3,903,151</b>	<b>\$5,628,362</b>	<b>\$5,628,362</b>	<b>30.7%</b>	<b>(\$0)</b>
<b>Travel</b>	<b>\$47,541</b>	<b>\$181,086</b>	<b>\$228,627</b>	<b>\$228,627</b>	<b>20.8%</b>	<b>0</b>
Operating Services	264,675	\$249,661	514,336	514,336	51.5%	0
Supplies	26,082	178,968	205,050	205,050	12.7%	0
<b>Total Operating Expenses</b>	<b>\$290,757</b>	<b>\$428,629</b>	<b>\$719,386</b>	<b>\$719,386</b>	<b>40.4%</b>	<b>\$0</b>
Professional Services		\$53,250	53,250	53,250	0.0%	0
Other Charges		367,286	367,286	367,286	0.0%	0
Debt Services			0			0
Interagency Transfers		926,761	926,761	926,761	0.0%	0
<b>Total Other Charges</b>	<b>0</b>	<b>\$1,347,297</b>	<b>\$1,347,297</b>	<b>\$1,347,297</b>	<b>0.0%</b>	<b>\$0</b>
General Acquisitions		\$114,460	114,460	114,460	0.0%	\$0
Library Acquisitions			0			0
Major Repairs			0	-00		0
<b>Total Acquist. &amp; Major Repairs</b>	<b>0</b>	<b>\$114,460</b>	<b>\$114,460</b>	<b>\$114,460</b>	<b>0.0%</b>	<b>\$0</b>
<b>Scholarships</b>						
<b>Total Expenditures</b>	<b>\$2,063,509</b>	<b>\$5,974,623</b>	<b>\$8,038,132</b>	<b>\$8,038,132</b>	<b>25.7%</b>	<b>\$0</b>



**SYSTEM OFFICE OF FACILITIES PLANNING  
PRIORITY PROJECTS UPDATE  
November 9, 2012**

**SOUTHERN UNIVERSITY BATON ROUGE**

1. **DEMOLITION OF FOUR DORMS** - Demolition of four (4) vacant, deteriorated dormitories buildings on the Southern University Baton Rouge Campus that are obsolete, unsafe and unsanitary. These buildings are located next to the new Intramural Athletic Complex that is currently under construction. These blighted dorms are an eyesore for the Student Life Zone and well as the Intramural Athletic Zone of the campus. The dorms are masonry and steel construction, with approximately 33,000 sq. ft. each. Some abatement is necessary to remove asbestos from the dorm buildings.
  - Architects: Noland and Wong – Design fee \$104,194. – Interim Emergency Board Funds (IEB).
  - \$ 1,630,000 is the scheduled project budget – interim Emergency Board Funds (IEB). Project No. IEB-19-616-11-08, Part 01.
  - Architect signed contract April, 2012.
  - Pre-design meeting was held Friday May 18<sup>th</sup> with Architect.
  - Extensive environmental abatement will have to be completed before demolition can begin. This phase will be very time consuming. Cost to abate asbestos and lead content must be identified to determine project budget.
  - Environmental abatement construction documents are in review.
  - **Abatement Designer is making final determination on abatement issues. State FP&C is requiring that the Abatement Designer correctly identifies every environmental issue that must be arrested. This will prevent any change orders after project is bid.**
  - **Construction documents will be approved for bidding in late January, 2013, for Morris Henry Carroll Hall, Mildred McKinley Satterwhite Hall, Ollie Butler Moore Hall and Octavia Head Clark Hall.**
  - **Construction will begin in March, 2013.**
  - **Demolition will be completed by August, 2013.**
  
2. **BASEBALL SUPPORT FACILITY** – Project involves providing a new Baseball facility to house coaches offices, locker room, conference room, breakroom and batting cage.
  - Architect: McElroy and Associates – Design fee \$70,000- Bond funds
  - \$1,400,000 is the project budget- City Parish Capital Outlay Funds.
  - Project review by Fire Marshall is complete.
  - **Economic Impact Statement has been completed.**
  - **City council introduced project August 22, 2012.**
  - **City Council Committee action September 5, 2012.**
  - **Full Council adopted project September 26, 2012.**

- **Corporate Endeavor agreement has been signed and accepted.**
- **Design documents were forwarded to City on November 9, 2012.**
- **City will review and return with comments on December 4, 2012.**
- **Bid opening date, January 24, 2013.**
- **Proceed Order date, March 1, 2013.**
- **Substantial completion date, December 6, 2013.**

3. **INTRAMURAL ATHLETIC COMPLEX**- Project involves providing recreation spaces in a new Intramural Facility funded with bond funds. Designed spaces in the complex, include two basketball courts, two aerobic rooms, wii game room, refreshment bar, fitness area, weight exercise area, rock climbing wall, locker rooms and showers, restrooms, lobby, offices and storage areas.

- M3A Architects designers- Fee \$ 441,831.50 (Bond Funds)
- Project AFC budget- \$6.1 Million.- (Bond Funds)
- Design complete.
- **Project is under construction. Project construction is 26% complete.**
- **CMU (concrete blocks) complete. Duct work for HVAC and metal studs installation complete.**
- **Construction is 35% complete.**
- **Scheduled completion is July, 2012.**

4. **CHILLED WATER PROJECT (COOLING)** – This involves removing the abandoned subsurface hot water line loops extending from the Central Plant and replacing them with steel , pre-insulated pipe with HDPE(high density polyethylene) casing for the new chill water subsurface loop.

- Vivien & Associates are Design Engineers - \$560,000, State GOB funds
- \$6,938,118.00 budget available – State GOB funds
- Design completed November 2010
- Project bid February 17, 2011. Bernhard Mechanical Contractors low bidder.
- Bid was \$4,855,500.00. Contractor has mobilized and started construction.
- **Contractor has achieved substantial completion with the project.**
- **Waiting on final change order execution before project is closed out.**

5. **CULTURAL (INFORMATION) CENTER** – This Center was designed to serve the needs of Southern University Museum of Art (SUMA), students and community. The proposed facility will provide smart (high-tech) classrooms, meeting rooms, conferencing facilities, exhibition, offices and storage. The building will house the Underground Railroad Program and its other cultural and community outreach programs and will be one story building totaling 10,132 sq. ft.

- Hewitt and Washington Architects – Design fee \$196,000, Federal funds
- Design Completed January, 2011
- Project bid June, 2011. Low bid exceeded AFC budget of \$2,300,000.00.
- Project in process of value Engineering. Fire Marshall Review completed.
- **New estimate \$3,206,368.00 federal funds and self generated (federal, DOTD, Self -Generated). \$600,000 – DOTD, \$900,000 – SG, \$1,706,368 – Federal.**
- **Project is on hold waiting for State DOTD to approve advertising for bid.**



6. **T. H. HARRIS ANNEX RENOVATION** – This project involves the renovation of the Annex building for Student Federal Aid and expansion of the T.H. Harris complex to include Student Welcome Center, Retention, Tutoring, Administrative Offices , and Student Orientation Assembly Space.
- Frank Lassiter Architect – Design fee \$256,000, Federal funds(Title III)
  - Bid cost \$3,200,000.00 – Federal funds (Title III)
  - Guy Hopkins contractor
  - Change orders completed.
  - Contractor was paid \$269,000 for unforeseen obstructions and utilities that needed to be relocated. Recommended by State FP&C.
  - **Construction 90% complete.**
  - **Construction completion scheduled for December, 2012.**
7. **F. G. CLARK ACTIVITY CENTER (PARKING)** – Parking lot is deteriorated and has poor drainage. New asphalt overlay will be installed on parking lot surface, sidewalk repairs, painting of fire curb, drainage and sewerage repairs will be done and parking lot sculpture will be cleaned and painted. New bus shelters will be planned and erected for student use.
- Final approval received on design contract.
  - Project design documents are complete.
  - Lighting – New lighting was recently installed by the SU Baton Rouge Campus.
  - Grant for \$475,000 was approved by FTA in October, 2011. \$118,000 of SU transportation funds was matched with FTA grant.
  - **Bid date: June 14, 2012. D. Honore low bidder with \$779,000.00.**
  - **Transfer of funds completed to cover additional cost.**
  - **Construction began July 16, 2012.**
  - **Construction is 100% complete as of October 15, 2012.**
8. **AMPHITHEATER** – An open air classroom is proposed to be built on the Mississippi River Bluff to provide a space for open air lectures, debates, concerts, plays and a place to sit and take in the magnificent view of the Mississippi River. The project will be enhanced with a plaza that connects to the Information (Cultural) Center and solar lighting.
- Engineer: Stuart Consulting Group - \$49,000 fee, Federal Title III funding.
  - Contract approved by state OCR
  - Project in design phase by Engineer.
  - Soil boring completed.
  - Proposed AFC budget \$450,000.00 – Federal Title III funding.
  - Bid date TBA
  - **Project design is 95% complete.**
9. **FRANK HAYDEN HALL LOBBY RENOVATIONS** – this project will involve renovations of the Lobby of Frank Haden Hall for ADA access and creation of a Plaza at the Entrance to enhance the facility. The proposed improvements will help the Lobby



**upgrade to match the renovations that were previously done in the Theater and Fine Arts areas.**

- Architect: St. Martin & Brown – \$44,000 fee, Federal Title III funding.
- Budget estimate is \$546,131.00.
- Project design proposal is completed.
- Design contract approved by State Off. Of Contract Review(OCR)
- Project new bid December 14, 2011. Pre-bid was held November 14, 2011.
- Law Industries, Contractor
- Bid amount \$525,000.00, Federal Title III funding.
- Construction began March 5, 2012.
- **Deductive change order reduced price to \$512,000.00**
- **85% of construction completed.**
- **Construction completion scheduled for December, 2012.**

**10. HOT AND CHILL WATER FINAL PHASE IV COMPLETION – This will be the last phase of the Hot and Chill Water Project that will install new compact efficient boilers in buildings using existing pipe connections in buildings. The existing Hot Water piping will be abandoned for the system. New compact efficient chillers will be installed at the Central Plant and the existing chill pipe will be replaced.**

- Vivian and Assoc Engineers - \$179,436 GOB remaining funds from phase III
  - FP&C has amended Vivian and Associates contract. AFC is \$1, 236,006.00
- The \$2 Million left from chill water project will be used to complete this phase. The Engineers estimate exceeds the budget slightly. Alternates will be considered.
- **Design 99% complete.**
  - **Designer turned in final paperwork. Construction documents are in review by SU and State FP&C.**
  - **Funding for construction was rescinded by he State. An amendment to Capital Outlay may be requested by FP&C.**

**11. BARANCO-HILL STUDENT HEALTH CENTER ADDITION – This project will expand the existing Health Center for Students, to include additional waiting room, nurse's station, exam rooms, hazardous waste disposal area and offices.**

- Project was designed by Noland and Wong – Design fee \$46,770 Title III
- Budget for project \$360,000.00 Title III
- Bid opening is scheduled for November 10, 2011 at 2:00 p.m.
- Anticipated completion is August, 2012.
- Rebid- first bid exceeded budget.
- Price renegotiated with Contractor, Charles Carter.
- Bid was reduced by \$30,000.
- Contractor started construction in January, 2012.
- **Project completion is 100%. Completed September 26, 2012.**
- **45 day lien period.**

- 12. LEE HALL FUME HOOD REPLACEMENT PROJECT** – This project involves replacing the majority of the obsolete and deteriorated fume hoods located in Lee Hall labs.
- **Low bid in the amount of \$1,157,000.00 submitted by Bernhard Mechanical.**
  - **Notice to Proceed on November 21, 2012.**
  - **Construction completion is scheduled for Summer 2013.**
- 13. REGISTRAR AND ADMISSION'S OFFICE RENOVATION** – this project involves renovation of the SUBR Registrar's Office and Admission's Office. The Project will make existing spaces more efficient and functional and to help it to blend with the other improvements that are being done to the Enrollment Management and Financial Aid areas of the Facility. Lighting will be improved, walls will be moved, spaces will be opened up to improve efficiency, more privacy will be accorded to workers and overall aesthetics will improve.
- **Project budget is \$215,000.00- Federal Title III funds.**
  - **St. Martin Brown & Associates – Fee \$ 25,000.00- Federal Title III funds.**
  - **AFC is \$ 190,000.00- Federal Title III funds.**
  - **Design is approximately 75% complete.**
  - **Bid date- TBA**
  - **Completion date- TBA**
- 14. LAB SCHOOL ADDITIONS AND UPGRADES** – will involve providing various renovations to the Lab School that will meet code requirements, improve Lighting, window wall replacements and ADA Standards.
- **JLCB met on November 5, 2012 and approved \$1,200,000.00 for the Lab School Renovations.**
  - **Bond Commission will meet on this project on November 15, 2012.**
  - **Designer selection needed if approved.**
  - **Bid Date :TBA**
  - **Completion Date: TBA**

### **HURRICANE GUSTAV PROJECTS**

- 15. UNIVERSITY PLACE (President's Home)** – was severely damaged by Hurricane Gustav. Project is in review by FEMA, GOHSEP, ORM and FP&C for complete restoration. PW (project worksheet) is being prepared by FEMA.
- **Category E (permanent repair) for Gustav recovery design 100% complete.**
  - **Architect: St. Martin & Brown – Design Fee \$36,000 - ORM**
  - **Current project budget is \$361,000.00 – ORM/ FEMA**  
PW has been reformatted based on Architect's submittal.  
An assessment of contents for University Place, will be submitted to FEMA for preparation of a Contents Project Worksheet (PW).



- PW amount \$404,281.00.
  - Project obligated by FEMA 11-10-11.
  - Scope alignment is being prepared by FEMA, ORM and the Architect.
  - Project scope completion July, 2012.
  - **Pre bid on October 22, 2012.**
  - **Project will be bid by November 15, 2012.**
  - **Project will be completed by August, 2013.**
16. **AUDITORIUM (Old Women's Gym) –This building is the old Intramural Sports facility. Building received substantial damage during Hurricane Gustav. Roof needs replacing, ceilings, walls, floors need repair and/or replacing, Restrooms need repair and updating and A/C system need to be installed.**
- Gustav (permanent repair) Category E
  - Insurance claim amount \$155,886.30 – ORM/FEMA
  - Jerry Campbell Architect assigned for Hurricane Assessment – Fee \$16,000 - ORM
  - **PW was obligated 12-8-11 for \$174,733.09.**
  - **Design is being completed for review and bid.**
  - **Will be advertised for bid in Spring, 2013.**
  - **Bid date determined by State FP&C.**
17. **RE-ROOF SU LAB MIDDLE & HIGH SCHOOL – This project involves replacing deteriorated roofs on Lab School buildings. Removing rooftop equipment and relocating to a new ground level location and relocating ducts to building attic space. Also, replacing and rebuilding the deteriorated covered walk canopies connecting the building complex.**
- Noland and Wong Architects selected November 17, 2010. Design fee \$43,050, GOB
  - Extensive restoration required as a result of water damage by Hurricane Gustav
  - Contract amount is \$788,000.00, GOB funding and Gustav and State Major Repair Funding.
  - **Bid received November 1, 2011. Low bidder for project is Corporate Mechanical, 100% of roof on high school is complete, overall repairs, 40% complete (include mech. Repairs).**
  - **Lower roof on main building is complete as of September 2012.**
  - **Roof for the high school building complete, other buildings will be done with Capital Outlay Funding.**
  - **Project is on hold for change order approval. Additional repairs identified when roof was removed. Temporary roof cover in place to prevent water intrusion.**
18. **J. B. CADE LIBRARY ROOF- This project requires extensive renovation due to Excessive damages caused by Hurricane Gustav. The roof is completely deteriorated. Repairs are needed on the exterior and the interior of the building.**



**The roof will be done first prior to starting on the exterior and interior repairs in order to protect these improvements.**

- Gustav Recovery (permanent repairs) Category E project
- Architect assigned, C. Spencer Smith, AIA – Fee \$50,271.00.
- J. B. Cade Library roof design 100% complete. FEMA PW is complete for new roof replacement.
- Roof repairs will be bid separate from int. & ext. repairs. PW for roof repair is complete by FEMA.
- Bid date September 9, 2011.
- Library roof replacement was awarded to Brazo Industries.
- Brazos's low bid was \$550,450.00.
- **Roof replacement is 100% complete.**
- **Project in 45 day lien period.**

**19. J. B. CADE LIBRARY INTERIOR- Interior repairs are required due to Hurricane Gustav damages.**

- Gustav Recovery (permanent repairs) Category E project
- Architect assigned, C. Spencer Smith, AIA,- Fee \$117,298.00
- Design work is 10% complete.
- The AFC for construction is \$1,605,217.00
- Cade Library Interior/Exterior PW in SAL (FP&C) review.
- Bid Date: TBA
- Completion date: TBA
- Site visit by FEMA 11-15-11.
- **Project PW is complete.**
- **Under review by applicant.**
- **FP&C will complete their review by 7-25-12.**
- **Library PW project has been submitted by FEMA to Washington for approval.**
- **Bid TBA**

**20. E. N. MAYBERRY DINING HALL INTERIOR– Interior repairs needed due to damage caused by Hurricane Gustav.**

- Mayberry Interior PW is complete.
- PW obligated on 11-10-11 for \$272,077.37.
- Federal share \$5,827.10 after insurance deductions.
- St. Martin Brown Architects design work is at 100%.
- Project in line for review for scope alignment.
- **Waiting on FP&C approval for advertisement for bids.**
- **Bid Date: Anticipated for December, 2012.**

**21. E. N. MAYBERRY DINING HALL ROOF REPLACEMENT – this is a Gustav recovery project which consists of replacement of the entire roof under a separate PW from the interior and exterior work.**

- G. D. Architects - \$30,052 – ORM funds.
  - Budget \$351,800 – FEMA funds.
  - Project funds have been obligated by FEMA for roof repairs.
  - Design is 100% complete.
  - Bid date: October 27, 2011.
  - Contractor, Brazos \$329,270.00.
  - Contractor has mobilized and started construction in February, 2012.
  - **Construction for roof is 100% complete.**
  - **Project in two year liability period.**
22. **SOUTHERN UNIVERSITY MUSEUM OF ART (SUMA) – This is a Gustav recovery project which consists of interior and exterior repairs.**
- Design and scope is complete.
  - St Martin and Brown Architects – Fee \$29,628.00 ORM
  - Waiting on FP&C to provide “G” number and process to allow project to be bid.
  - Waiting on State FP&C review.
  - Estimated Federal Share is \$184,852.13.
  - AFC is \$205,539.22
  - ORM share is \$20,539.22.
  - Waiting on contract and construction bid.
  - **Design 100% complete.**
  - **Bid date: TBA by FP&C**
23. **J. B. MOORE – Repairs needed to facility due to Hurricane Gustav.**
- Design and scope is complete.
  - St. Martin Brown Architects – Fee \$29,000.00
  - Project PW in SAL Review (Applicant/FP&C).
  - Bid Date: TBA
  - Waiting on FP&C review.
  - Project obligated 11-10-11 for \$404,821.17.
  - Federal share is \$1,043.60 after insurance reductions.
  - Waiting on contract bi.
  - **Project will be advertised and bid as determined by FP&C.**
24. **COLLECTIONS AND RECEIVABLES – Repair needed due to Hurricane Gustav damages.**
- Jerry Campbell Architect
  - Design and scope complete
  - Pw was obligated on 11-23-11 for \$2,088.38
  - Waiting on scheduling of bid.
  - Scope alignment needed.
  - Ads will run in September for bids.
  - **Bid opening determined by FP&C.**

25. **LOTTIE ANTHONY – repairs needed due to Hurricane Gustav damages.**
  - Jerry Campbell Architect
  - Design and Scope complete.
  - PW was obligated on 12-8-11 for \$17,244.56.
  - Waiting on scheduling of bid.
  - Scope alignment needed
  - **Bid opening will be determined by FP&C**
  
26. **HIGGINS HALL – Repairs needed due to Hurricane Gustav damages.**
  - Dodie Spencer Architect.
  - PW is obligated.
  - Applicant/State review is complete.
  - **Waiting on FP&C to determine bid date.**
  
27. **STUDENT UNION – repairs needed due to Hurricane Gustav damages.**
  - Frank Lassiter Architect
  - Design and scope in progress
  - **Bid opening TBA by FP&C.**
  
28. **JAMES LEE HALL – repairs need due to Hurricane Gustav damages.**
  - Frank Lassiter Architect
  - Design and scope in progress
  - Site visit was completed on 11-28-11.
  - Waiting on scheduling of bid.
  - **Waiting on FP&C reassessment on completion of FEMA PW obligation.**

### SOUTHERN UNIVERSITY AT NEW ORLEANS

1. **PERMANENT L. WASHINGTON LIBRARY RENOVATION PROJECT – This project will restore the SUNO library to pre-hurricane conditions, include mitigation and some state of the art additions that will be ineligible by FEMA and must be paid by SUNO.**
  - Permanent Library is currently in design by Architect Jerry Campbell.
  - SUNO needs to decide if they want the additional items in the project and whether or not they will pay for them.
  - Bid date for Library – October 11, 2011.
  - Budget for library design is \$466,602.00
  - Budget for construction project is 4, 666,000.
  - Contractor, F. H. P. Tectonics Corp. \$4,595,000.00.
  - Contractor is suing. Court Hearing was on January 23<sup>rd</sup>, no ruling. Case is under advisement.
  - Judge ruled in favor of Contractor. 1st Circuit Court needs to sign off on papers.
  - Contractor needs to withdraw his motion. Fees and injunction must be removed.
  - **Appeals have been dismissed.**



- FP&C has issued contract to Contractor.
- Contractor began construction in June 25, 2012.
- Contractor is GM&R-Bid \$4,310,000.00.
- Foundation and walkway are interconnected with reinforcement and interfering with new proposed flood wall.
- Walls on first floor are structurally unstable. Architect will secure and stabilize walls.
- Contractor has until July, 2013 to complete project.
- Walls of Library were constructed poorly. Walls will be demolished on the Library and new stable walls will be constructed.
- Project change order will exceed \$100,000.00.
- FP&C will go before the JLCB on December 21, 2012.
- While waiting for JLCB approval, asbestos design and abatement will be executed, work will not stop.
- Contractor contract will be extended to November, 2013 to complete construction of the library.

**2. CENTRAL PLANT – Construction of new Central Plant to replace old Central Plant to be demolished that was more than 50% storm damaged.**

- Demolition and Reconstruction
- AST Engineers - \$800,000 fee, FEMA
- Budget \$10,000,000 (this includes equipment and piping) - FEMA
- Design 90% complete.
- Still have problems with slab height. AST will correct.
- Bid scheduled for December, 2011
- Completion date approximately 12 months or January, 2013.

Comments: The design for the Central Plant is about to start again. It was on hold while the main library was being designed because the same Engineer is designing both projects. FP&C is ready to concentrate on the central plant now that the library is designed and the Master Planning is well under way.

- The current decision with the Central plant involves whether or not it will be designed for reduced capacity due to fewer buildings on the Park Campus or be a replacement design to allow capacity for future growth at SUNO.
- A Central Plant meeting was held mid May, 2012 to discuss the size of the New Central Plant, etc., with FEMA, GOHSEP and FP&C.
- New Central Plant footprint size still needs to be determined.
- FEMA needs to build a small Central Plant on the SUNO Lake Campus to replace the reduced capacity at the Park Campus.

**3. SUNO DEMOLITIONS – 4 buildings to be demolished and replaced.**

- Request for approval to demolish four buildings on the Park Campus, not including the Central Plant. They are Clark Hall, Brown Hall (Old Science), New Science and Multi-Purpose Building.

- This existing footprint will be used to build new buildings for SUNO. Two on the Park Campus and two on the Lake Campus.
- 4 buildings total to be demolished and replaced are:
  - Clark Building bid Sept. 2011- \$16,000,000 – FEMA
    - Construction start in October, 2011
    - Awarded to Zimmer Eschette II, LLC - \$194,500.00
    - Bid July 28, 2011. Asbestos discovered, environmental clearance was received. Contractor completed demo in July, 2012.
  - Brown hall (Old Science) – bid scheduled TBA
    - Demolition start in TBA
    - Complete Demolition in TBA
  - New Science Building
    - Architecture Selection- TBA Design Phase scheduled completion – TBA
    - Demo completion – TBA
  - Multi Purpose Building
    - Architecture Selection – TBA
    - Design Phase scheduled completion – TBA
    - Demo completion – TBA

Comments: presentation of SUNO Master Programming to the SU Board of Supervisors by Verges and Rome.

- Demolition costs for each of the remaining buildings are estimated to cost between \$250,000.00 and \$500,000.00 each. The proposed replacement buildings are School of Social Work, College of Education, New Science Building and Arts and Humanities Building.
- **Four new buildings for SUNO Lake Campus and Park Campus are scheduled to go before the Architecture Selection Board in January, 2013.**

#### 4. HURRICANE KATRINA - CAMPUS-WIDE BUILDING REPAIR

**Hurricane Katrina devastated the SUNO Campus on August 29, 2005.**

**Temporary campus was constructed by Army Corps of Engineers on Lake Campus. Park Campus was redesigned by the Architect and building renovations began on some facilities. The major renovations have been declared temporary repairs. Other buildings were declared beyond repair and scheduled for demolition and replacement.**

- Jerry Campbell Architect – Fee \$3,417,869.67 - FEMA
- \$92,000,000 – FEMA- starting budget to restore SUNO Campus.
- Total expenditures for construction approximately \$28,000,000.00
- FEMA reimbursed \$10,000,000 spent by State.
- Balance of funding for SUNO is approximately \$64,000,000.
- Negotiations are underway with FEMA to rebuild Temporary campus. Estimate to rebuild campus is \$7,000,000.
- Grand total to restore campus and rebuild temporary campus is estimated at \$112,500,000.

**Comments: FEMA has refunded \$11 ½ Million back to FP&C.**



Temporary campus is being done to replace existing at a cost of \$7 ½ Million.

**5. FACULTY & STUDENT HOUSING – New housing for SUNO Campus to house both students and faculty. Project consists of 21 buildings with a total of 699 beds. Funds borrowed from the U. S. Department of Education HBCU Capital Funding Program, \$42 Million at 1% interest.**

- Walton Construction Co. - Contractor
- Architect: Bani Carville & Brown - \$3,125,000 fee, Federal funds.
- Budget \$39,067,351.60 w/ c.o's – Federal funds.
- Completed December, 2010- 3rd Phase.
- Project in Contractor liability status.
- **SUNO is experiencing several problems with Student Housing.**
- **Walton Construction Company when contacted went out of business.**
- **Bonding company is required to correct problems.**

**6. SBMI-CBA SMALL BUSINESS INCUBATOR FACILITY-** New building of approximately 10,000 sq. ft., consisting of offices, classrooms, a computer laboratory, library, credit union suite, music mixing studio, visual entertainment editing room, conference room and support areas. A ten percent Art program will apply and be incorporated into the design of the building. Two percent of the project budget will utilize universal design principles.

- CHASM and Fusion Architects (Joint Venture) fee \$210,543.00
- AFC is \$2,450,000.00 HUD Grant
- Pre-design for the project was held January 25<sup>th</sup> at SUNO in the business bldg.
- **Project is in design, approximately 55% complete.**

**7. HEALTH AND EDUCATION BUILDING –** renovation of an existing facility. This is the Third Phase of renovations. This phase will include the addition of an elevator, new windows, new gym flooring, renovate showers and locker rooms to meet ADA standards.

- St. Martin Brown and Assoc., LLC Architects, Fee \$112,009.00
- AFC for the project is \$970,633.00
- State Facility Planning and Control (FP&C) is requesting \$1,196,255.00 in Community Development Block Grant- Disaster Recovery Funds.
- FEMA funds have already restored the facility to pre-hurricane conditions.
- **Pre-design meeting was held at SUNO on March 8, 2012.**
- **Architect is 70% complete with the design.**

**8. NEW MODULAR BUILDING PROJECT AT SUNO –** These buildings will replace the existing temporary buildings at the SUNO Lake Campus. The new modular buildings will be more substantial and can serve as permanent buildings. Eight new buildings will be constructed that will have spaces for classrooms, offices, student center activities, yearbook, staff space. SGA, fitness and an open area that can be used for large gatherings.

- Project was bid 1-26-12.



- Broadmoor, LLC was the low bidder with \$14,195,000.00.
- Bid is double FEMA's proposal. FP&C will request a Version be done.
- SUNO will be assuming responsibility for the project management and bidding the project with the original \$7.5 Million budget.
- Performance criteria are being developed to prepare for bid.
- Old trailers (30) are being removed from SUNO now.
- Campus will maintain 15 trailers until modular buildings are complete.
- **FP&C estimates that SUNO recovery will take an additional five years.**
- **FP&C will extend Verges and Rome Contract to coordinate and redesign the temporary campus and buildings.**
- **FEMA follows the Stafford Act and refuse to spend \$7 Million on permanent buildings.**
- **SUNO is proceeding with process to upgrade trailers on the Lake Campus for \$7 Million.**
- **14 trailers will remain until modular buildings are installed in fall, 2012.**
- **State FP&C has again taken control of the Modular Building Project at SUNO Campus.**
- **Project will include 70,000 sq. ft. of modular buildings. Steel floor, concrete deck, metal frame wall with hardy board on the exterior.**
- **FP&C will bid project in January, 2013.**

9. **UNIVERSITY CENTER** – Project is for renovation of the existing Student Center on the Park Campus at SUNO. This the facility will have all the student activities in it, such as, game rooms, swimming pool, book store, SGA, fitness, staff space and reception rooms.

- Jerry Campbell – Architect
- **Documents are 99% complete and will be ready for bid by May, 2012.**
- **A flood wall will be built around transformer.**
- **Brick skin on building will have to be removed and replaced.**
- **A flood wall 2-3 feet high will be constructed around entire building with flood gates at the entrance. Gates work from pressure from water and will remain open until contact with water.**
- **Project bid May 22, 2012.**
- **Contractor is Pete Vicari General Contractor with bid of \$4,603,000.**
- **Construction began in August, 2012 on the UC.**
- **Brick and windows were removed from the UC Building. Hurricane Isaac caused interior damage to the sheetrock walls. The sheetrock which was to remain in the building must now be replaced.**
- **University Center construction will be completed by July, 2013.**

## SOUTHERN UNIVERSITY AT SHREVEPORT

1. **CLASSROOM BUILDING** – This project is a new two story masonry building to be built at Southern University Shreveport main Campus to increase the number of classrooms. The facility will have classrooms, smart classrooms with stadium seating, faculty offices, conference rooms, restrooms and storage.
  - Design and planning complete for more than two years.
  - Alliance Architects/Chasm Architects
  - Waiting on construction funding from Capital Outlay Budget.
  - Budget \$7,500,000.00 – GOB funds.
  - **JLCB on Capital Outlay met on November 5, 2012. Committee approved funding for \$2 Million in P2 and \$3,800,000 in P5.**
  - **The State Bond Commission will meet on November 15, 2012.**
  - **SUSLA still needs an additional \$1.5 Million to bid project.**
  
2. **601 TEXAS STREET ACQUISITION AND RENOVATION (Allen Bldg.)** - This project is designed to increase capacity for the Nursing Program at the Shreveport Metro Campus and includes Acquisition of the property and renovations. The building is the Allen Building next to the existing downtown Metro Campus at 610 Texas Street.
  - Acquisition of bldg. is completed for SUSLA , March, 2011-\$357,000.00 – GOB funds.
  - Budget \$2.9 million for renovations – GOB and City funds.
  - Phase I Environmental Assessment- Newman Marchive Carlisle, LLC
  - Design completion TBA
  - Bid date TBA
  - Completion date TBA
  - Architecture selection scheduled for the Allen Building Renovation on December 7, 2011.
  - Alliance Architects were selected to design the renovations for the Allen Building in Shreveport.
  - **Design is 35% complete.**
  - **Alliance is waiting on approval from FP&C to move forward on design.**
  - **An Additional \$800,000 is required to complete upper level and for FF&E.**
  
3. **REPLACEMENT OF TWO (2) COOLING TOWERS**
  - Project Budget \$300,000.00 – Major Repair funding and Energy Stimulus Funds.
  - Project was bid on February 3, 2011.
  - Project cost was \$250,313.00.
  - \$167,313.00 was ARRA Energy Stimulus Funds.
  - \$83,000.00 was State Major Repair Funds.
  - Project was completed in November, 2011.







Southern University and A&M College at Baton Rouge

# Chancellor's Report



## SIGNIFICANT ACCOMPLISHMENTS/ACHIEVEMENTS

### **SU Urban Forestry Marks 20 Years, Gets Funding for "Educational Forest"**

Southern University's Urban Forestry Program celebrated its 20th anniversary recently with the country's top forester officially designating a portion of the campus as an educational forest.

The designation is part of a \$120,000 "Urban Forest Education Experience" grant from the Forest Service to restructure an area of thick vegetation and animal life along a campus-wide ravine into an outdoor classroom for urban forestry students and nature enthusiasts.

Some \$60,000 of the funds will be used to establish a living forest laboratory that will be part of the Urban Forestry program's curriculum and will be used for research. "Everything is there, plants, trees, animals..." said Dr. Kamran Abdollahi, professor and program leader of the Urban Forestry program. The rest of the funding will be used to establish an urban forestry training program at the site.

Dozens of alumni of the Urban Forestry program gathered on campus recently to celebrate the 20-year anniversary. USDA Forest Service Chief Tom Tidwell and members of his staff came to the University to participate in the festivities marking the 20-year milestone and to be part of the ribbon-cutting ceremony for the educational forest.

"This program at Southern is an excellent example of how we're being able to reach out and attract some different people to get engaged and involved in all aspects of forestry...and I look forward to us being able to move forward with this kind of rejuvenation of a longstanding partnership with Southern University," Tidwell said.

The USDA has pledged to assist Southern in attracting undergraduate and graduate students in forestry and related natural resource science fields, provide students with

employment opportunities, tuition assistance, paid internships and books. Students will also receive job placement assistance after earning their Masters or doctoral degrees.

Chancellor James L. Llorens said the agreement and the outdoor learning lab will provide the university with another avenue "to attract students to the Baton Rouge campus and it helps us to build the reputation of our Urban Forestry program."

Abdollahi said, "the Educational Forest collaborative initiative will preserve our treasured wetland urban forests on the campus and will provide opportunities for students to learn, conduct research, and utilize it for recreational purposes."

Eventually, Abdollahi said, there will be walking paths and observation areas in "this living laboratory."

### **SU's Dr. Kathryn Jones appointed as National Surveyor**

Southern University's Dr. Kathryn Jones, assistant professor in the Department of Therapeutic Recreation and Leisure Studies, has been chosen to be a site surveyor for the Commission of Accreditation for Recreation Therapy Education (CARTE) Program.

The CARTE selected Jones in August after she attended an information session on the new accreditation process held at the American Therapeutic Recreation Association Conference in Indianapolis, Indiana.

She will visit universities nationwide to determine the accreditation of the recreational therapy programs.

"I am looking forward to the application of this position so that we will be better equipped for the accreditations process here at Southern University," said Jones.

Recreational therapy is a part of the therapeutic recreation field that involves trained professionals to provide outcome-based recreation services. The program was recognized as an allied health discipline by the Commission on Accreditation of Allied Health Education Programs in 2012.

### **Center For Service Learning presents donated supplies to schools**

Southern University's Center for Service Learning donated boxes of school supplies to the Baker School System as part of the CSL's annual "School Supply Drive."

Ulysses Joseph, Superintendent of the Baker School System, accepted the supplies at a short ceremony on the Baton Rouge campus.



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Dr. De'Ette Perry, Baker's director of Secondary Education Programs, accompanied the superintendent to accept the donation of supplies. "We appreciate the generosity expressed by the students towards our educational endeavors," she said.

The school supplies included boxes of pens, pencils, glue, binders, calculators, notebooks, paper and other items. They were donated by Southern students, many of whom are part of the CSL, a student volunteer program on the Baton Rouge campus.

Volunteerism and giving to others is essential to the education of SU students, said Kristan Gordon, Service Learning Coordinator. Students learn that "it's necessary to assist those who are less fortunate..."

Architecture major D'Nae Capron and history major Lonnie Brooks, both CLS students, helped fill the boxes and presented the supplies to the Baker school officials.

"It was my pleasure to help out in any way I could for the kids," Capron said.

Brooks said, "Volunteering is a very rewarding experience that we should all do."

### **Alum tells students how SU prepped her for major program**

Southern University alumnae Cacey Stevens told students here that her experiences at the university eased her transition into a special graduate program at the University of Chicago.

Speaking to SUBR students, Stevens said, "Southern has taught me that with determination I can handle any challenge. So I don't let any low moment be an indication of whether or not I am competent or able to hang with the big fish."



Stevens, a Baton Rouge native, spoke to students in the nationally recognized Timbuktu Academy and Louis Stokes Louisiana Alliance for Minority Participation (LS-LAMP) students about the influence Southern has had on her and her success in graduate school at the University of Chicago.

The physics major was a student in the Timbuktu Academy and LS-LAMP as an undergraduate at Southern from 2004 to 2008. Stevens returned to speak to Southern



students about how her life has been positively impacted by the Timbuktu Academy and LAMP.

Both programs emphasize the STEM subjects – science, technology, engineering and mathematics.

The Baton Rouge native is a part of the dual masters and doctoral degree program at the University of Chicago. She received her masters in 2010 and is now in the process of earning her Ph.D. by the summer of 2014.

“Southern has helped mold me and prepare me for the challenges at an institution like the University of Chicago,” said Stevens.

Being in a major where being African-American and a female is not the norm, Stevens said she is not a “black woman who happens to like physics but a physicist that happens to be black.”

Stevens urged students to understand that “Southern is a great institution for preparing students for challenges and that there are no limits to what’s possible with a foundation from a school like Southern.”

Stevens, who was the Student Grand Marshall, the top academic graduate in the Spring 2008 Commencement, encouraged the students to take advantage of the Summer Research Opportunities Program at the University of Chicago to see if graduate school is the right path for them.

### **SU music students elected to top posts with La. music association**

Southern University student Sonya Brown has been elected president of the Louisiana Music Teachers Association (LMTA), and two other SU students were also elected to offices.

Sophomore Neshia Ruffins was elected vice-president and freshman Ryan Alexander was elected first secretary. Brown, Ruffins and Alexander are music majors.

The Louisiana Music Teachers Association is comprised of Southern University, Louisiana Tech, Louisiana State University, University of Louisiana at Lafayette, Southeastern Louisiana University, University of Louisiana at Monroe and Northwestern State University.

Southern students hold three of the five available positions on the LMTA Collegiate Board. Students at ULL hold the other two positions.

Officers of the LMTA were elected during its state convention held in October at the University of Louisiana in Monroe. Representatives of collegiate chapters from each major Louisiana university were in attendance.

Southern's chapter is led by internationally known pianist Joao Paulo Casarotti, a professor at Southern and head of Community Outreach and Education with the LMTA.

The LMTA is an affiliate of the Music Teachers National Association and is a non-profit organization of independent teachers and university faculty.

### **SU student nurses, Cane's raising funds for Hurricane Isaac family**

Southern University's Student Nursing Association (SNA) is partnering with Raising Cane's Chicken Fingers to help a family in need that was affected by Hurricane Isaac.

SNA will provide food, clothing medication and toiletries to a family that has been displaced in the Plaquemine, St. John or Orleans parishes.

The criteria for the sponsorship, include: one application per household; provide proof of residence in one of the mentioned parishes; at least a half-page narrative describing their situation; and if applicant is in need of medication, it must be non-narcotic and a prescription bottle with legible writing must be provided.



(In the photo from l to r: Kymberly Vincent-McCoy, assistant professor of School of Nursing; Deidre Shepherd, SNA secretary; Kayla Gooch, SNA treasurer; Wendell Seymour, SNA event coordinator; and Tameka Neville, SNA vice president.)

As part of the relief project, Raising Cane's at 5195 Plank Road, donated 15 percent of the proceeds it earned on items purchased Tuesday, November 13 by customers who announce "I am with Southern University."

The deadline to submit applications was November 9.



## Office of Media Relations Update

On Oct. 14-15, *The Advocate* newspaper, WAFB-TV Ch. 9 and WBRZ-TV Ch. 2 all produced stories on Southern entering into an agreement with Brazilian university officials which could result in students and faculty from Brazil coming to Southern next spring.

On Oct. 15, *The Advocate* published a story wrapping up homecoming activities on the campus and produced a photo gallery on Southern's homecoming parade.

On Oct. 12, Southern University's Human Jukebox was featured on CNN iReport show in which college marching bands are showcased. This is the segment featured in clips on CNN. The band's formation of the word VOTE was requested by the iReport producer.

<http://ireport.cnn.com/docs/DOC-856111>



The Advocate newspaper, WAFB-TV Ch. 9, WBRZ-TV Ch. 2 and WVLA Ch. 33 produced stories on Southern University's Urban Forestry Department's partnership with the U.S. Forest Service in designating a portion of the campus as an "outdoor learning laboratory." The designation included a \$120,000 grant to make improvements at the site.

WAFB-TV Ch. 9 highlighted some homecoming activities.

On Nov. 6, Director of Admissions and Recruitment Michelle Hill appeared on WBRZ-TV Ch. 2 to promote "High School Roundup on The Bluff."

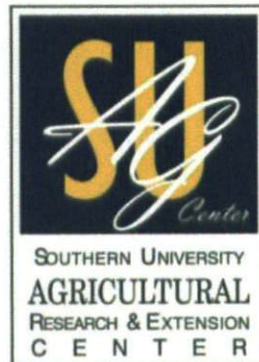
On Nov. 6, SU Director of Media Relations Ed Pratt appeared on WAFB-TV Ch. 9's Morning Show 6 to promote "High School Roundup on The Bluff."



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SOUTHERN UNIVERSITY

**AGRICULTURAL RESEARCH AND EXTENSION CENTER**



**Leodrey Williams**

**CHANCELLOR'S REPORT**

**Presented to:**

**Board of Supervisors**

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

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

**NOVEMBER 2012**

**Number 243-72**

**Tobacco initiative creating healthier communities through collaboration**

*Southern University Ag Center*

**Leodrey Williams**  
Chancellor

**Adell Brown Jr.**  
Exec. Vice Chancellor/Vice Chancellor for Research

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Vice Chancellor for Extension

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

The SU Ag Center Communities of Color (CoC) Network continues to impact lives, statewide - in the arena of tobacco prevention and control. Regional coordinators continue their assault on 'Big Tobacco' by fighting back against decades of lies. This effort is carried out through collaborative partnerships that educate and empower citizens of Louisiana to live healthier, tobacco-free lives. During the month of October, several educational activities were held with African American youth, young adults and adults focusing exclusively on the dangers of tobacco usage and secondhand smoke exposure.

**Shirley Simon** organized an annual 'Injustice' event on the campus of Southern University at New Orleans on October 17th. Simon, along with her presenter, Mrs. Elizabeth Fletcher, discussed human trafficking and the tobacco industry. The most notable information from this event

was the knowledge about tobacco giant, Phillip Morris, admitting to utilizing child workers in tobacco farms. Due to this type of work, young children were exposed to a rare life-threatening yet painful condition called Green Tobacco Sickness.

**Frankie Poland** joined with Beacon Light Baptist Church during their 'Pink at the Rink' Skating Party in observance of Breast Cancer Awareness Month. In conversations with the group, one of the gentlemen shared his experiences with secondhand smoke at his workplace with Poland. He discussed his difficulty in breathing and attempts to convince fellow co-workers to reduce their smoking because of the harmful consequences it presents to others. Poland provided him with secondhand smoke literature that conveys his message in greater detail and encouraged him to further educate his colleagues concerning the negative consequences of

secondhand smoke.



**Pink at the Rink**

**Shawntell Lewis-Harrell** continues to make a difference in Central Louisiana through policy adaptation and implementation as part of the CoC Network 100% Tobacco-Free Church Initiative. Effective Sunday, October 14th, the use of any and all tobacco products during church functions at the Berea Missionary Baptist Church in Alexandria was prohibited.



**Berea Policy**

*Continued on page 2*



## SOUTHERN UNIVERSITY AGRICULTURAL RESEARCH AND EXTENSION CENTER

### Communities of Color Network

Harrell educated members of the congregation and community on the dangers of tobacco usage, secondhand smoke and provided cessation information to those interested in kicking their nicotine addiction. As a result of the information received, Rev. Leroy H. Johnson, Jr. and his congregation are now tobacco-free.

**LaTonya Owens** was asked to attend and participate in the 'Fall Harvest Health Fair' at "The Arbor and The Terrace" in Ruston. Several participants shared their stories surrounding the issue of tobacco with Owens. Many participants were smokers and family members and/or friends of current smokers, who shared concerns about the dangerous impact of tobacco upon their lives.

*Continued from page 1*

Owens discussed possible life-saving information with attendees, one-on-one. Following her conversations, Owens distributed literature on strategies that could assist in cessation efforts for smokers and their loved ones. Throughout the event, Owens and CoC Network were praised for tirelessly educating and impacting constituents concerning tobacco prevention and control.

## SU Ag Center participates in Bossier City health fair

On October 13, Katherine Ervin, parent educator, Bossier Parish, participated in the Harvest Temple Church of God in Christ, Bossier City's first Health Fair themed "Spiritual and Physical Health Awareness for the Community." Support came from many health organizations, with services provided by a team of doctors and nurses from LSU Medical Center, Willis Knighton Medical Center, Martin Luther King Health Unit and a host of others including Southern University Ag Center.



**Participants visit SU Ag Center booth at health fair**



**Visitors at SU Ag Center booth carry backpacks with information and goodies**

More than 75 Youth and adults from the community visited the Southern Ag Center booth, where they received information from Ervin on healthy eating, and physical activity. They were motivated and encouraged to develop healthy eating habits early in life. The youth received Southern Ag Center backpacks with relevant information for healthy living.



## SU Ag Center, 100 Black Men hold "Above the Influence" summit

More than twenty Capital High Academy students participated in the "Above The Influence" (ATI) Summit. The three-day summit was the result of a partnership between Southern University Ag Center and 100 Black Men of Metro Baton Rouge, Ltd.

On Monday, October 15, ATI participants from Capital High took part in a closed door "Influence discussion" where the teens engaged in an intimate conversation about their thoughts and perspectives on the topic of influence. On Tuesday, the ATI participants took part in "Tag it" at Cortana Mall in Baton Rouge, La. "Tag it" is an official ATI activity designed to increase teens' awareness of influence in their environment, and how influence may prompt teenagers to make decisions.

On the final day of ATI week, an open panel discussion was held on the influences that affect teenagers and how they play a role in their daily lives. The teenagers gave everyone in attendance a glimpse of their personal lives and how they handle positive and negative influences.

"It's okay to be above the influence," said Lorenzo Harris. "It's okay to talk to your peers because they're going through the same thing." The majority of the teenagers in attendance echoed that same sentiment. "What I learned from ATI is that I'm not the only one going through problems," said

Antonio Davis. Shaquille Dillon, President of the Collegiate 100 Black Men, Southern University Chapter, expressed that there is pressure in college as well. "There's peer pressure in college too, you have to look at it from a broad standpoint," he said.



**Dr. Adell Brown, President of 100 Black Men addresses teens at summit**



**Teens discuss issues at summit**

Because of ATI, the participants said they feel more empowered and better equipped to be young leaders in their communities. "After today I'll be a great leader because of ATI," said Keandra Thomas. "The experience has changed me and now I can be better." ATI has given Capital High

Academy students an opportunity to voice their opinions and concerns, about important issues that are often overlooked by adults according to the teenagers.

Parents and adults in the audience expressed their concerns as well. "Maybe your parents have that same mentality and want the best for you because they know your full potential," said Jana Snowden, in response to panelist John Brumfield's comment about how he is protective of his younger sister and tries to steer her away from the negative influences in high school.

ATI gave the participants an arena to express themselves openly and freely, without judgment or punishment, something that many of them have never experienced before.

"Sometimes we need someone to talk to or someone to just listen," said Sundae Brumfield. "Look at it from our point of view."

The National Above the Influence campaign aims to provide new ways to engage youth in dialogue about both positive and negative influences in their lives and to empower them to make healthy decisions.

Charisma Deberry, Research Associate-Program Development and Kelli Palmer, graduate research associate coordinated the ATI activities.



## CRSBD staff attend microenterprise development institute

Center for Rural and Small Business Development staff members, LaKeeshia Giddens, E-Learning Center Program Director and Eual Hall, Business Outreach Specialist, attended an Operation JumpStart (OJS) Institute in Ridgeland, Mississippi, September 27-28.



Participants at OJS Institute

*Operation JumpStart* is an award-winning, hands-on, microenterprise development program that partners with organizations seeking to assist aspiring entrepreneurs.

The training included an overview of the materials available to Operation JumpStart affiliates to assist agencies in delivering in-depth training to current and potential small business owners. The training also discussed the procedures of facilitating business development trainings that can be used to hone the skills of entrepreneurs.

Hall and Giddens will provide Operation JumpStart Project Coordi-

nator Jessica Clayton with an implementation plan within 60 days of the training to receive OJS certification. The CRSBD staff will teach one full program and provide copies of the program evaluation to Mrs. Clayton within a year of the training to receive full certification as an affiliate of the institute.

The CRSBD staff will continue to participate in professional development training programs that will assist them in delivering the latest training techniques to current and potential small business owners in rural communities.

## CRSBD Technology Specialist holds one-on-one training with small business owner

Center for Rural and Small Business Development Bisnet Technology Specialist Wilbert Harris traveled to Wilson, Louisiana, on Thursday, October 4 to conduct a site visit and one-on-one training session with John Sanders, pastor of Second Baptist Church of Wilson and owner of a trucking company. Mr. Harris trained Pastor Sanders on Excel, QuickBooks and operating the church's electric message board using the pastor's computer.

Mr. Harris also assisted Pastor Sanders in ordering a square card reader to enable him to accept credit card payments from his mobile phone. Having the square card reader will assist Pastor Sanders' business in processing payments quicker, allowing him to purchase another truck and hire additional staff.

Pastor Sanders and Mr. Harris also discussed launching a Facebook page and website for his

business to create a web presence and assist in the promotion of the business. The Center for Rural and Small Business Development will continue to provide training sessions for small business owners in rural communities.



## CRSBD introduces E-Learning Center to the Town of White Castle

The E-Learning Center in the Center for Rural and Small Business Development was reintroduced to the Town of White Castle on Friday, October 5 during the community's annual White Castle High School Alumni Homecoming Week Activities.

E-Learning Center Program Director LaKeeshia Giddens and Business Outreach Specialist Eual Hall provided tours of the mobile E-Learning Center to interested potential and current small busi-

ness owners. Individuals also received one-on-one counseling, the CRSBD brochure, the registration forms and applications to legally register a business or non-profit organization, information on how to market a business, profit and loss statements, cash flow statements, and the USDA's 502 Home Buying and 504 Home Loan and Grant Programs.

The E-Learning Center will continue to work with the town's mayor and community leaders to

schedule business development workshops and training sessions within the city in the coming months.



Giddens, left, counsels a client on the E-Learning Center

## CRSBD holds Intro to QuickBooks training for New Roads business

B&A Quick Mart, Inc. is a local staple for the New Roads community. The store has been a long time client of the Center to Rural and Small Business Development. In an effort to ensure the business continues to operate efficiently, one of the store's owners, Mr. Claiborne Ashford and his two sons, attended an Introduction to QuickBooks training session at the Southern University Agricultural Research and Extension Center on Monday, October 8.



The Ashfords inside the store

The training, conducted by CRSBD Bisnet Technology Specialist Wilbert Harris, will enable the Ashfords to effectively track the store's expenses, income and tax information.

The CRSBD will continue to assist B & A Quick Mart, Inc. and other small businesses in Pointe Coupee Parish.



## SU Ag Center hosts Partners for a Prosperous Louisiana Coalition

The Partners for a Prosperous Louisiana Coalition held their annual meeting at the Southern University Agricultural Research and Extension Center on Wednesday, October 10.

site for the coalition and the upcoming Southern Regional Asset-Building Coalition Conference in Choctaw, MS, October 30 – November 2, 2012.



Attendees at coalition meeting

The Center for Rural and Small Business Development, a partner of the coalition arranged for the meeting to be held at the Ag Center. The meeting updated the partners on the hiring of a coordinator to run the coalition and the progress it has made, future plans for the organization, the coalition's policy agenda, Louisiana Asset Scans, the development of a web-

The coalition was formed by the Federation of Southern Cooperatives through a grant from the Ford Foundation to develop policy that impacts communities of color as it relates to asset building. The CRSBD will continue serving as a partner of the coalition and provide business development training and assistance in an effort to support rural citizens of color in gaining assets for themselves and their families.

## CRSBD holds additional Home Ownership Assistance Seminar in Roseland

Eual Hall, Outreach Business Specialist in the Center for Rural and Small Business Development conducted a Home Ownership Assistance Follow-Up Seminar at the Town Hall in Roseland, Louisiana on Thursday, October 18.



Hall, left, speaks at seminar

During the seminar, Hall discussed the USDA's 502 Home Buying and 504 Home Loan and Grant Programs and eligibility requirements. He also assisted several of the seminar attendees with completing the application process.

This workshop has been repeated several times because of the dire need for housing assistance within the area. The Center for Rural and Small Business Development will continue to work to assist rural citizens in gaining assets for themselves and their families.



## CRSBD participates in Agri-Business workshop

Center for Rural and Small Business Development Director Gloria London and Business Outreach Specialist Eual Hall participated in an Agri-Business Workshop hosted by the Magnolia Business Alliance and the Louisiana Association of Cooperatives.

The workshop, which was held on Oct. 24 at the Southwest Center for Rural Initiatives in Opelousas, La, featured sessions on topics such as organic no-till production, food system assessments: community-based assessments, farmscaping for pest and wildlife management, the importance of small farms and a networking session.

## SU Ag Center Staff Attend National Evaluation Conference in Minneapolis

The American Evaluation Association (AEA) held its 26<sup>th</sup> Annual Conference in Minneapolis, Minnesota, October 24-27, 2012. The AEA is the parent association of all evaluation associations in North America. The conference targeted evaluation professional all over the world which include private practitioners, and evaluation personnel from industries, non-profit organizations, governments, educators, advocacy groups, international NGOs, etc. The theme of the 2012 conference was "Evaluation in Complex Ecologies Relationships, Responsibilities, Relevance." This conference is truly crucial to the United States Department of Agriculture/National Institute of Food and Agriculture (USDA/NIFA) which has made it mandatory for actual evaluation plans and reports to be included in progress reports effective FY 2011. This way, USDA/NIFA ensures that resources utilized for research, extension, and teaching have value-adding im-

pacts and can consistently be measured. Before the conference, several pre-conference workshops were held for two days and conducted by experienced professionals and practitioners including personnel from the National Science Foundation, Center for Disease Control, published academicians, and mega evaluation corporations such as Westat and Battelle.

According to AEA statistics, more 2,800 registered for the 2012 conference. International registration was also high. It was exciting to meet new colleagues from near and far and to see efforts in international outreach coming to fruition. SU Ag Center's Oscar Udoh, coordinator for planning and evaluation and Bridget Udoh, communications specialist attended and participated in the conference in Minneapolis. Approximately 1,000 sessions were held relating to evaluation and measuring outcomes/impacts in extension and

research. Several sessions also dealt with issues such as, the value of evaluation input for strategic planning in research and extension, evaluation capacity-building, valuing extension impacts in community well-being, cultural competence in evaluation, measuring student achievement.

Other presenters shared their knowledge on best practices on subjects relating to international evaluation, impact reporting, networking for effective performance measurement, management in the midst of dwindling resources, diversity and building to ensure evaluation cultural competence using AEA guiding principles.

The most fulfilling event at the conference was that the 2012 president of AEA, Rodney Hopson is African American.



## FACULTY AND STAFF ACCOMPLISHMENTS AND ACTIVITIES

**Linda Batiste**, director of finance at the SU Ag Center received an award for her service as state treasurer and executive council member for 3 years. Batiste was recognized with Outgoing Officers award during the 30<sup>th</sup> annual Louisiana Association for Developmental Education (LADE) conference held in Alexandria, LA on Oct 24 - 26, 2012,

LADE is a state organization whose purpose is to promote developmental education throughout the state through college and university partnerships.



**Ms. Batiste with awards**

LADE affiliates include Baton Rouge Community College; Bossier Parish Community College; Delgado Community College; Grambling State University; Louisiana College; Louisiana Delta

Community College; Louisiana State University at Alexandria; Louisiana State University – Baton Rouge; Louisiana State University – Eunice; Louisiana State University of New Orleans; Louisiana State University – Shreveport; Nicholls State University; Nunez Community College; McNeese State University; Southeastern Louisiana University; Southern University of Baton Rouge; Southern University at New Orleans; Southern University at Shreveport; and University of Louisiana at Lafayette.

## UPCOMING EVENTS

**Dec 4, 11, 18** : Second Chance training, 1pm – 3pm at the East Baton Rouge Parish Prison. For further details, please contact Tiffany Franklin at (225) 771-2775 or [tiffany\\_franklin@suagcenter.com](mailto:tiffany_franklin@suagcenter.com)

**December 1 – 5**: Session 6 Small Farmer Ag Leadership Institute, PAWC / Tuskegee, AL, Contact Dawn Melion\_Patin at 225-771-3532.

**January 8, 15, 22, 29**: Second Chance training, 1pm – 3pm at the East Baton Rouge Parish Prison. For further details, please contact Tiffany Franklin at (225) 771-2775 or [tiffany\\_franklin@suagcenter.com](mailto:tiffany_franklin@suagcenter.com)

**February 28-3/1/2013**: 70<sup>th</sup> annual livestock show. For further details, please contact Christie Monroe at 225-771-4350 or via email at [christie\\_monroe@suagcenter.com](mailto:christie_monroe@suagcenter.com)



SOUTHERN UNIVERSITY LAW CENTER

*Seriousness Of Purpose*



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

November 2012

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

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

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

**DATE:** *NOVEMBER 2012*

**SIGNIFICANT EVENTS/ACCOMPLISHMENTS**

*Four Approved for Endowed Professorship Recognitions*



**Nedzel**



**Pierre**



**Riddick**



**White**

*Four faculty members have been approved for endowed professorships in recognition of past and potential original contributions to the academic discipline. In addition to the academic honor given to these individuals, the endowed professorship provides funding for support of the recipients' teaching, research, and service responsibilities.*

*Associate Professor Nadia Nedzel has been approved for the Reilly Family Endowed Professorship, established by the Reilly Family Foundation.*

*Nedzel's research interests include international and comparative commercial law, policy, and jurisprudence -- specifically, the interrelationship among market economy, technology, the rule of law, and personal autonomy. An active scholar, her textbook, *Legal Research and Writing for International Graduate Students*, has been translated into Chinese. She has completed a new casebook on *Louisiana Sales and Lease*, and continues to work on her *Rule of Law* project.*



*Vice Chancellor John Pierre has been named to the Vanue B. Lacour Endowed Professorship, established by the Louisiana Outside Counsel in honor of one of the Law Center's original faculty members and former dean.*

*Pierre, who joined the faculty in 1990 and was promoted to vice chancellor in 2006, has published numerous articles on tax law, sales and contracts, real estate and commercial law, ranging from magazine features to legal journal and law review articles.*

*Prof. Winston Riddick received the B. K. Agnihotri Endowed Professorship, established by Attorney Walter C. Dumas, in honor of the Chancellor Emeritus.*

*Riddick, who joined the SULC faculty fulltime in 1995, has an extensive background in state government and was adviser/counsel to two Louisiana governors. His publications reflect his interest and expertise in political and urban affairs.*

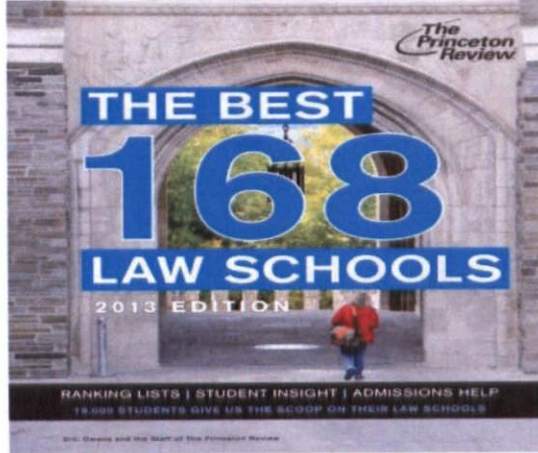
*He edited Louisiana Urban Affairs, published by the LSU Institute of Government Research, authored a chapter on "The Louisiana Mayor" and co-authored "The Role of Federal, State, and Parish Governments in Providing Essential Urban Services."*

*Roederick White, associate vice chancellor of student affairs, holds the Charles Hatfield Endowed Professorship, established with Cy Pres funds donated from the Allmenia Settlement Fund.*

*White joined the Law Center faculty in 1993 and was named associate vice chancellor for student affairs in 2003. He has extensive legal experience in labor law as supervisor of labor relations for General Motors Cadillac Motor Car Company in Detroit, Michigan.*

*An article White wrote for the Southern University Law Review, The Typical Cost Reimbursement Lawyer Employment Contract: A Conflict of Interest in General, A Prohibited Transaction Specifically and How to Protect the Rights of Clients, 30 S.U. L. Rev. 33 (2002), has been cited by American Jurisprudence in the legal encyclopedias Trials and Proof of Facts.*

## SULC Ranks Again, No. 1 in Diverse Faculty



*SULC is one of the nation's most outstanding law schools and is ranked #1 in most faculty diversity, according to the education services company, The Princeton Review, which features SULC in the new 2013 edition of its book, "The Best 168 Law Schools."*

*The Princeton Review does not rank the law schools in the book on a single hierarchical list from 1 to 168, or name one law school best overall. Instead, the book has 11 ranking lists of the top 10 law schools in various categories, such as "Most Diverse Faculty," in which SULC gets the top ranking; "Most Chosen By Older Students," in which SULC ranks #2; and "Best Environment for Minority Students," in which SULC ranks #3.*

*According to Chancellor Freddie Pitcher, Jr., the SULC administration and faculty are pleased, and not surprised, with the rankings in these areas as they mirror what SULC tries to accomplish in addressing its mission of access and opportunity. "Through the evening division, we have attracted more mature students," Pitcher said.*

*"As strong supporters of diversity in the educational setting, we believe that the contributions of mature students, as well as that of various racial/ethnic groups and females, are valuable and beneficial assets to the academic environment of the Law Center," he said. "The students recognize that we encourage an inclusive environment."*

## Vice Chancellor Pierre Received 2012 Louisiana State Bar Crystal Gavel Award



*Vice Chancellor John Pierre has been selected to receive the 2012 Louisiana State Bar Association (LSBA) Crystal Gavel Award for his work in educating individuals about legal matters through the Volunteer Income Tax Assistance program, LSBA president John H. Musser, IV, announced recently.*



*The awards, created in 2001, are given to “unsung heroes” in the communities for their volunteer work in aiding the administration of justice, assisting groups or individuals on a volunteer basis in a non-legal capacity, educating the public or individuals or students about legal matters, providing pro bono legal services in a matter of a significant nature or in a significant numbers of cases and providing pro bono legal services in a way that significantly changed the life of one person or group.*

*Vice Chancellor Pierre has been directing the VITA program at SULC since 2005. The award will be presented during an upcoming Baton Rouge Bar Association event.*

### **Office of Career Services**

*Career Services Fall Fest Program: on October 8, 2012, the Office of Career Services presented a panel entitled: Looking Through the Rear-view Mirror: What I Know Now that I Wish I ‘d Known Then.” The panel featured five alumni from the class of 2009 discussing their career successes and providing advice to the students. The panelists were Paul DeRousselle, Sean Blondell, Gregory Brumfield, Sam Milledge, and Jay Brown. Fifty-five students attended the session.*

*The Thurgood Marshall College Fund Leadership Institute, Conference, and Career Fair was held in New York, NY from October 26 – October 29, 2012. Eleven (11) SULC students were chosen to attend the fair after an interview process by a Vice President of the Thurgood Marshall College Fund. The institute consisted of numerous seminars and activities aimed at preparing future leaders of the world. Due to Hurricane Sandy, the participants in the conference were stranded in New York until November 2, 2012.*

### **Recruitment Services**

*The late fall recruitment schedule for the Office of Recruitment includes stops at these sites: Southern University New Orleans, Loreauville High School, New Iberia; National Black Pre-Law Conference, Houston, TX; North Carolina A & T University, Greensboro, NC; Bennett College, Greensboro, NC; State Farm Bayou Classic Job Fair, and Step-Up Educational Services, Little Rock, AR.*

## Tyrone Kee Scholarships Awarded



*U.S. District Judge Brian Jackson of the Middle District of Louisiana represented members of "The Corporation," an alumni group who awarded its annual fall scholarships (\$750 each) to two third-year students on Friday, October 12.*

*Pictured from left are Vice Chancellor John Pierre; recipients of the Tyrone Kee Scholarship Sherry Sanders and Deontrine Green; and Judge Jackson.*

## **Merrick Cosey and Katie Gilmore Place Second in National Competition**

*Third-year students Merrick Cosey and Katie Gilmore took second-place in the Thomas Tang Moot Court Competition in both oral arguments and brief placement.*

*"Both had outstanding showings, particularly in oral arguments," according to Professor Virginia Listach, Moot Court adviser. The competition was founded in 1993 by the Asian Pacific American Law Student Association of the South Texas College of Law, Houston, Texas.*

*This year's competition was held in Washington, D.C.*

## **Louisiana Judicial Council Scholarships Awarded to SULC Students**



**Holland**



**Lee**



**McNeal**

*SULC students received three of the four scholarships of \$2,000 each awarded by the Louisiana Judicial Council of the National Bar Association.*



*Ta'Jiauna Holland, Bianca C. Lee, and Cherita R. McNeal were presented the 2012 scholarships at a council meeting on October 1 in New Orleans.*



*Third-year student Adam Crepelle's film, "Indian Santa" won Best Documentary at the Life Film Festival, October 20, in Baton Rouge. Pictured from left are Adam Crepelle, David Lee, Rex New, and Chief Thomas Dardar, the Indian Santa.*

### **Alumni News**



*Monica Barber Mason, '99, was recently promoted to senior attorney -worldwide logistics at Deere & Company (John Deere). Mason's practice includes global responsibility for transportation, logistics, import and export controls. She will be working with her law services colleagues around the world to provide legal advice and guidance to the enterprise on all aspects of transportation and international trade law. Mason joined Deere in 2006. A cum laude graduate of SULC, she earned a B.S. in mathematics from Southern University and an Executive M.B.A. from Goizueta Business School, Emory University. After receiving her law degree, Mason worked for the Greater New Orleans Fair Housing Action Center and Whitney National Bank. She also clerked for the Louisiana Fourth Circuit Court of Appeal. Mason, her husband, Eric, and their three children, Adejoke, Omilari, and Adekunle, will be relocating from Washington, D.C., to the Quad Cities area of Iowa and Illinois to assume this new role.*

*Donna M. Davis, '96, was recently appointed assistant dean for career development at Case Western Reserve University School of Law, in Cleveland, Ohio. Davis was formerly assistant dean of career services at the Thurgood Marshall School of Law at Texas Southern University, Houston, Texas.*

### ***Special Problems***

*None*

***Significant Administrative or Policy Changes***

*None*





November 2012

Dear SUNO Friends and Family,

Since last I addressed you, much has happened within the Southern University at New Orleans community. The highlight for many of us was Homecoming Week. Homecoming is an opportunity for us to unite our past with our present and to revel in school spirit, and the "crowning" moment of each Homecoming is our coronation of Miss SUNO. I would like to extend congratulations once again to Morgan Douglas who reigns as Miss SUNO 2012-13. She, her royal court and all of the students who served as either sweethearts or escorts put the very best of SUNO on display. A special "Thank you" to all of those who participated in both the planning and execution of this beautiful event. It truly was a night of "Enchantment Under the Sea."



Addison Carey Jr. (left), Artis Davenport II and their spouses enjoy The BASH.

SUNO also celebrated its annual fundraiser, The BASH. This year's ceremony honored two SUNO pioneers, Addison Carey and Artis Davenport. These gentlemen and scholars were part of the foundation of this great university and

combined for nearly 80 years of service to this institution. Once again, I thank everyone who played a part in the success of the event, particularly the Southern University at New Orleans Foundation.

November is vitally important to our students as the pre-registration period for the Spring 2013 semester has begun. Our counselors are actively reaching out to students to get them engaged and informed in planning their classes. We encourage our students to both meet with their advisors and to take advantage of this important registration

window and ask that faculty and staff continue to assist students in the registration process. By utilizing the preregistration period we are able to provide more efficient service during the Spring 2013 registration period.



SUNO continues to work closely with the Louisiana Office of Facility Planning & Control on the process of installing the new modular facilities which will be used on the Lake Campus until

our permanent facilities are constructed. The project should go out to bid within the next two weeks and we anticipate that the installation will be completed before the end of the 2013 Spring semester.

On the field of play, our Women's Volleyball team has had its most successful season in its brief history, setting team records for regular season conference wins with 8 and regular season wins with 20 with a game still to play before the GCAC tournament.

The SUNO Women's Cross Country Team placed third in the GCAC tournament with Mackola Joseph earning All GCAC honors in the 5K and qualifying for the NAIA tournament along with Safia Jenkins and Rispha Sang.

On the Men's Side, SUNO finished 5th overall with Rushain Murray and Warith Fennoy both qualifying for the NAIA tourney.

Our Men's and Women's basketball seasons are just underway with both teams being favorites to bring home conference championships. We wish them luck and will be following closely all season. Go Knights!

Sincerely,

Victor Ukpolo, Ph. D.  
Chancellor



## DEPARTMENTAL REPORTS

### **COLLEGE OF ARTS AND SCIENCES:**

Drs. Henry Mokosso, Dean, Lisa Mims-Devezin, Associate Dean, Mary Vaughn, Director of General Studies and Ms. Andrea Mignott Director of Health Information Management Systems attended the Quality Matters (QM) Conference in Tucson, Arizona from October 3-6, 2012. The conference topic was **Quality Assurance in Online Learning: Where Design and Content Converge**. The program committee was led by Julie Porosky-Hamline who presented an excellent program of lectures, workshops, roundtable discussion and networking sessions.

Our team arranged to attend different sessions to gain knowledge and experiences from as many subjects and ideas of online design, delivery, evaluation and assessment of outcomes. For example, topics of lectures and workshops included Implementing QM: What Works, Accessibility of Online Instructional Materials, Aspects to Consider; The QM- 12 Step Program for Meeting Standard One, and Online Student Orientation: A Pre-emptive Way to Support Learner that Helps Meet QM Standard 7.1 etc. We shall discuss the various experiences and information gained from the conference and how to implement it at SUNO. One thing we learned at the conference was every university offering online learning had one or two instructional designers.

### **DEPARTMENT OF ARTS AND HUMANTIES**

Mr. Michael Pierce traveled to Beijing, China from October 23-26, 2012 to perform at the Taichi traditional music awards ceremony at (CCTV station). He also performed with the "Big Easy Street" jazz band from New Orleans featuring Carl LeBlanc.

October 7, 2012 - Dr. Karen Martin and members of the Communication Club, along with many other student organizations and SUNO faculty participated in the National Cancer Society's Breast Cancer Walk held at City Park.

October 10, 2012 - Dr. Karen Martin represented Southern University at New Orleans during the Louisiana Board of Regents Humanities Faculty Meeting regarding the articulation agreement for courses in Speech Communication. Faculty from eleven (11) institutions discussed the courses in speech, history, and philosophy to finalize the language description for the various courses to be included in the Master Course Articulation Matrix.

October 18, 2012 - Dr. Martin participated in a Webinar sponsored by Morehouse College's HBCU Center for Excellence in Behavioral Health. The information focused on simulated training that will be offered to selected faculty, staff and students to assist them in identifying students in distress and making the proper referrals.

### **GENERAL STUDIES PROGRAM OPERATION & ENHANCEMENT ACTIVITIES:**

Ms. Dumas-Haynes attended the meeting on the Academic Review process on behalf of the director. A subsequent meeting was held with the director to discuss the Academic Review meeting with the Director of Institutional Effectiveness.



**Title III Service-Learning/E-Learning Faculty Professional Development-** The Office of Service-Learning/E-Learning Workshop was held Saturday, September 29, 2012 from 7:30 a.m. until 3 p.m. There were 9 faculty members and one staff (SUNO Office of Student Development Center) in attendance. Eight course syllabi were developed with the service-learning/e-learning component.

### **HEALTH INFORMATION MANAGEMENT SYSTEMS**

The HIMs faculty is responding to CAHIIM Standards for an accreditation site visit. The visit is scheduled for November 29-30, 2013. The faculty is also preparing student files, course binders, textbooks, student assignments, etc. for the site visit. The department held an Advisory Board Meeting on October 18, 2012.

Mrs. LaTanya Brittentine submitted a Board of Regents grant entitled "Use of Tegrity Technology as a Pedagogical Tool for Student Engagement and Enhancement" on October 24, 2012.

### **MUSEUM STUDIES PROGRAM**

**GENERAL:** October was a busy month for M.A. Museum Studies. The faculty and students installed two major off-campus exhibitions. Dr. Hollis and the Saturday Exhibition Design Class designed and mounted an exhibition of the works of Artist and SUNO Fine Arts graduate, Mr. Charles Simms, at Le Museum on Esplanade Avenue. The opening was held November 3<sup>rd</sup>. The Lyceum Committee is helping with the Reception and security for the occasion. Dr. Riep and his Writing for Museums Class is designing and installing an exhibition of SUNO's African Art at the Main Library on Loyola Avenue on Thursday, November 1<sup>st</sup> as part of the annual Tom Dent Literary Festival.

**PUBLISHING:** Dr. Sara Hollis, Director of the M.A. Museum Studies Program has an article about artist Charles Simms in the current issue of *The New Orleans Tribune*. M.A. Museum Studies student Ms. Renae Friedley has designed and printed a catalog for the Simms exhibition at Le Museum.

**GRANTS:** Dr. Sara Hollis and Dr. David Riep attended Dr. Belisle's "Breakfast of Champions" for all SUNO administration; faculty and staff who have written and received grants for the year. In addition, Dr. Riep and Dr. Hollis submitted a LABoR grant for the 2012-13 award cycles.

### **DEPARTMENT OF SOCIAL SCIENCES**

Dr. John Penny was interviewed by WDSU-TV regarding spending practices of the Sheriff's department as well as by WBOK-AM on the status and current issues impacting the New Orleans Police Department and the Community.

Dr. Penny was a presenter at the Loyola University Social Sciences Department Symposium which dealt with the Impact of Culture on Crime. He also attended Dr. Doucet's Criminal Justice Forum. The topics of discussion were: Alcohol, Drugs, Mental Illness, and Criminal Behavior. Dr. Penny submitted to the *Race, Class and Gender Journal* an article for publication. It will be published in the next publication of the Journal.

Dr. Evelyn Harrell and her students sponsored a Symposium last month on substance abuse awareness and its impact. The program was well attended with very enthusiastic student participation.

## **COLLEGE OF BUSINESS & PUBLIC ADMINISTRATION**

### **Accreditation Progress Report:**

The AACSB Peer Review Team (PRT) consisting of Dr. J. Ralph Byington (Chair), Dean, Coastal Carolina University; Dr. Alicia Jackson, Dean, Susquehanna University; and Dr. John Kooti, Dean, Shippensburg University came to SUNO's CBA on October 21, 2012, to evaluate and verify all the materials and information provided by the College in connection with CBA's quest for accreditation over the past five years. The PRT met with the CBA Dean, Dr. Igwe E. Udeh; SUNO Chancellor, Dr. Victor Ukpolo; SUNO Vice Chancellor for Academic Affairs, Dr. David Adegboye; CBA Department Chairs, faculty, staff, and student; as well as other members of the SUNO administration and CBA's Business Advisory Board members. The visit ended on Wednesday, October 24, 2012. Based on its findings, the PRT will present a recommendation to the AACSB International Initial Accreditation Committee (IAC). The IAC will in turn make a recommendation to the Board of Directors of AACSB after reviewing the recommendations of the PRT. The CBA expects to receive the IAC notification of its intended recommendation to the board in January 2013. The AACSB board's final decision is expected by February/March 2013.

CBA held several orientation meetings in September and October 2012 with students, staff, and faculty in preparation for the on-campus visit. Additionally, orientation meetings with various university officials, advisory board members and other stakeholders were held in preparation for the visit.

CBA received tremendous support from the Office of Community Outreach/University Advancement and the Title III Office in the area of logistics, including transportation, lodging, meals and access to essential technology for the Peer Review Team.

Meetings were held by CBA Dean, SBDMI Director, and several CBA faculty and staff in August and September with Chasm+Fusion Architecture to review and work out the schematic designs for the proposed on-campus Small Business Incubator facility. Also in attendance were Ms. Ellen Jenkins Project Manager, State of Louisiana Facility Planning & Control; Shaun Lewis, Director, SUNO Facilities Department; and Endis Vincent and a team from the SUS Facilities Planning office.

### **Journal Articles Published or Accepted for Publication**

Briggs, C.A., Tolliver, D., and Szmerkovsky, J. (2012), "Managing and Mitigating the Upstream Petroleum Industry Supply Chain Risk: Leveraging Analytical Hierarchy Process," *International Journal of Business & Economics Perspectives*, Vol. 7, No.1, pp. 1-20.

### **Presentations at Professional Conferences**

Charles Briggs, "Application of Social Responsibility and Environmental Justice in the Petroleum Industry Supply Chain," *The International Academy of Business & Public Administration Disciplines*, Las Vegas, NV, October 25-28, 2012.

Jennifer O'Sullivan, "The Relationship between Board of Directors and Firm Performance: Evidence from Bank Holding Companies," *Annual Financial Management Association*



*International Conference, Atlanta, GA, October 17-19, 2012.*

Muhammed Miah, Adnan Omar and Allison, "Effects of Social Networking on Adolescent Education," *2012 ISECON/CONISAR Conference, New Orleans, LA, November 1-4, 2012.*

Alfrda Samman, Adnan Omar, Belmasrou, David Alijani "Strategic Plan for Enhancing Online Learning," *2012 ISECON/CONISAR Conference, New Orleans, LA, November 1-4, 2012.*

**Professional Outreach to Students & Community:**

Dr. Yanjun Yu, Assistant Professor of Management Information Systems (MIS), conducted a computer training workshop for senior citizens from the New Orleans Metro Area on Saturday, October 27, 2012. The workshop which was held in the CBA Micro Computer Lab (Room 202) was aimed at meeting the senior citizen's demand for computing skill needed to connect to the outside world via computers and the Internet. The workshop covered the following topics: how to choose the right computer; getting computers set up; getting online; using Windows 7 desktop; and assistance with vision, hearing and dexterity challenges through the use of "ease access tools". Eighteen (18) senior citizens attended and enjoyed the workshop. Based on needs expressed by the participants, a second session devoted to using email and surfing the internet was offered on November 3, 2012. Session II focused on teaching seniors how to work with files and folders, exchange e-mails and photos with family and friends, and surfing online safely.

On October 18, 2012, SUNO College of Business students accompanied by Dr. Louis Mancuso, Dr. Marjorie Fox, and Dr. Biruk Alemayehu conducted new data collection in Grand Isle and Galliano, Louisiana as a follow-up to their initial research on the economic effects of the BP Oil Spill on Southeast Louisiana coastline businesses, especially after Hurricane Isaac.

As of October 30, 2012, SUNO College of Business students are continuing their telephone interviews on the economic effects of the BP Oil Spill and Hurricane Isaac on coastline businesses in Orange Beach, Alabama; Venice, Louisiana; Galliano, Louisiana; and Grand Isle, Louisiana. Dr. Louis Mancuso, Dr. Marjorie Fox, Dr. Biruk and Dr. Henry Kevin Fulk are leading the survey efforts.

**Office of Student Services reported the following activities:**

The OSS met with AACSB accreditation team as part of the CBA leadership, MFFA and SARPDC committees;

The OSS prepared all student files for possible inspection by the AACSB accreditation team;

The OSS has emailed audit evaluations to new transfer students, candidates for graduation and others

**College of Education & Human Development:**

**Child Development and Family Studies**

All faculty participated in the regularly scheduled departmental meetings to address AAFCS Standards. Dr. Pamela Wanga chaired a special departmental meeting addressing AAFCS Accreditation Standards on October 26, 2012. All four CDFS faculty participated in the meeting. Drs. Suzanne Mayo-Theus and Diane Bordenave reported on Standard 1 and Dr. Sherry Bachus presented on Standard 4.

Dr. Wanga provided a brief progress report on the writing of AAFCS Accreditation Standards for the Self-Study Report during the College of Education and Human Development faculty meeting on October 2, 2012. All CDFS faculty attended this meeting. The Director and all CDFS faculty continue to update their assigned standards as follows: Standard 1: Institutional Environment (Dr. Mayo-Theus and Dr. Bordenave); Standard 2: Instructional Programs (Ms. Celina Carson); Standard 3: Discovery, Integration, and Application (Dr. Wanga); and Standard 4: Faculty, Staff, and Students (Dr. Bachus).

#### Elementary Education

Dr. Louise Kaltenbaugh (Director of Alternative Certification Program) completed the Title III End of Year Reports for CoE/HD Accreditation and Certification-only components. Dr. Kaltenbaugh met with Dr. Dickerson and Dr. Katherine Robinson to begin NCATE/CAEP process and activities.

#### Early Childhood Education

Dr. Glenda Allen-Jones submitted the Board of Regents Progress Report on Early Childhood Education.

#### **Grant Submissions:**

##### Child Development and Family Studies

Dr. Pamela Wanga wrote and submitted a \$92,200 proposal to the Board of Regents on Wednesday, October 24, 2012. The proposed interdisciplinary project is to "Develop Arts Pedagogical Tools for Curricula Enhancements Across Campus and for the Prevention of Drug Use and Abuse Among Youth." The project, if funded, will involve the Fine Arts, CDFS, and Substance Abuse Counseling programs.

Three CDFS faculty were honored at the *Breakfast of Champions* held on October 11, 2012, honoring SUNO faculty, administrators, and staff for their grant writing efforts. Dr. Suzanne Mayo-Theus received three certificates, Ms. Celina Carson received four certificates, and Dr. Wanga received one certificate for most grant submissions, funded submissions, and non-funded submission, respectively. Ms. Carson chaired weekly meetings with the 2013 Healthy Minds-Healthy Bodies Learning Institute Grant Committee in preparation for the next phase of the Summer Program.

On October 22, 2012, Dr. Sherry Bachus met with Dr. William Belisle, Director of Sponsored Programs, to get direction on how to participate with the Campus Safety Grant "To Reduce Sexual Assault, Domestic Violence, Dating Violence, and Stalking on Campus", sponsored by the White House Initiative on Historically Black Colleges and Universities (WHI-HBCU) and the U.S. Department of Justice, Office on Violence Against Women (OVW).

#### Elementary Education

#### **Workshops, Conferences and Scholarly Activities:**

Dean Mwalimu Shujaa, Dr. Kimberly Dickerson, Dr. Louise Kaltenbaugh, Dr. Deborah Darby, Dr. Cynthia Singleton, Dr. Katherine Robinson, Dr. Lisa Mims Devezin, Ms. Gilda Jones, Ms. Gloria Major and Dr. Glenda Allen-Jones attended a two-day Evaluator Training Conference on October 18-19. The training was held on the University of New Orleans campus. The areas addressed included the evaluation of professional practice and the evaluation of student



growth. Participants viewed videotaped lessons presented by actual teachers and evaluated the teachers' presentations using the Compass evaluative tools. The expectation is that the Compass evaluation process will be embedded in the SUNO teacher education programs so that candidates will be familiar with and competent with both the process and student learning targets.

Dr. Shujaa has been invited to participate in the State of the Black World Conference III (SOBWC III) as a key panelist for the Education for Liberation Session which will be held on Saturday, November 17, from 10:30 a.m. to 6:00 p.m. The conference is sponsored by the Institute of the Black World and is being held at Howard University in Washington, D.C. from November 14-18 2012. [www.ibw21.org](http://www.ibw21.org)

Dr. Shujaa was invited to deliver a keynote address on "Changing Faces in Higher Education - Unmasking Dilemmas in the Curriculum" during the Multicultural Affairs Conference at Mankato (MN) State University on Friday, November 16, 2012. Chancellor Ukpolo was originally asked to deliver the keynote address; however, due to a scheduling conflict, the invitation was extended to Dr. Shujaa.

Dr. Shujaa and Ms. Gilda Jones were among those who completed a Quality Matters online certification course offered through CETL on Saturday, October 13, 2012.

Dr. Shujaa attended the monthly meeting of the Louisiana Association of Colleges of Teacher Education (LACTE) Dean's Meeting on October 26<sup>th</sup> in Baton Rouge. Topics of discussion included the following:

Concerns expressed by administrators of high performing schools that the Compass Value Added rating system places them at a disadvantage because there is less room for improvement than is available to low performing schools; Praxis update in 2013 linked to common core school standards; Availability of the one-stop-shop website through which Board of Regents documents, updates, and recent Power Point presentations can be accessed; Forthcoming email to each campus requesting feedback regarding new policies; and Forthcoming request for descriptions of requirements for entry into teacher preparation programs.

#### Child Development and Family Studies

Dr. Suzanne Mayo-Theus attended the National Forum to Encourage Lower-Income Household Savings on behalf of SUNO Saves and Louisiana Saves in Washington, DC on October 22-23, 2012 and attended the Teleconference for the Path to Financial Independence Network on October 12, 2012. Dr. Mayo-Theus also completed work on the Family Policy Handbook.

Dr. Diane Bordenave submitted a CDFS 470: Special Topics in CDFS (Assessment) course to ELearning that integrates a service learning component on October 11, 2012. Dr. Bordenave attended the Algiers Point Association Board Meeting on Thursday, October 25, 2012. She also participated in the Algiers Point Night Out Against Crime meeting on October 23, 2012, the New Orleans Film Society Film Festival on October 10, 2012 and October 18, 2012.

Ms. Celina Carson attended the AAFCS Leadership Training Workshop in Arlington, Virginia October 12-14, 2012 and participated in the bi-weekly AAFCS Community Obesity Prevention

Workshop planning meetings via telephone conference.

Drs. Pamela Wanga, Sherry Bachus, Diane Bordenave, Suzanne Mayo-Theus, and Ms. Celina Carson participated in the CETL workshops on October 11 and 25, 2012.

On October 15, 2012, Dr. Bachus submitted a proposal titled "*The Impact of Mental Health Issues on Children, Families, and Communities*" for presentation at the AAFCS 104 Annual Conference and EXPO to be held in Houston, Texas, June 26-29, 2013. Dr. Mayo-Theus submitted four proposals for presentation at the same conference in the topic areas of 1) "*Teaching Savings, Building Wealth and Debt Reduction from the Frontline Among College Students*" 2) "*Supporting Military Families: From Research to Practice - The New Normal*", 3) "*Re-establishing Family Bonds between Incarcerated Mothers and Daughters: The Girl Scouts' Beyond Bars Program*" and 4) "*Engaging Learning Through Reflections of Family Changes After Hurricane Katrina*" and a proposal for the NCORE Conference in New Orleans, LA -May, 2013 - "*Funding Strategies for Creating Diversity Partnerships: Best Practices and Lessons Learned from the Frontline.*"

Dr. Bachus planned, organized, and led the Domestic Abuse and Violence in Families Workshop held on October 18, 2012 in the SUNO Knights' Cafeteria. Dr. Bachus co-presented with students in her CDFS 322: Abuse in the Family class as well as students in Dr. Mayo-Theus' and Dr. Bordenave's classes. The presentations included oral and poster board displays. The welcome message was delivered by Dr. Mwalimu Shujaa, Dean of the College of Education and Human Development and the Keynote address by Ms. Annette Jones-Ward, M.A., Executive Director/CEO of Assurance for Tomorrows' Leaders (ATLs) Youth Foundation, Inc. and owner of Dart Consulting and Professional Services, LLC. Ms. Jones-Ward is the author of *Conquering the EneME: Being Delivered from Self and Self-Imposed Limitations*. Ms. Carson shared her story as a survivor and Dr. Wanga made closing remarks.

On October 22, 2012, Dr. Bachus received a "thank you" letter from Dr. Mwalimu Shujaa, Dean, College of Education and Human Development that also acknowledged each CDFS faculty, students, and the program director for the role each played in the success of the Domestic Violence Awareness Program held on October 18, 2012. On October 12, 2012, Drs. Bachus, Bordenave, and Wanga participated in the iPad professional development workshop led by Dr. Bachus in lieu of the regular departmental meeting.

Dr. Wanga reviewed RTP Portfolios with individual CDFS faculty during the regular departmental meeting on October 5, 2012. Ms. Carson and Drs. Bachus, Bordenave, and Suzanne Mayo-Theus submitted the final RTP portfolios to Dr. Wanga by the due date of October 10, 2012. Dr. Wanga submitted the portfolios to the Dean's Office as requested. All three CDFS faculty applied for Retention.

On October 19, 2012, Dr. Bachus participated in a telephone conference with Anthony Armstrong, CEO of *Cognition* magazine with regards to publishing articles on mental health for upcoming issues of the magazine.

Dr. Bachus has been selected by AAFCS as a Volunteer Reviewer for proposals for AAFCS Theme-Based Educational Sessions for the 2013 Annual Conference and Expo, Embracing and Managing Change Through Family and Consumer Sciences.

#### Elementary Education

Dr. Kimberly Dickerson (Assistant Professor) attended Compass Teacher Evaluation Training.



Mr. Charlie Johnson (Assistant Professor, Elementary Education) attended the Quality Matters Workshop.

Ms. Gilda Jones (Praxis Coordinator) attended the following staff development Trainings: "Understanding the Children Poverty," a Ruby Payne session moderated by Rita Pearson; Quality Matters Training; Common Core State Standards (Math) Training; and Compass Evaluator Training.

Dr. Louise Kaltenbaugh attended a two-day PARCC Teacher Evaluation Training. Dr. Kaltenbaugh is spearheading and serving on a CoE/HD Committee to host a Regional-Wide Parent Forum to be held on November 3, 2012. This is in conjunction with the US Department of Education and *Modern Parents* magazine.

Dr. Katherine Robinson (Assistant Professor) attended the Common Core State Standards (CCSS) Training held at UNO (10/15-16/2012). Dr. Robinson attended Compass Training at UNO (10/18-19/2012). This training was held for the purpose of introducing university personnel to the new state teacher evaluation plan.

#### Early Childhood Education

Dr. Glenda Allen-Jones and Ms. Gloria Major attended the Board of Regents Common Core English/ Language Art and COMPASS Trainings, October 15-16 and 18-19, 2012. Dr. Allen-Jones served as Early Childhood expert for the National Charter School Authorizers Interview with Young Audiences of Louisiana.

#### **Professional Outreach to Students and Community:**

##### Child Development and Family Studies

Dr. Pamela Wanga and all CDFS faculty met with Dr. Petrice Sams-Abiodun, Executive Director of the Lindy Boggs National Center for Community Literacy on October 26, 2012 to discuss potential partnerships 10/26/2012.

Ms. Carson collaborated with SUNO Library to provide research and technology training to CoE/HD students and also prepared students in her CDFS 201 class, First Aid and Safety, for specific tasks during the Parent Forum scheduled for November 3, 2012 on SUNO's campus. She also collaborated with AAFCS's COP committee, National organization (AARP) representative, and local partners to facilitate a University and community-wide healthy lifestyle initiative.

Dr. Wanga met with Mrs. Carol Alexander-Lewis on October 1, 2012, to pre-plan the Parent Forum event scheduled for November 3, 2012. Drs. Wanga, Bachus, Bordenave, and Mayo-Theus attended the Parent Forum Planning Committee meeting on October 9, 2012 and the teleconferences on October 22 and 29, 2012. Ms. Carson participated in the teleconferences, which included representatives from the U.S. Department of Education, co-sponsors with SUNO of the Parent Forum.

On October 16, 2012, Drs. Pamela Wanga, Suzanne Mayo-Theus, and Sherry Bachus participated in a Conference Call with Operation HOPE, New Orleans and Los Angeles Office

representatives in reference to the "Youth Energy and Entrepreneurship for the Global Financial Dignity Summit to be held in Atlanta, Georgia November 14-17, 2012. All three have been officially invited as delegates to the Summit.

On October 17, 2012, Drs. Wanga, Bordenave, Bachus, and Mayo-Theus attended and contributed to the Exceptional Family Member Program Boot Camp to discuss Individualized Education Plan (IEP) focused on military families with special needs. Two CDFS student interns, Anita Ward and Latisha Newman, also participated in the event, which was held in the NASJRB Naval Air Base Chapel in Belle Chasse.

Dr. Wanga, Dr. Bachus, and Dr. Mayo-Theus participated on October 27, 2012 in the CITY-WIDE DOMESTIC VIOLENCE AWARENESS MARCH, sponsored by SUNO Student Development Office and held at 211 Camp Street in New Orleans. On October 29, 2012 at 11:00 a.m., the CDFS faculty and students also participated in the "KNIGHTS OUT AGAINST DOMESTIC VIOLENCE" held on the SUNO Campus, Main Quad, and sponsored by the SUNO Student Development Office. On October 23, 2012, Drs. Wanga, Mayo, and Ms. Carson met with Ms. Linneda McIver, AARP's Associate State Director to explore potential partnership and identify program components suitable for practicum placement of CDFS students.

On October 18, 2012, Dr. Wanga met with Ms. Sherlyn Hughes, Program Manager and Reverend Parker, Program Recruiter, of the Volunteers of America of Greater New Orleans Mentoring Children of Promise Program (VOAGNO-MCP) to discuss a potential partnership for placement of CDFS students for field experiences and practicum. MCP is a Statewide Coalition developed to: 1) Raise Awareness of the impact of incarceration on children and youth at risk in Louisiana; Coordinate and improve services to children, youth and families impacted by incarceration; and 3) Generate financial and programmatic support for mentoring services for this population. The CDFS Inter-Institutional Agreement is currently being routed through signature protocols at the Volunteers of America of Greater New Orleans.

#### Elementary Education

Mr. Charlie Johnson reactivated the CoE/HD Club.

Ms. Gilda Jones provided Praxis counseling and academic advising to approximately 25-40 students. Ms. Jones corresponded with over 10 schools to obtain LEAP or GEE workbooks.

Dr. Louise Kaltenbaugh met with seven certification-only potential candidates and reviewed programs of study.

Dr. Katherine Robinson (PK-16 Coordinator) collaborated with the designee at Andrew H. Wilson Charter School for the purpose of developing a Memorandum of Understanding (MoU) for PDS Partnership for our Field Experiences candidates, especially our student teachers.

Dr. Robinson attended a pre-signing of an MOU meeting with the Department of Child Development and Family Studies (CDFS) and a designee (Ms. L. McIver) of the local branch of AARP for the Carrollton Area of New Orleans.

#### Early Childhood Education

Dr. Glenda Allen-Jones continues to serve as a Board Member of the Young Audiences of Louisiana; Total Community Action Head Start; Louisiana Association for the Education of Young Children; and the NFL Yet Boys & Girls Club. She also serves as conference liaison



for the Greater New Orleans Association for the Education of Young Children.

**Other University-related activities:**

Elementary Education

Dr. Kimberly Dickerson submitted a portfolio for RTP. Dr. Dickerson met with the Mr. Warren Bell, Director of the Honoré Program; the Honoré Program staff; and the President of the Southern System, Dr. Ronald Mason.

Ms. Jones conducted Praxis Test Informational Lectures for outside programs.

Dr. Katherine Robinson developed a Student Teaching Application packet. The packet includes various items. Among them are a revised student teaching application, a sample due date announcement, and a checklist.

Dr. Robinson designed a MOU for the College of Education & Human Development (CoE/HD)/SUNO and Andrew H. Wilson Charter School after conferring with Dean Mwalimu Shujaa.

**SCHOOL OF SOCIAL WORK:**

**Dr. Jay Hedgpeth**

Excell Training and Blackboard training

Meeting with Dr. Belisle regarding research protocol

Quality Matters Program QM (Old Science Bld.)

Meeting Dr. Wykle regarding research: protocol, IRB training, and IRB Application

NIH Human Subjects Training (on-line)

October 22<sup>nd</sup> Meeting with representatives from CASA (class presentation)

Meeting with Area Agency on Aging (re: research opportunities and networking)

Xi Phi Social Work Honor Society meeting and reception

Community Health Fair co-sponsored by School of Social Work At the Gym

Hispanic Club gathering in front of the cafeteria

*Committee work:*

Three Ph.D. Committee meetings; research on distance learning contacts with Mike Meehan and Patrick T. Nielsen Inside Account Manager Visual Systems Group Inc (VSGi); reported on Baylor University's PhD Program

Two BSW Committee meetings: researched options for BSW Retreat; evaluated textbooks...

Research Committee discussion with individual group members regarding IRB process on expedited studies, research course material, textbooks, and course options.

Participated in three student orientation programs research and data analysis for two conference presentations and hopefully a publication.

Bean, K. F. & Hedgpeth, J. (In press). The effect of social work education and self-esteem on students' social discrimination of people with disabilities. *Social Work Education*.

Gladys Merrick: Attended CASA Board Meeting; Attended Deans and Chairs Council Meeting; Conducted BSW Retreat for the first time in the Fall facilitated by BSW Committee Members at the Gentilly Greater Baptist Church; Put together "Purple Ribbon Week" during "Domestic

Violence Awareness Month", providing purple ribbons and information regarding domestic violence including violence against men; Conducted BSW Committee meetings x2; Participated in Ag Center, SUNO NAACP College Chapter, and NEW Orleans NAACP Youth Chapter event "Human Trafficking and Tobacco Industry's Shocking Secret"; Faculty advisor for SUNO's NAACP College Chapter

Bonnie Alston: Developed a Field Handbook for use by Agency Supervisors; Coordinated and Presented an In-service Training for Agency Field Supervisors on policies, procedures, and Curriculum matters.

Dr. Lynn Douville: Accepted to present "Mutual Aid Learning Communities in Online Practice Courses" as a Paper in the Technology in Social Work Education and Practice Track for the 2012 Annual Program Meeting November 2012 in Washington, DC

**Ronald Mancoske:**

Scholarly Activities/Professional Development: Three Reviews for the Journal of Social Work Education

Community Services: Children's Defense Fund, Attended "Beat the Odds" scholarship award. EXHEALth, Quality Improvement Project, met w/Dr. Webb on project

University: Continuing ed: Certification: Quality Matters—On Line Course Development SUNO Awards (Office of Grants/Sponsored Research): submitted proposal; funded proposal

Other: Site Visit, CSWE Accreditation; Winthrop University, South Carolina Consultant (volunteer), CSWE site visit preparation





Dr. Ray L. Belton, Chancellor

# SUSLA

SOUTHERN UNIVERSITY SHREVEPORT LOUISIANA

Excellence • Integrity • Accountability • Service

Chancellor's Report • November 2012

## Southern University Library Hosts Book Discussion



In celebration of National Archives Month, on October 24, 2012, SUSLA's Library hosted Rachel L. Emanuel and A.P. Tureaud, Jr. The two visited SUSLA's campus to discuss their book *A More Noble Cause: A.P. Tureaud and the Struggle for Civil Rights in Louisiana*. In preparation for the event, the documentary film *Journey for Justice: The A.P. Tureaud Story* was screened continuously on October 22. Audience members listened to the authors' description of Tureaud Sr.'s Civil Rights activities and learned of Tureaud Jr.'s experiences integrating Louisiana State University in Baton Rouge.

## Fall Motivational Seminar 2012 Presented by Student Support Services

Annual Fall Motivational Seminar was held on October 10, 2012; here at Southern University at Shreveport in the Jesse N. Stone Lecture Hall. Our Theme: *"Take Control ... Change with Confidence"*

Our speaker gave the students a driving force on how to empower their lives. He acquainted them with life experiences of various opportunities for improving their lives, He also encourage the new incoming students to take control of their life choices, and decisions. The challenge was to *"Think outside the box"*.

Our speaker ended with a quote Potential *"Focusing your life solely on making a buck shows a certain poverty of ambition. It asks too little of yourself. Because it's only when you hitch your wagon to something larger than yourself that you realize your true potential."* President Barack Obama.

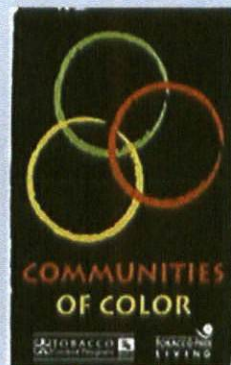


## GREAT AMERICAN SMOKE OUT (G A S O)

November 15th marks the 37th Great American Smoke Out. This event encourages smokers to mark the date as a plan in advance to quit smoking on that day. By doing so, smokers will be taking an important step towards a healthier life – one that can lead to reducing heart and cancer risk.

Urina F. Holt, Regional Coordinator for SU Ag Center (Communities of Color Network) will host a Great American Smoke Out event this Thursday, November 15th, at Southern University at Shreveport (Johnny Vance Student Union); 3050 Martin Luther King Jr. Drive from 11:00 a.m. – 1:00 p.m.

Quitting is a difficult process; but it can be done. To have the best chance of quitting successfully, you need to know what you're up against, what your options are, and where to go for help.



## October Workshops / Seminars

The Counseling Center Presents:

### Self-Esteem Workshop



When: October 23, 2012

Where: NCR 108

Time: 12:00pm

Science, technology, engineering  
And mathematics (stem) academic year scholarship program

Sponsored by the NSF/NIH-HBCU-UP/RMI Program



Learn about professional careers/opportunities in the STEM disciplines

HBCU-UP

### "Seminars"

Room 116 - Louis Collier Building

Tuesday, October 30, 2012

11:30 a.m.

Dr. Barry Hester, Program Director  
Ms. Janghwa P. Limon, Program Coordinator  
Science and Technology (Louis Collier Building - Room 116)

DR. NAIDU V. SEETALA, Professor of Physics,  
"Summer Research Internship"



## MATH ANXIETY WORKSHOP

SPONSORED BY

STUDENT SUPPORT SERVICES • FRIDAY, OCTOBER 12, 2012

10:00 A.M. NCR, RM. 101





*The Chancellor, Faculty, Staff and Students of  
Southern University at Shreveport  
request the pleasure of your company at the  
Crowning Ceremony of  
Miss Southern University at Shreveport  
Shameka Renee Horn  
"A Nightfall In Paris"  
Thursday, November fifteen, two thousand twelve  
Seven o'clock in the evening  
Southern University at Shreveport  
Health and Physical Education Complex  
3050 Martin Luther King, Jr. Drive  
Shreveport, Louisiana  
Reception immediately following  
Semi-formal attire*

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