

# **SOUTHERN UNIVERSITY BOARD OF SUPERVISORS**

*(Following the Bayou Classic Committee)*

**Friday, October 26, 2012**

**Science Lecture Hall**

**Southern University**

**3050 Martin Luther King Drive**

**Shreveport, Louisiana**

## **AGENDA**

1. Call to Order and Invocation
2. Roll Call
3. Adoption of the Agenda
4. Public Comments
5. Action Items
  - A. Minutes of the September 21, 2012 regular meeting of the Board
  - B. Committee Reports and Recommendations
    - 1.) Academic Affairs Committee
    - 2.) Facilities and Property Committee
    - 3.) Finance and Audit Committee
    - 4.) Personnel Affairs Committee
    - 5.) Bayou Classic Committee
  - C. Resolutions
  - D. Report from the Reform and Renewal Ad Hoc Subcommittee/System Transformation Committee Recommendation
6. Informational Items
  - A. System President's Report
  - B. Campus Reports
7. Other Business
8. Adjournment

**Academic Affairs Committee**  
9:00 a.m.  
Friday, September 21, 2012  
J.S. Clark Administration Building  
Southern University and A & M College  
Baton Rouge, Louisiana

**Minutes**

The meeting of the Academic Affairs Committee of the Southern University was convened by the Chairman, Dr. Eamon M. Kelly. The invocation was given by Rev. Jon Bennett.

**PRESENT**

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

**ABSENT**

Mr. Marc Guichard

**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, Sr. and Tracie Woods

House Speaker Chuck Kleckley visited the meeting at the invitation of Board Member Tolbert. Speaker Kleckley indicated his willingness to work for the enhancement of the Southern University System entities.

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

On motion of Atty. Magee, seconded by Rev. Gant, the agenda was adopted, as amended.

Motion carried unanimously.

AMENDMENT: Defer ITEM 5A. PROMOTION AND TENURE RECOMMENDATIONS FOR  
REGINA AND STEPHEN ENWEFA

**AGENDA ITEM 4: PUBLIC COMMENTS**

Comments were tendered relative to Item 5A: the Administration's recommendations for Tenure and Promotion, specifically, pertaining to the School of Architecture Faculty and Drs. Regina and Stephen Enwefa; and, Item 5D: President's recommendation regarding Dr. Ashraf Esmail's grievance.

**AGENDA ITEM 5: ACTION ITEMS**

**A. TENURE AND PROMOTION RECOMMENDATIONS, SUBR**

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

- Tenure and/or Promotion recommendations for faculty named below, excluding the accompanying salary increases
- Defer action on the Tenure and/or Promotion recommendations for Assistant Professor Kim Ross, Jason Lockhart and Jin Hoon Lee, pending an administrative decision on the School of Architecture program.

Motion carried unanimously.

<b>Promotion</b>	
<b>Associate to Full Professor</b>	
D'Auvergne, Oswald	Biological Sciences
Li, Guoqiang	Engineering
Blevins, Edgar	Engineering
Crosby, Karen	Engineering
No, Sung Chul	Economics
Mbarika, Victor	Management
Arasteh, Davoud	Engineering

<b>Assistant to Associate Professor</b>	
Igiede, Anthony	Sociology
Kandara, Osman	Computer Science
Hasan, Rabiul	English

**Promotion and Tenure**

Martinez-Ceballos, Eduardo      Assistant to Associate Professor  
Biological Sciences

Shin, Alex Hak-Chul              Assistant to Associate Professor  
Engineering

**Tenure**

Nzewi, Emmanuel                Engineering  
Breux, Peter                        History

**Retention of Probationary Status**

Roy, Sumita                        Assistant Professor -- English

**Promotion Denials**

Breux, Peter                        Assistant Professor -- History  
Gilbeaux-James, Judy            Assistant Professor -- Music

**B. REQUEST FOR AUTHORITY TO OFFER AN EXISTING ACADEMIC PROGRAM THROUGH DISTANCE LEARNING TECHNOLOGIES, SUNO**

On motion of Atty. Magee, seconded by Mr. Braxton, the Committee approved, and so recommends to the Board, the online Bachelor of General Studies Program at Southern University – New Orleans, contingent upon its non-violation with the Board’s current contract with EOServ.

Motion carried. Atty. Clayton voted nay.

**C. ENDOWED PROFESSORSHIP RECOMMENDATIONS, SULC**

On motion of Rev. Gant, seconded by Mr. Braxton, the Committee approved, and so recommends to the Board, Endowed Professorships for Southern University Law faculty named below.

Motion carried unanimously.

- Reilly Family Endowed Professorship -- Associate Professor Nadia Nedzel
- Vance B. LaCour Endowed Professorship -- Vice Chancellor John Pierre
- Charles Hatfield Endowed Professorship -- Associate Vice Chancellor Roderick White
- B.K. Agnihotri Endowed Professorship -- Professor Winston Riddick



**D. PRESIDENT'S RECOMMENDATION REGARDING DR. ASHRAF ESMAIL'S GRIEVANCE, SUNO**

On motion of Rev. Gant, seconded by Mrs. Smith, the Committee approved, and so recommends to the Board, the President's recommendation to uphold the SUNO Administration's action in terminating the employment of Dr. Ashraf Esmail.

Motion carried. **Roll call vote: 8 yeas:** Kelly, Smith, Braxton, Clayton, Gant, Hendricks, Tolbert, and Mire; **1 nay:** Magee; 0 abstentions

**AGENDA ITEM 7: OTHER BUSINESS**

None

**AGENDA ITEM 8: ADJOURNMENT**

On motion of Rev. Gant, the meeting was adjourned.

###

**Athletics Committee**  
Friday, September 21, 2012  
JS Clark Administration Building  
Southern University and A&M College  
Baton Rouge, Louisiana

**Minutes**

The meeting of the Athletics Committee of the Southern University Board of Supervisors was convened by the Chairman, Atty. Patrick D. Magee.

**PRESENT**

Atty. Patrick D. Magee, Chairman  
Atty. Bridget A. Dinvaut, Vice Chairman  
Atty. Murphy F. Bell, Jr.  
Mr. Patrick W. Bell  
Dr. Eamon M. Kelly  
Mr. Myron K. Lawson  
Mrs. Ann A. Smith  
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 Ukpolo (SUNO), Freddie Pitcher (SULC), Ray Belton (SUSLA), Leodrey Williams (SUAREC), and James Llorens (SUBR)

**BOARD COUNSEL**

Attys. Winston DeCuir, Sr. and Tracie Woods

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

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

Motion carried unanimously.

**AGENDA ITEM 4: PUBLIC COMMENTS**

None

**AGENDA ITEM 5: ACTION ITEMS**

**A. FY 2012-2013 Athletics Budget, SUNO**

On motion of Atty. Forstall, seconded by Atty. Bell, the Committee approved, and so recommends to the Board, the FY 2012-2013 Athletics Budget for Southern University at New Orleans in the amount of \$881,892.

**B. Addendum to the Comprehensive Intercollegiate Athletics Ticket, Parking, Tailgating and Related Activities Policy, SUBR**

**C. Ratification of Athletic Personnel, SUBR**

- 1.) Former Head Football Coach
- 2.) Interim Head Football Coach

On motion of Mr. Lawson, seconded by Atty. Forstall, the Committee approved, and so recommends to the Board, the following actions.

Motion carried unanimously.

- An amendment to the Comprehensive Intercollegiate Athletics Ticket, Parking, Tailgating and Related Activities Policy for the SUBR Campus to include two (2) Complimentary Suite Tickets for each member of the Board of Supervisors' Staff.
- Ratification of Athletic Personnel Actions for former Head Football Coach and Interim Head Football Coach, SUBR.

**AGENDA ITEM 6: OTHER BUSINESS**

None

**AGENDA ITEM 7: ADJOURNMENT**

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

###

## **Facilities and Property Committee**

Friday, September 21, 2012  
J.S. Clark Administration Building  
Southern University and A & M College  
Baton Rouge, Louisiana

### **Minutes**

The meeting of the Facilities and Property Committee of the Board of Supervisors was convened by the Chairman, Atty. Murphy F. Bell, Jr.

#### **PRESENT**

Atty. Murphy F. Bell, Jr., Chairman  
Mr. Willie E. Hendricks, Vice Chairman  
Atty. Walter C. Dumas  
Atty. Warren A. Forstall  
Rev. Joe R. Gant, Jr.  
Mr. Myron K. Lawson  
Mrs. Ann A. Smith  
Rev. Samuel C. Tolbert, Jr.  
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 Ukpolo (SUNO), Freddie Pitcher (SULC), Ray Belton (SUSLA), Leodrey Williams (SUAREC), and James Llorens (SUBR)

#### **BOARD COUNSEL**

Attys. Winston DeCuir, Sr. and Tracie Woods

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

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

Motion carried unanimously.

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

None



**AGENDA ITEM 5: ACTION ITEMS**

**A. Five – Year (FY 2013-2018) CAPITAL OUTLAY PLAN, CAMPUSES**

On motion of Mr. Hendricks, seconded by Mrs. Smith, the Committee recommends Board approval of the Five – Year (FY2013-2018) Capital Outlay Plan for the SU Campuses.

Motion carried unanimously.

**B. FY 2013-2014 CAPITAL OUTLAY BUDGET REQUESTS**

On motion of Rev. Tolbert, seconded by Atty. Forstall, the Committee recommends Board approval of the FY 2013-2014 Capital Outlay Budget Requests for the SU System and Campuses.

Motion carried unanimously.

**C. RESOLUTION AUTHORIZING THE NOMINATION OF THE SU AG CENTER'S PROGRAMS' PROPERTY FOR MINERAL AUCTION**

On motion of Mr. Lawson, seconded by Rev. Tolbert, the Committee recommends Board approval of the resolution authorizing the Louisiana State Mineral and Energy Board to auction off certain property belonging to the SU Agricultural Research and Extension Programs.

Motion carried unanimously.

**AGENDA ITEM 6: INFORMATIONAL ITEMS**

**A. PRIORITY PROJECTS UPDATE, BY CAMPUSES**

The Committee received a written report on the status of Capital Projects on the three Campuses. Details are available for viewing online.

**AGENDA ITEM 7: OTHER BUSINESS**

None

**AGENDA ITEM 8: ADJOURNMENT**

On motion of Rev. Tolbert, the meeting was adjourned.

###



**Personnel Affairs Committee**  
Friday, September 21, 2012  
J.S. Clark Administration Building  
Southern University and A&M College  
Baton Rouge, 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  
Mr. Calvin W. Braxton, Sr.  
Atty. Tony M. Clayton  
Mr. Willie E. Hendricks  
Dr. Eamon M. Kelly  
Mrs. Ann A. Smith  
Mr. Darren G. Mire, Ex Officio

**ABSENT**

Mr. Marc Guichard

**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, Sr. and Tracie Woods

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

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

Motion carried unanimously.

**AGENDA ITEM 4: PUBLIC COMMENTS**

None

**AGENDA ITEM 5: ACTION ITEMS**

**A. APPOINTMENT OF INTERIM DEAN OF GRADUATE SCHOOL, SUBR**

On motion of Mr. Bell, seconded by Atty. Dinvaut, the Committee approved, and so recommends to the Board, the interim appointment of Dr. Doze Y. Butler as Dean of the Graduate School at Southern University - Baton Rouge, effective August 13, 2012 to December 31, 2012 at a pro-rated annual salary of \$105,000.

Motion carried unanimously.

**B. APPOINTMENT OF VISITING PROFESSOR, SUBR**

On motion of Mr. Bell, seconded by Mr. Braxton, the Committee approved, and so recommends to the Board, the appointment of Dr. Joseph B. Omonuk as Visiting Professor in the Accounting Department at Southern University – Baton Rouge, effective August 15, 2012 to May 15, 2013 at a salary of \$120,000 for the period.

Motion carried unanimously.

**C. INTERIM APPOINTMENTS; SALARY ADJUSTMENTS, SUBR**

- 1.) Interim Executive Vice Chancellor and Provost
- 2.) Interim Associate Executive Vice Chancellor/Provost and Dean of the Honors College

A motion was offered by Mr. Braxton to approve the SUBR's recommendation for the continued interim appointments and salary adjustments for:

- Dr. Janet Rami - interim Executive Vice Chancellor and Provost, effective July 1, 2012 to December 31, 2012, with an adjusted pro-rated annual salary of \$170,000.
- Dr. Ella Kelly - interim Associate Executive Vice Chancellor/Provost and Dean of the Honors College, effective July 1, 2012 to December 31, 2012, with an adjusted pro-rated annual salary of \$120,000.

The motion died for lack of a second.

Several members of the Committee spoke in favor of the Administration's recommendations for the continued interim appointments and the salary adjustments. Others opposed the action, citing the campus' immediate past action to implement financial exigency as a means to balance the FY 2011-12 operating budget and the campus' continuing financial plight.

During the Committee's discussion on the item, Chancellor Llorens advised of the creation of a search committee to fill the position of Executive Vice Chancellor and Provost.

**AGENDA ITEM 7: OTHER BUSINESS**

None

**AGENDA ITEM 8: ADJOURNMENT**

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

###

## **Finance and Audit Committee**

Friday, September 21, 2012  
JS Clark Administration Building  
Southern University and A&M College  
Baton Rouge, 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. Willie E. Hendricks  
Dr. Eamon M. Kelly  
Mr. Darren G. Mire, Ex Officio

#### **ABSENT**

Mr. Marc Guichard

#### **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, Sr. and Tracie Woods

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

On motion of Atty. Forstall, seconded by Atty. Dinvaut, the agenda was adopted, as printed.  
Motion carried unanimously.

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

None



**AGENDA ITEM 5: ACTION ITEM**

**A. FY 2012-2013 ATHLETICS BUDGET, SUNO**

On motion of Atty. Forstall, seconded by Atty. Dinvaut, the Committee approved, and so recommends to the Board, the FY 2012-2013 Athletics Budget for Southern University at New Orleans in the amount of \$881,892.

Motion carried unanimously.

**AGENDA ITEM 6: INFORMATIONAL ITEMS**

**A. FINANCIAL STATUS REPORT, SU SYSTEM ENTITIES**

General budget projections for the Board and System Administration and Campuses were reported, as of August 31, 2012.

**B. REPORT ON THE HONORE' CENTER FOR UNDERGRADUATE STUDENT ACHIEVEMENT**

Mr. Warren Bell, Interim Director, presented an overview of the Center's mission before introducing some members of the first cohort. Each student gave a brief statement on the advantages available to them at the Honore' Center. Residence Coordinator James Riley also participated in the presentation.

President Mason recognized Chancellor Belton and Ukpolo for the role of their campuses in the operation of the Honore' Center.

**AGENDA ITEM 7: OTHER BUSINESS**

None

**AGENDA ITEM 8: ADJOURNMENT**

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

###



**Bayou Classic Committee**  
Friday, September 21, 2012  
JS Clark Administration Building  
Southern University and A&M College  
Baton Rouge, Louisiana

**Minutes**

The meeting of the Bayou Classic Committee of the 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.  
MR. Calvin Braxton  
Atty. Patrick D. Magee  
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 Ukpolo (SUNO), Freddie Pitcher (SULC), Ray Belton (SUSLA), Leodrey Williams (SUAREC), and James Llorens (SUBR)

**BOARD COUNSEL**

Atty. Winston DeCuir, Sr. and Tracie Woods

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

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

Motion carried unanimously.

**AGENDA ITEM 4: PUBLIC COMMENTS**

None

**AGENDA ITEM 5: ACTION ITEMS**

**A. RE-ASSIGNMENT OF ADMINISTRATIVE OVERSIGHT RESPONSIBILITIES FOR THE BAYOU CLASSIC FROM THE SOUTHERN UNIVERSITY SYSTEM TO SOUTHERN UNIVERSITY – BATON ROUGE**

No action taken on this item.

**AGENDA ITEM 6: OTHER BUSINESS**

None

**AGENDA ITEM 7: ADJOURNMENT**

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

###

## **Southern University Board of Supervisors**

Friday, September 21, 2012  
JS Clark Administration Building  
Southern University and A&M College  
Baton Rouge, Louisiana

### **Minutes**

The meeting of the Board of Supervisors was convened by the Chairman, Mr. Darren G. Mire. The invocation was given by Rev. Jon Bennett.

#### **PRESENT**

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

#### **ABSENT**

Mr. Marc A. Guichard

#### **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, Sr. and Tracie Woods

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

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

Motion carried unanimously.

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

Public comments were tendered by Dr. Diola Bagayoko in opposition to the Committee's recommendation to exclude the salary adjustments which are normally attached to tenure and promotion awards.

Mr. Archie Timer urged the Board to not delay action on Tenure and Promotion recommendations for the three named faculty in the School of Architecture.

#### **AGENDA ITEM 5: ACTION ITEMS**

##### **A. MINUTES OF THE AUGUST 24, 2012 REGULAR MEETING OF THE BOARD OF SUPERVISORS**

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

**RESOLVED** by the Board of Supervisors for Southern University that the minutes of the August 24, 2012 regular meeting of the Board be and they are hereby approved.

Motion carried unanimously.

##### **B. COMMITTEE REPORTS AND RECOMMENDATIONS**

###### **1.) Academic Affairs Committee**

A motion was offered by Rev. Tolbert and seconded by Atty. Magee, to approve the recommendations of the Academic Affairs Committee, including SUBR faculty tenure and promotion awards and salary adjustments which are attached.

A substitute motion was offered by Atty. Clayton and seconded by Atty. Forstall, to approve the Academic Affairs Committee's report, including the faculty tenure and promotion recommendations for SUBR, but to defer the salary adjustments which are normally attached until the Administration has determined that the campus' current budget situation has improved. However, salary adjustments, when determined to be feasible, will not be retroactive to the date of the promotion and tenure awards.

The substitute motion passed. **Roll call vote: 11 yeas:** Mire, M. Bell, P. Bell, Braxton, Clayton, Dinvaut, Dumas, Forstall, Lawson, Smith, and Tolbert; **4 nays:** Gant, Hendricks, Kelly, and Magee; **0 abstentions**

**TENURE AND PROMOTION RECOMMENDATIONS, SUBR**

**Promotion**

**Associate to Full Professor**

D'Auvergne, Oswald	Biological Sciences
Li, Guoqang	Engineering
Blevins, Edgar	Engineering
Crosby, Karen	Engineering
Arasteh, Davoud	Engineering
No, Sung Chul	Economics
Mbarika, Victor	Management

**Assistant to Associate Professor**

Igiede, Anthony	Sociology
Kandara, Osman	Computer Science
Hasan, Rabiul	English

**Promotion and Tenure**

Martinez-Ceballos, Eduardo	Assistant to Associate Professor Biological Sciences
Shin, Alex Hak-Chul	Assistant to Associate Professor Engineering

**Tenure**

Nzewi, Emmanuel	Engineering
Breaux, Peter	History

**Retention of Probationary Status**

Roy, Sumita	Assistant Professor English
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**Promotion Denials**

Breaux, Peter	Assistant Professor History
Gilbeaux-James, Judy	Assistant Professor Music

Board action was deferred on the Tenure and Promotion recommendations for Drs. Regina and Stephen Enwefa; and School of Architecture professors – Kim Ross, Jason Lockhart and Jin Hoon Lee.



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**RESOLVED** by the Board of Supervisors of Southern University, upon the recommendation of the Academic Affairs Committee, that the online Bachelor of General Studies program at Southern University at New Orleans, be and it is hereby approved. This action is contingent upon the online program's compliance with the current Board contract with EO Serv.

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**RESOLVED** by the Board of Supervisors for Southern University, upon the recommendation of the Academic Affairs Committee that Endowed Professorships for Southern University Law Faculty named below be and they are hereby approved.

- Reilly Family Endowed Professorship Associate Nadia Nedzel
- Vance B. LaCour Endowed Professorship Vice Chancellor John Pierre
- Charles Hatfield Endowed Professorships Associate Vice Chancellor Roderick White
- B.K. Agnihotri Endowed Professorship Professor Winston Riddick

- **PRESIDENT'S RECOMMENDATION REGARDING DR. ASHRAF ESMAIL'S GRIEVANCE**

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

**RESOLVED** by the Board of Supervisors for Southern University, upon the recommendation of the Academic Affairs Committee, that the System President's recommendation to uphold the SUNO Administration's action in terminating the employment of Dr. Ashraf Esmail be and it is hereby approved.

Motion carried. **8 yeas:** Kelly, Smith, Braxton, Clayton, Gant, Hendricks, Tolbert, and Mire; **1 nay:** Magee

**2.) Athletics Committee**

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

**RESOLVED** by the Board of Supervisors for Southern University, upon the recommendation of the Athletics Committee, that FY 2012-2013 Athletics Budget for Southern University at New Orleans in the amount of \$881,892 be and it is hereby approved.

\*\*\*

**RESOLVED** by the Board of Supervisors for Southern University, upon the recommendation of the Athletics Committee, that the Comprehensive Intercollegiate Athletics Ticket, Parking, Tailgating and Related Policy for the SUBR Campus be and it is hereby amended to include two (2) Complimentary Suite Tickets for each member of the Board of Supervisors' staff.

\*\*\*

**RESOLVED** by the Board of Supervisors for Southern University, upon the recommendation of the Athletics Committee, that Athletic Personnel actions relative to the former Head Football Coach and Interim Head Football Coach at SUBR, be and it is hereby ratified.

Motion carried unanimously.

### **3.) Facilities and Property Committee**

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

**RESOLVED** by the Board of Supervisors for Southern University, upon the recommendation of the Facilities and Property Committee, that the Five-Year (FY 2013-2018) Capital Outlay Plan for the three Campuses be and it is hereby approved.

\*\*\*

**RESOLVED** by the Board of Supervisors for Southern University, upon the recommendations of the Facilities and Property Committee, that FY 2013-2014 Capital Outlay Budget Requests for the SU System and Campuses be and they are hereby approved.

\*\*\*

**RESOLVED** by the Board of Supervisors for Southern University, upon the recommendation of the Facilities and Property Committee, that the Louisiana State and Mineral Energy Board and the Office of Mineral Resources be and they are hereby

directed and authorized to accept nominations, advertise for, accept and award bids, and execute all oil, gas and mineral lease pertaining to immovable property listed in Exhibit "A" and additional conditions, minimum bonuses and rental on Exhibit "B".

Exhibits A & B are available for viewing online.

#### **4.) Finance and Audit Committee**

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

Motion carried unanimously.

**RESOLVED** by the Board of Supervisors for Southern University, upon the recommendations of the Finance and Audit Committee, that the FY 2012-2013 Athletics Budget for Southern University at New Orleans in the amount of \$881,892 be and it is hereby approved.

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#### Informational Items

- Financial Status Report on SU System entities as of August 31, 2012
- Report on the Honore' Center for Undergraduate Student Achievement

#### **5.) Personnel Affairs Committee**

A motion was offered by Atty. Clayton and seconded by Atty. Forstall, that the Board approve the Personnel Committee's report, including the proposal for the continuation of the following SUBR interim appointments, but deferring action on the recommended salary adjustments:

- Dr. Janet Rami – Interim Executive Vice Chancellor and Provost, effective July 1, 2012 to December 31, 2012.
- Dr. Ella Kelly, Interim Associate Executive Vice Chancellor/Provost and Dean of the Honors College, effective July 1, 2012 to December 31, 2012.

A substitute motion was offered by Atty. Dumas and seconded by Mr. Lawson that the Board approve the Committee's report including the proposal for the continuation of the following SUBR interim appointments and the recommended salary adjustments:



- Dr. Janet Rami – Interim Executive Vice Chancellor and Provost, effective July 1, 2012 to December 31, 2012, with an adjusted prorated annual salary of \$170,000.
- Dr. Ella Kelly – Interim Associate Executive Vice Chancellor/Provost and Dean of the Honors College, effective July 1, 2012 to December 31, 2012, with an adjusted prorated annual salary of \$120,000.

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

The original motion passed. **Roll call vote: 13 yeas:** Mire, M. Bell, P. Bell, Braxton, Clayton, Dinvaut, Dumas, Forstall, Kelly, Lawson, Magee, Smith, and Tolbert; **2 nays:** Gant and Hendricks.

\*\*\*

**RESOLVED** by the Board of Supervisors of Southern University, upon the recommendation of the Personnel Affairs Committee, that the interim appointment of Dr. Doze Y. Butler as Dean of the Graduate School at Southern University – Baton Rouge, effective August 13, 2012 to December 31, 2012, at a pro-rated annual salary of \$105,000 be and it is hereby approved.

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**RESOLVED** by the Board of Supervisors for Southern University, upon the recommendation of the Personnel Affairs Committee, that the appointment of Dr. Joseph B. Omonuk as Visiting Professor in the Accounting Department at Southern University – Baton Rouge, effective August 15, 2012 to May 15, 2013, at a salary of \$120,000 for the period, be and it is hereby approved.

#### **6.) Bayou Classic Committee**

No recommendations.

#### **AGENDA ITEM 5C: RESOLUTIONS**

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

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

- U.S. Senator Mary Landrieu
- Senator Ronnie Johns
- Lt. Governor Jay Dardenne
- La Speaker of the House Chuck Kleckley

\*\*\*\*

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

- The Martha Fondell Smith Family
- The Tikiea Shepperd Family
- The Lee Carter Webb Family
- The Rev. Charles T. Smith Family
- The Kathryn Jordan Family
- The Jules Broud Family
- The Edward Washington Family

The Board members commended Rev. Tolbert for his efforts which have led to the attendance of key Louisiana State Officials to the meetings of the Board of Supervisors.

**AGENDA ITEM 5D: REASSIGNMENT OF THE ADMINISTRATIVE OVERSIGHT RESPONSIBILITIES FOR THE BAYOU CLASSIC FROM THE SOUTHERN UNIVERSITY SYSTEM TO SOUTHERN UNIVERSITY – BATON ROUGE**

A motion was offered by Rev. Tolbert, seconded by Mr. Lawson, that the Board discuss the reassignment of administrative oversight responsibilities for the Bayou Classic.

A substitute motion was offered by Rev. Tolbert and seconded by Atty. Clayton, that the administrative oversight responsibilities for the Bayou Classic be transferred from the SU System to SU-Baton Rouge, effective with the 2013 Bayou Classic.

Considerable discussion ensued and the following positions were offered.

- The Chancellor or the Director of Athletics should first present a Comprehensive Plan of Management of the Bayou Classic before reassignment of the event is considered.
- The Board should first evaluate current and proposed Management Plans before action is taken.



-Action to transfer the Bayou Classic should not take place prior to the 2012 scheduled activities have been held; and there should be continued collaboration between the Athletics Director and the System Foundation.

-The transfer of the Bayou Classic should take place on December 1, 2012.

-Bayou Classic responsibilities should be assigned to the Chancellor rather than the Director of Athletics.

-The Board's Bylaws gives the Chancellor the authority for fundraising and all Athletics events for his/her campus.

-The Chancellor's efforts should be focused on restoring the Campus to its former position of prominence.

A second substitute motion was offered by Rev. Tolbert and seconded by Atty. Dinvaut to withdraw the item from the agenda.

The motion carried.

#### **AGENDA ITEM 6: INFORMATIONAL ITEMS**

- A. System President's Report
- B. Campus Reports

Reports are available for review online.

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

None

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

On motion of Atty. Forstall, the meeting was adjourned

###



## SOUTHERN UNIVERSITY AND A&M COLLEGE SYSTEM

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

Office of the President  
(225) 771-4680

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(225) 771-5522

October 19, 2012

Honorable Darren Mire, Chairman  
Board of Supervisors  
Southern University System  
Baton Rouge, LA 70813

Dear Mr. Chairman,

Enclosed are the recommendations of the System Transformation Committee. These recommendations are the culmination of a process that started in June, and included state-wide town hall meetings, assessment teams, campus visits with unit staff and focus groups, and vetting by the Chancellors and the Ad Hoc Board Committee on Reform and Renewal. They are now being offered for consideration and action by the entire Board.

Please be aware that the following recommendations from the State Legislative Auditor were also considered when fashioning the recommendations in the Information Technology, and Finance and Business areas.

“Southern University’s IT management has been decentralized where control remains at the individual campus level. Each campus is responsible for establishing most of its own IT policies and procedures.”

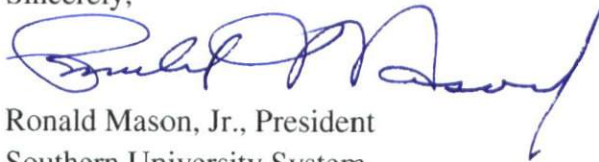
“A decentralized IT management structure increases the risk that System-wide IT priorities may not be adequately set, which will likely result in inefficient and ineffective operations. However, a centralized IT management approach allows for consistent IT governance, ensures that IT-related decisions are made in line with System strategies and objectives, provides effective oversight of IT-related processes, and enhances compliance with legal and regulatory requirements.”

“We noted that IT governance requires more centralization, more authority exerted by the System. We think the same is true for financial reporting. We have had a situation at Southern where each college is responsible for submitting their own financial reports and information. What we would like to see is that the System exercises the authority to make that (financial) system uniform, and provide more oversight in the timely preparation of that information.”

If approved, this new business model promises to increase efficiency and drive revenue such that the future of the Southern System will be more secure, and the component units will strengthen with time.

On the instruction of the Hon. Willie Hendricks, Chair of the Ad Hoc Committee on Reform and Renewal, we offer these recommendations for your consideration and ask that they be placed on the Agenda for the October, 26, 1012 meeting.

Sincerely,

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

Ronald Mason, Jr., President  
Southern University System

Southern University System

TRANSFORMATION COMMITTEE

**Securing the Future  
of the  
Southern University System**



**Transformation Committee Report  
October 2012**



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## **INTRODUCTION**

The SU System and Campus Chief Financial Officers all agree on the major assumptions behind the attached financial assumptions and projections. (Appendix A) They show that our fundamental issue is resources, or to be specific, the lack of resources. Our near term task is to reduce expenses and increase revenue to ensure the following: the Southern System will continue to exist; all of the units will remain part of the System; the accredited units will maintain their accreditation and autonomy; Chancellors will manage their units, including budgets and the hiring and firing of personnel; the individual units will strengthen over time.

Having said that, the question is what is the best working relationship between the System and the units to enable the achievement of the above goals? There are three possible scenarios. The first is a model currently being discussed by LSU, merge the System and SUBR campus into one office, and have that office operate all of the campuses. This is probably the most cost effective approach, but it does a disservice to the students and faculty of the individual units, including SUBR.

The other extreme would be the University of Louisiana System model, which minimizes the role of the System office such that it is basically a pass through between the units and the Board of Regents. This approach allows the greatest level of campus autonomy, but is also the least cost effective model, as services are duplicated and economies of scale are unavailable. In addition, it ignores an asset that Southern can use to its advantage, the fact that we are a System.

The third scenario is somewhere between the two extremes. Increase efficiency and reduce cost by eliminating duplication and creating economies of scale. Create new revenue streams by modernizing operating systems to support increases in enrollment, research, and fundraising. This blended approach avoids the attention imbalance of the first extreme, and the inefficiency of the second. It creates modern business support operations to enable academic programs to be effectively delivered.

In an attempt to reach consensus on the depth of the problem and the appropriate solutions, we commenced a transformation process that has been inclusive and transparent. Chancellors, staff, students, alumni and Members of the Board have been afforded an opportunity to participate.

Here are the key findings:

1. Our current business model cannot be supported with current and projected resources. Unit staffs are stretched thin, skill challenged, and multi-tasking to the point of inefficiency.
2. Although expenses have been reduced to the bare minimum on each campus, we must nevertheless find additional savings in the short run. This can only be done by taking a System-wide approach.
3. We must rapidly increase revenue. The main source of revenue is enrollment. On-campus enrollment must increase, but the main enrollment revenue opportunity is in high demand online degree programs.
4. A new business model is required that is technology-based, financially efficient, and provides the campuses with reliable back office support.

The attached recommendations, when taken as a whole, will redesign Southern around available and foreseeable resources, and recreate it as a model 21<sup>st</sup> Century System of Higher Learning, built upon the traditions of the past.

The recommendations are interconnected and rely upon each other for their individual success and the success of the System and units.

The main thrust of the Information Technology report is a governance model that places responsibility for procedure, personnel and structure under the authority of the System Vice President for Information Technology Management. This structure has been recommended by the Legislative Auditor. While we have made progress and reduced expenses under his indirect leadership at SUBR, speed and efficiency require that he have a more direct hand and the ability to implement operating processes System-wide.

The Legislative Auditor has also recommended more System level management in the accounting and reporting area. The Business and Finance recommendations envision budget analysis and management at the campus level, but accounting and reporting at the System level. This change, in conjunction with a unified chart of accounts, will enable us to eliminate ongoing audit findings for the late and inaccurate reports for which we were recently called to task by the Legislative Audit Advisory Committee. It also recommends producing economies of scale by outsourcing, where possible, at the System level as opposed to at the level of the individual units.

The most important recommendation relies on the success of the two above. While some efficiency will be gained through restructuring and elimination of duplication, the key to success is significantly increasing enrollment, both on campus and online. The marketing, processing, and retention of students are more technology -based, and require speed in the movement of applicants through the admissions and financial aid processes. We are recommending a unified enrollment processing center that will service all of the units. It would marry the online and on-campus back office operations, create unified student intake, admission and financial aid processing, online retention enhancement, and unified electronic marketing. Face-to face marketing and recruiting, as well as final admissions decisions would remain campus functions.

Finally, while no board action is required, we have included the assessment and recommendations in the area of External Affairs. Even after we create efficiencies and increase revenue, we will still have to raise unrestricted resources from private sources in order to balance the budget over the next three years. This report offers insight into the challenges that must be overcome in order to do so.

Make no mistake; the above recommendations represent a paradigm shift in how Southern does business. Some, like unifying back office operations, have been common in the business world for more than a decade. The marrying of the online and on campus worlds into a new student processing and learning approach is ahead of the curve, it offers a world of potential and there are the commensurate risks. However, given the speed and distance we have to travel in order to survive and then thrive, the potential benefits far outweigh the risks. If approved, we will begin the process of transitioning to the new model, with an expectation of full implementation beginning the next fiscal year.

## **INFORMATION TECHNOLOGY TRANSFORMATION COMMITTEE ASSESSMENT AND RECOMMENDATIONS**

### **GOALS**

- Evaluate alignment of governance by consolidation and standardization of reporting relationships and responsibilities.
- Evaluate Shared Services Center to allow all institutions to leverage the latest in best-of-breed technologies and provide efficient and effective customer-focused services.
- Analyze business efficiency and effectiveness to reduce costs and complexity while optimizing the utilization of existing staffing levels.

### **KEY FINDINGS**

1. Staffing and expertise at individual campuses is inadequate and insufficient to meet the current demands of a 21<sup>st</sup> century technology campus.
2. Budget constraints and staff reductions have created deficiencies in delivery, support, and expansion of services required for faculty, staff, and students.
3. Low morale for staff due to lack of compensation for additional duties required to assume duties from unfilled vacancies.
4. Legislative Audit Findings :
  - a. Lack of IT centralized governance
  - b. Inadequate IT policies and procedures
  - c. Lack of standardized business processes
  - d. IT priorities and investments are not aligned in accordance with enterprise strategies and objectives
5. Resources available for IT are declining and will likely continue to decline.
6. Changes in technology can offer new cost-effective models for delivering services and systems.
7. Technological change has been rapid and disruptive. The model for delivering IT will need to evolve as costs, demands, resources, and higher education technology trends change.
8. Full implementation of the Banner system will provide increased business efficiencies and improve effectiveness in administrative and academic computing.
9. Reliance on paper-based processes and procedures has a negative impact on the speed and delivery of business services and project completion.



10. IT personnel and skill sets need to be realigned to leverage the strengths and areas of expertise across the System.
11. Service desk operations are understaffed resulting in delayed responsiveness to end user needs and support requests.

## **STRATEGIC RECOMMENDATIONS**

1. Establish a SUS Center for Information Technology (CIT), under the operational oversight of the Vice President of Information and Technology Management, to provide IT governance and coordination of technology services that align technology priorities and policies with the System and unit goals in a participative and transparent manner. The CIT would:
  - a. Complete the modernization of major administrative applications with the minimal number of platforms required to meet critical requirements and develop a workforce that is positioned to take optimal advantage of emerging technology and systems.
  - b. Adopt a technical direction that supports the provision of shared foundational services built upon an agreed upon architecture, optimizes the management of data, and creates an environment that can sustain critical services in a natural disaster.
  - c. Create an integrated model of support services that optimizes the division of responsibilities between the campus technology groups and presents support services in a manner that is most intuitive to all stakeholders.
  - d. Create a mix of virtual and physical spaces for research computing that fosters community among researches, provides a vehicle to deliver shared computing resources and services in a manner that is easily accessible by faculty, avoids unnecessary duplication of effort, and enables Southern University System campuses to be global leaders in research.
  - e. Create sustainable sources of funding for technology that enable campuses to adequately invest in the projects they pursue, sustain the performance of technology by supporting technology renewal and replacement, and incentivize effective technology utilization through the use of subsidies and charge-backs.

## IT CUSTOMER SERVICE

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The IT Customer Service group is responsible for reliable and effective information technology services management, delivery, and communications to the Southern University System community. The group employs industry standard best practices in ITIL Service Management, Change Management, and Performance Measurement. The IT Customer Service group includes:

- The **IT Help Desk team**-answers questions and provides general troubleshooting assistance for the System campuses community via telephone, e-mail, and instant messaging. The Help Desk staff is empowered with system administrator rights to fix most problems, as well as coordinate with other technical support, networking, academic and administrative computing staff to solve customers' problems and questions.
- The **technical support team**- provides on-site technical support of SUS faculty, staff, students, and guests for issues pertaining to SUS-supported hardware, software, and network connectivity. Responds to requests for service, either through direct interaction with customers at OIT's walk-in service or through issues that have been escalated from the OIT Help Desk. Installs, troubleshoots, and maintains workstation hardware components, network printers, software applications, and network related protocols to ensure a reliable and usable computing environment is maintained in support the university's academic and business needs.
- The **technical training team**-designs, administers, and delivers the technical training curriculum. Assesses departmental and organizational needs utilizing performance measurement tools and consultation. Leverages industry best practices to design and implement learning and development solutions that meet system goals and IT process standards.
- Our **IT Service Manager**-provides team leadership in developing and managing service standards and processes with the goals of: fostering effective relationships, managing expectations, and reporting of performance metrics to the functional service owners and primary customer contacts across the System campuses.

## ENTERPRISE SYSTEMS

---

The Enterprise Systems group is responsible for providing a comprehensive, integrated set of technology solutions that enables Southern University to improve the way we conduct business, supporting various staff and academic functions. Managing the universities' technology portfolio continues to be a fine balance among modernizing existing solutions, charging ahead with new solutions, and continuing to operationalize best practices. The group is organized to provide a single point of contact to the staff and academic units, with specialized focus on the university's data infrastructure and Web site.

The Enterprise Systems group includes:

- The **application management team**-provides application administration and third-level technical support for all enterprise systems applications, through the formulation of a well-defined quality assurance function.
- the **business applications team**-shapes and furthers enterprise solutions in support of university and system business functions in the areas of finance, accounting, budget, human resources, payroll, facilities, and risk management.

- The **information services team**-defines the system's data infrastructure, thereby providing reliable, accurate, secure, and accessible data to the campus community through management of the system's data warehouse and analytical reporting functions.
- The **project office**-institutionalizes best practices in several IT management service areas, building a reusable framework related to technology project and portfolio management practices.
- The **student applications team**-shapes and furthers enterprise solutions in support of all schools for student-centered technology.
- The **Web development team**-realizes an effective and compelling university Web site and a high-quality, Web-enabled campus, integrating Web technologies to support learning, teaching, and communications through the Web.

## INFORMATION SECURITY

---

The Information Security group is responsible for protecting and defending Southern University's data resources by implementing industry-accepted security practices in IT planning, implementation, management, and operations, while ensuring confidentiality, integrity, Authenticity, and availability.

The team works to accomplish this through:

- ensuring compliance with applicable policies, laws, and regulations
- enforcing university policies and standards
- highlighting sources of risk to university management
- implementing technologies that increase the visibility of potential risks to our data
- developing repeatable processes that validate security in IT systems and services
- contributing to awareness, training, and education programs
- initiating partnerships with departments to evaluate and improve their computer security practices
- safeguarding new technologies and services

## TECHNOLOGY OPERATIONS

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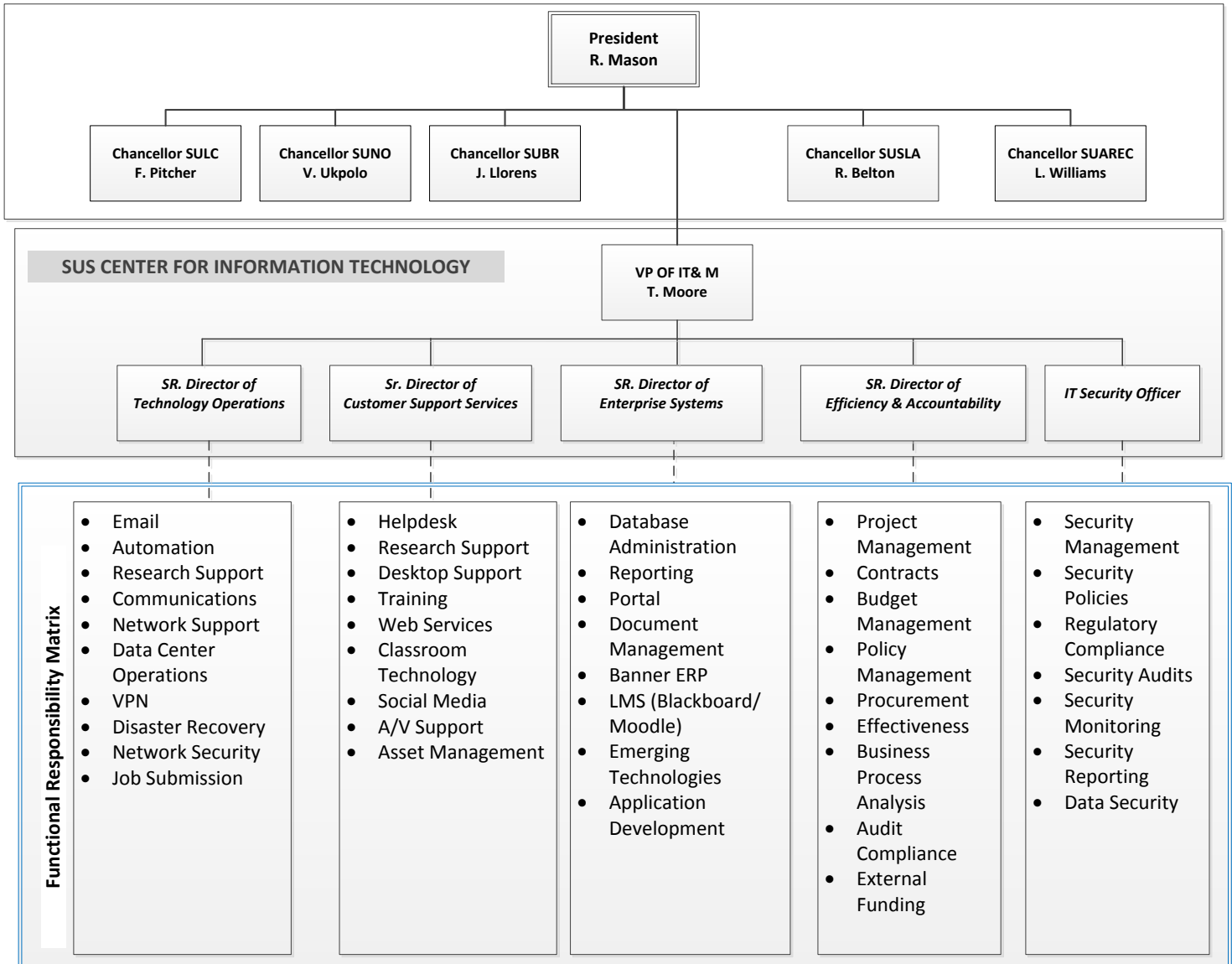
The Technology Operations group continually strives for the balance of efficient applications of human resources, repeatable processes, and technology investment to administer the system information technology infrastructure.

The Technology Operations group includes:

- The **network operations team**-provides operations management and monitoring, afterhours Help Desk assistance, information technology facilities management, and network engineering. The team also furnishes telecommunications services, desk-side technical support, and workstation lifecycle management.
- The **systems engineering services team**-provides directory architecture management and engineering, systems engineering and operations, and database administration. The team also administers the e-mail and collaboration software environment and server and storage platforms architecture, engineering, and operation



## IT FUNCTIONAL STRUCTURE ORGANIZATIONAL CHART



**ENROLLMENT SERVICES TRANSFORMATION COMMITTEE  
ASSESSMENT AND RECOMMENDATIONS  
(RECRUITMENT, ADMISSIONS, REGISTRAR,  
AID, RETENTION, BURSAR)**

**GOALS**

- Analyze the current organizational capacity within Student Services to meet current and future demand for a campus and online education.
- Research coordinated standardized processes for Student Services on a System-wide level.
- Assess the benefits of standardized processes for student services on a System-wide level within BANNER.

This assessment was conducted utilizing the SWOT Analysis. Following are the key findings and commonalities found prevalent among the constituencies of the functional areas within the Southern University System (hereafter referred to as System). Recommendations are based upon these findings.

**KEY FINDINGS**

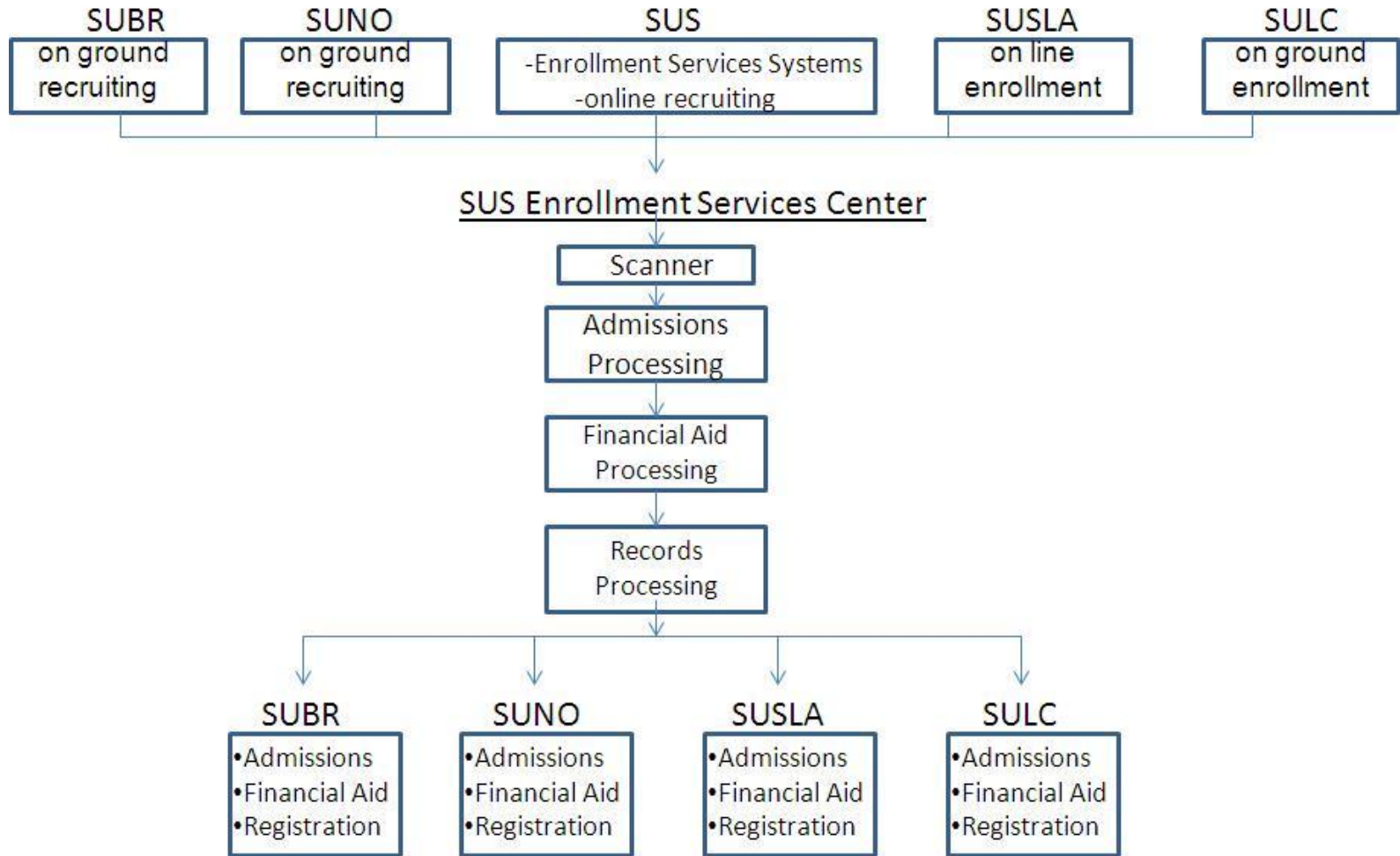
- **Resources** - There are insufficient resources on each of the undergraduate campuses to hire and/or train staff, implement best practices, market and/or recruit students and degree programs, purchase and/or implement cutting edge technology.
- **Leadership and Communication** – Rank and file employees expressed a need for visionary leaders as change agents, with better skill sets and competencies of leaders in the functional areas, lines of active communication between all functional units, and an organizational structure that coordinates and is accountable for all functional areas.
- **Technology** – Technology is woefully underutilized in the areas of recruitment, admission, and retention of students on campus and online.
- **Need for Support** – There is a growing openness to dialogue and assistance from the System in addressing the deficiencies in the functional areas and the creation of a seamless transition through functional service areas for students within the System.

- **Readiness for Change** - There is a tiredness of the existing culture of territorial behavior, retaliation and nepotism, and a desire for one that reflects open communication, trust-building, and accountability

As a result of the foregoing key findings, the following recommendations are offered:

- Create a unified, System level Enrollment Services Center which will do the following:
  - Guide the development and implementation of policies and procedures to efficiently service and compliment online and on-campus recruitment, enrollment, and retention efforts.
  - Work with individual campuses to restructure and transition to a unified enrollment processing system that minimizes duplication but maintains their unique presence within the community.
  - Establish a state of the technology based System-wide student processing center to provide online marketing and intake admissions, financial aid, and records processing support.

## SUS ENROLLMENT FLOW CHART





## **FINANCE AND BUSINESS TRANSFORMATION COMMITTEE ASSESSMENT AND RECOMMENDATIONS**

- Goal 1: Evaluate personnel, customer service needs and satisfaction, organization structure, policies, procedures, and contracts.
- Goal 2: Evaluate Shared Services Centers of Excellence within the Finance and Business operations of the Southern University System.

### **KEY FINDINGS AND RECOMMENDATIONS**

#### **Louisiana Legislative Auditor - Findings and Comments**

1. “We noted that IT governance requires more centralization, more authority exerted by the System. We think the same is true for financial reporting. We have had a situation at Southern where each college is responsible for submitting their own financial reports and information. What we would like to see is that the System exercises the authority to make that (financial) system uniform, and provide more oversight in the timely preparation of that information.”
  
2. “SUS had significant errors and/or omissions in its Annual Fiscal Report (AFR), which required adjustment, and submitted the AFR 62 days after the Office of Statewide Reporting and Account Policy (OSRAP) deadline. The System also did not ensure that monthly fiscal periods were closed timely in the new fiscal accounting system, Banner. This is the fifth consecutive year the System has had a finding related to fiscal report preparation. Management should develop written procedures to ensure that accurate and complete financial information is included in the AFR, the AFR is reviewed for accuracy and submitted to OSRAP timely, and the fiscal periods are closed timely after the end of the accounting periods.”

#### **Assessment Team Key Findings**

1. The general fund state appropriation for the Southern University System (SUS) has been reduced by approximately \$42.4 million (43%) between FY 2008-09 and FY 2012-13. Approximately \$21 million of this cut has been offset through self-generated revenues

(tuition and fees). Additionally, Southern has been forced to absorb approximately 12 million in unfunded mandated costs over this same period.

2. The mid-year reductions during this time frame have totaled approximately \$14.7 million, resulting in a cumulative resource reduction of more than \$47.8 million, or approximately 31% of the FY 2008-09 base operating budgets of \$152.5 million. There has been a steady trend of declining enrollment on the flagship Baton Rouge campus in recent years, limiting the ability to recover losses in state funding through tuition increases.
3. System-wide improvement in customer service and general support operations is an essential element of any strategy to reverse the trend of declining enrollment. As a result of the fundamental shift away from state appropriations towards tuition as a method of funding, SUS has become more dependent on enrollment as a source of funding for its operations. This dynamic, combined with competition for available students, places a heavy emphasis on customer service, and the efficiency of support operations that facilitate effectiveness in recruiting, retention, and academic program delivery.
4. There is an acute need to leverage administrative and support staff among all campuses to effectively and efficiently deliver the appropriate services. Funding reductions have resulted in reduced staffs on all campuses, limiting the ability of each campus to effectively handle the financial management and administrative support responsibilities.
5. Due to a historical lack of collaboration among campuses, SUS has suffered from a lack of System-wide, comprehensive, coordinated efforts in the finance and support operations areas. This has put Southern and its campuses at great risk, especially in the areas of financial planning, forecasting, fiscal monitoring, and data driven decision making.
6. The Annual Fiscal Report (AFR) is the responsibility of the SUS, however, the accounting staff that performs much of the related work is based on the campuses with no direct accountability for the timeliness, accuracy, and completeness of the SUS financial statements.
7. There is general consensus among all campuses regarding the need for improved collaboration and major improvements in business and support operations.

8. The Baton Rouge campus is currently a focal point for delivery of some shared services to the campuses in the SUS. There is a high level of dissatisfaction with the quality of shared services provided through SUBR on behalf of the other campuses.
9. Southern employs many talented and knowledgeable staff in the support services areas. Although employees at each campus are knowledgeable about their own role in day to day business and support operations, there is a need for greater cross training and System-wide exposure so that employees have a greater comprehensive understanding of support services operations.
10. With many key staff members in the finance and accounting area at or near retirement eligibility, there is an acute need for succession planning, training, and staff development to prepare the next generation of managers to assume leadership roles in the delivery and oversight of support services operations.
11. There is a need for staff in key areas of operation to work across campus lines as a team, to minimize duplication of efforts, and help each other in critical areas of operation. Such inter-campus collaboration can help to capitalize on the skills and abilities of current staff and create opportunities for greater economies, improved service and increased efficiency throughout the SUS.
12. There is a need to review operational policies and procedures, and initiate a Business Process Reengineering project to update and modernize business processes to maximize alignment with, and utilization of, the Banner system.
13. There is a need to train staff to better utilize technology to help improve performance and reduce manual and redundant data entry.

## **RECOMMENDATIONS**

1. Use a phased approach, where practical, to implementing comprehensive shared services. Develop staff at each campus to become experts for the SUS, decreasing duplication, reducing costs, and providing more efficient services for all constituencies. The goal for SUS will be to leverage economies of scale and work like a system, especially in “back office” operations.

2. Under the leadership of the Vice President for Finance and Business Affairs and Comptroller (VPFB), develop an inter-campus team of staff dedicated to working collaboratively to improve support operations and service delivery for all SUS constituencies. The VPFB will provide comprehensive, coordinated leadership for shared finance, business and support services operations and staff, and be responsible for overall management and supervision of the finance and business operations of SUS.
3. The Vice Chancellors for Finance and Administration of the respective campuses will serve as special advisors on fiscal and operational matters to the respective campus Chancellors, as well as the VPFB. They would provide oversight for the campus budgets, coordinate campus-based audit activities, and be responsible for day to day campus specific business and support services operations, while taking a leadership role in managing, supporting, and implementing major initiatives on a System-wide basis.
4. Consolidate the hosting, system maintenance and administration of Banner Finance applications. Establish and refine a common chart of accounts and transaction codes that provides for efficient input, extraction, compilation and analysis of transactions, data, and information on all levels (departmental, divisional, school, campus, System, etc).
5. Identify and cultivate “Rising Stars” among staff members that have the potential for advancement in higher education administration. Provide professional development and opportunities for career advancement. Review indirect expense categories for System-wide opportunities to save via leveraging, consolidating, streamlining, outsourcing, and/or other methods.
6. Identify and exploit System-wide opportunities to reduce costs or increase revenue through introducing, implementing or enhancing greater efficiencies; enhanced economies of scale; improved procurement practices; audits of existing agreements to insure accuracy and performance; performance studies and industry benchmarking; and, technological advancements or solutions.
7. Development and implementation of a “One Card” concept that provides all campuses with comprehensive functionality and wide-ranging commerce management capabilities.

## **FINANCE AND BUSINESS FUNCTIONS**

### **BACK OFFICE**

Is the part of most organizations where tasks dedicated to running the company itself take place. The term comes from the building layout of early companies where the front office would contain the sales and other customer facing staff and the back office would be those manufacturing or developing the products or involved in administration but without being seen by customers. Although the operations of a back office are usually not given a lot of consideration, they are a major contributor to a business. Examples of back-office tasks include IT departments that keep the phones and computers running, accounting, and human resources. These tasks are often supported by back-office systems; secure e-commerce software that processes company information (e.g. a database). A back-office system will keep a record of the company's transactions as needed. Invoices, receipts, and reports can also be produced by the back-office system.

### **BUDGETS AND EXTERNAL REPORTING**

Works collaboratively with the University community to promote stewardship of University resources by coordinating, compiling, and administering the annual Operating Budget in accordance with established guidelines, developing useful, timely, and accurate reports; and serving as a liaison with external and oversight entities such as BOR, OPB, OASRAP, and Legislative offices for periodic and ad-hoc financial and managerial reporting. Provides periodic analysis and reporting to management comparing budget-to-actual operating results. Manages the position control system that is used to track the number of authorized positions, as well as funding resources and budgeted amounts for each position.

### **FINANCIAL SERVICES**

Responsible for System-wide financial management and assistance. This includes cash forecasting and investment management, administration of Banner Finance systems for accounting, disbursements, and payroll, Preparation of the System's consolidated financial statements for inclusion in the Statewide CAFR, disbursement and receipt of all funds; calculation and negotiation of indirect cost rates; maintenance of plant fund and debt service accounts; grants and contracts accounting; students' accounts and travel accounting, fixed asset



accounting, payroll processing, benefits accounting and tax reporting, and the processing of vendor payments.

### **FINANCIAL POLICY AND CONTROL**

Responsible for the establishment, monitoring, maintenance, and distribution of accounting policies and procedures in accordance with generally accepted accounting (GAAP). This office also is responsible for establishing, monitoring, revising, and distributing procedures and standards related to access and utilization of the Banner Finance application and the System-wide unified chart of accounts, including the following functions: Banner and Date Warehouse Access Control; Development and Maintenance of System-wide Business Systems Plan; Long – range Planning for Business systems; Coordination of Testing for New Releases and Modifications; Coordination and Coordination of Training for banner Finance system users. Banner FIS training for all Financial Information System (FIS) users across the System, providing online resources, group, and individual training.

### **AUXILIARY AND BUSINESS SERVICES**

Comprised of a diverse group of service units offering goods and services to the SUS community that is essential to academic and administrative success. Negotiates and manages University contracts with outside vendors providing campus products and services. By providing convenient, user friendly, customer driven and cost-effective goods and services, these units support the SUS efforts to fulfill its educational mission and to provide a comfortable community atmosphere for students, faculty, staff, and visitors to enjoy. Auxiliary and Business Services units include dining and catering, bookstore operations, vending and retail services, One card services and applications, ATM Services, laundry services, copier and document management services.

### **PROCUREMENT SERVICES**

Responsible for the purchase of supplies, materials, equipment, and commercial services from outside vendors for all SUS departments. With a strong commitment to customer service, developments and fosters excellent working relationships with all departments, vendors, and state procurement. Responsible for soliciting, negotiating, and managing System-wide and cooperative contracts; and providing technical assistance to faculty, staff and other constituents regarding purchasing matters. Works collaboratively with receiving, central stores, and property management and accounts payable to ensure that all transactions are held to the highest possible professional, and legal, and ethical standards, abiding by the laws of the state and SUS procedures and policy.

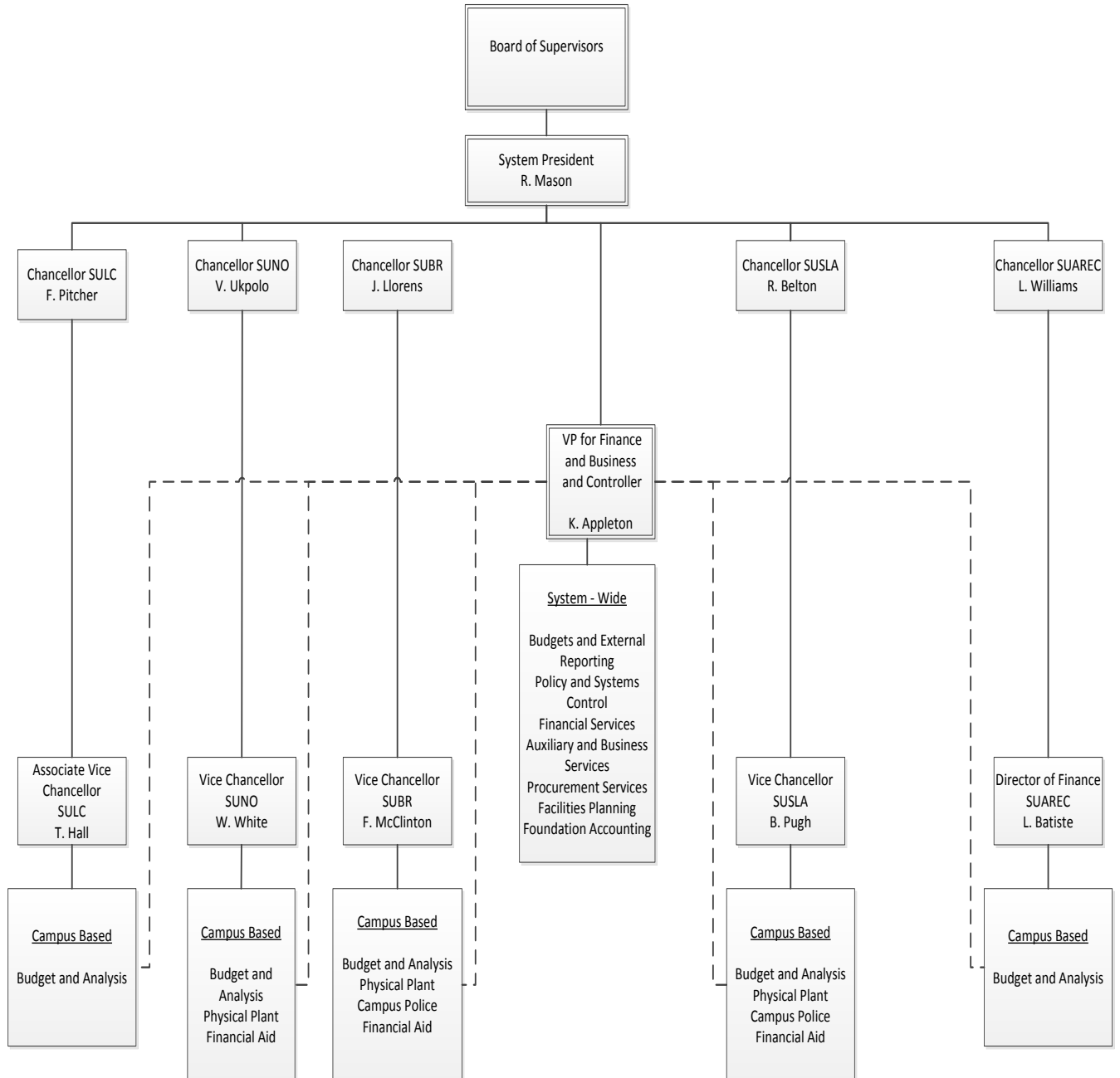
### **FACILITIES PLANNING**

Manages major construction, capital projects, bids, and contractors. Tracks and prioritizes deferred maintenance projects, advocates for legislative funding for system facilities, coordinates efforts with other state and federal agencies such as FEMA and GOHSEP, and addresses System-wide capital construction initiatives. Work closely with Procurement Services, facilities management, and finance departments to coordinate capital projects.

### **FOUNDATION ACCOUNTING**

Oversight and supervision of foundation systems for accounting, receipts, disbursements and interim financial reports. Preparation of the annual SUSF financial statement for inclusion in the SUS AFR.

## FINANCE AND BUSINESS PROPOSED ORGANIZATIONAL CHART



**EXTERNAL AFFAIRS TRANSFORMATION COMMITTEE ASSESSMENT AND RECOMMENDATIONS  
(COMMUNICATIONS, ALUMNI AND CONSTITUENCY RELATIONS, TRADEMARKS  
AND INSTITUTIONAL ADVANCEMENT)**

**GOALS**

1. Assess the need for a comprehensive public relations and marketing strategy that promotes the mission and value of Southern University.
2. Assess the capacity for effective institutional advancement by constituents and stakeholders that promotes alumni engagement, annual fundraising capacity, and financial transparency.
3. Analyze and identify trademark and licensing strategies that protects the University's image, brand and revenue generating opportunities.

**\*This assessment was conducted utilizing the SWOT analysis with operational and focus groups.**

**KEY FINDINGS**

1. There is a limited emphasis on electronic media and professional photography support System-wide. Failure to provide proper audio/visual and photography support limits the effectiveness of communications efforts.
2. The lack of communications between the campuses diminishes the opportunity for collaborative media support.
3. Failure to encourage external media relationships limits the opportunity to strengthen media creditability and support.
4. Marketing expertise for strategic planning of System-wide media relations campaign does not exist.
5. There is no strategy to increase unrestricted giving.
6. There is a limited electronic alumni database.
7. Membership into the System's Alumni Federation should be established prior to graduation.
8. A perceived lack of financial transparency creates a culture of cynicism and non-support for unrestricted giving.
9. There is no System-wide strategic plan for major gifts and corporate giving.
10. There is an inconsistent use of the University's trademarks. This failure limits the opportunity to protect the System's reputation, name and image. Failure to communicate a plan to protect the University's trademarks from unauthorized use diminishes branding opportunities.

## **RECOMMENDATIONS**

1. Establish a System-wide communications and media committee to develop a comprehensive communications and public relations plan. This System-wide committee must meet regularly in person or via telephone conference to monitor, discuss, and track public relations objectives.
2. Invest in an extensive and current alumni database for communications and implementation of programs that strategically engage alumni in strengthening programs which provide tangible benefits to alumni and current students.
3. Immediately plan a campaign for unrestricted giving; tighten protocols for accountability and transparency of donor files.
4. Develop a comprehensive Trademark and Licensing website that communicates policies, procedures, and resources for effective utilization of branding opportunities.
5. Create a System-wide governmental relations committee to provide recommendations, oversight, and support for campus-based capital outlay requests.



## **APPENDICES A & A1**

These financial projections include revenue from the EOServe partnership. The EOServe revenue projections are based on the information in Appendix A1. A1 shows projected revenue for one course beginning January 12, 2013. The System revenue projections assume one program start in January, and another two starting in August.

## **APPENDIX B**

### **PLANNING INPUT PROCESS**

Over a year ago discussions began with Chancellors about creating System-wide operational efficiencies. Agreement was reached and the Board approved the establishment of a System level office of Human Resources. The office began operations in September, 2012.

In April, 2012, a Financial Summit was convened on the Baton Rouge Campus to discuss options for financial survival. Attendees included the President, the President's Cabinet, Chancellors, and Vice Chancellors from the five campuses.

In June, 2012, the President, Chief of Staff, and the Vice President for Business and Finance met with the Chancellors and their Chief Financial Officers on the New Orleans Campus to discuss options to address our financial challenges.

At the Board of Supervisors' meeting in June, 2012, Dr. Mason provided a document titled "Things to Consider when Deciding Southern's Future." and informed of a series of upcoming statewide meetings to seek input from the Southern University family relative to the document.

In July, 2012, the President sent a letter and the document, "Keys to the Future of the Southern System," to alumni. A portal was set up for responses.

During the period July 20 - 25, 2012, Dr. Mason and his team (later appointed as the Transformation Committee) conducted town hall meetings in Lafayette, Alexandria, Shreveport, Monroe, New Orleans, Baton Rouge, and Franklinton, LA to solicit input from alumni and other supporters.

On July 31, 2012, the President announced the formation of a Transformation Committee, which would be responsible for research, planning, and recommendations necessary to create System-wide operational efficiencies.

On August 8, 2012, Dr. Mason met with the Chancellors to discuss the Transformation process, pledged transparency, and invited their full participation.

The Transformation Committee met weekly (Board Member Hendricks participated in most of these meetings.) The following meetings were held with employees to get information about their job duties, processes, and input on how to improve performance levels:

On September 19, 2012, IT, Enrollment Services, and External Affairs Transformation Committee members met with SUNO employees in each of these functional areas.

On September 24, 2012, a similar meeting was held with SUBR, SULC, and Ag Center employees.

On September 24, 2012 the Finance Transformation Committee member met with SUNO employees.

On October 2, 2012, the Transformation Committee members met with the SUSLA employees in the four functional areas.

Focus Group sessions were conducted separately with faculty, staff and students on the three campuses. A S.W.O.T. analysis was used to capture their opinions:

October 2, 2012 at Shreveport

October 4, 2012 at Baton Rouge

October 8, 2012 at New Orleans

On October 12, 2012, the Transformation Committee's draft report was sent to the Chancellors, and the Board of Supervisors' Reformation and Renewal Ad Hoc Committee for review/input.

## **APPENDIX C**

### **TRANSFORMATION COMMITTEE MEMBERS**

Evola C. Bates  
**Chief of Staff, Committee Chairperson**

Kevin Appleton  
**Vice President for Finance & Business**

Michelle Hill  
**Director of Admissions & Recruitment**

Tony Moore  
**Vice President for Information Management**

Byron C. Williams  
**Executive Counsel**

Willie Hendricks  
**Board Liaison**

Henry Tillman  
**Director of Publications  
Communications Support**

## APPENDIX D

### **Addendum to Transformation Committee Report-“Securing the Future of Southern University”**

Comments and input from the Board’s Ad Hoc Reform and Renewal Committee during meeting held on Thursday, October 18, 2012:

The Reform and Renewal Committee, Chaired by Hon. Willie Hendricks, discussed the Transformation Committee Report in great detail. Much of the attention was focused on the ability to achieve the revenue targets, particularly the online program revenue. There was broad consensus that the Transformation recommendations should be approved by the full board.

In addition, the Reform and Renewal Committee focused on the following language in the Legislative Auditor’s Report dated April 18, 2012:

“Southern University’s IT management has been decentralized where control remains at the individual campus level. Each campus is responsible for establishing most of its own IT policies and procedures.”

“A decentralized IT management structure increases the risk that System-wide IT priorities may not be adequately set, which will likely result in inefficient and ineffective operations. However, a centralized IT management approach allows for consistent IT governance, ensures that IT-related decisions are made in line with System strategies and objectives, provides effective oversight of IT-related processes, and enhances compliance with legal and regulatory requirements.”

“We noted that IT governance requires more centralization, more authority exerted by the System. We think the same is true for financial reporting. We have had a situation at Southern where each college is responsible for submitting their own financial reports and information. What we would like to see is that the System exercises the authority to make that (financial) system uniform, and provide more oversight in the timely preparation of that information.”

Comments and input from the Chancellors during meeting held on Thursday, October 18, 2012:

The Chancellors’ primary concern was the loss of control over the affected areas of their operations. Concerns were also expressed about past centralized structures that did not function well. Much of the discussion focused on the recent reorganization of IT on the Baton Rouge campus, and why a second restructuring is necessary. Mr. Moore explained that the SUBR reorganization began almost two years ago, and significant progress has been made, it was always seen as a step in the process of IT centralization. The restructuring proposed here will expand the work done on the Baton Rouge campus to the other campuses, where we will realize System-wide efficiencies and cost savings.



**OVERVIEW**

*3 year model showing revenue and cost estimates due to changes in undergraduate and graduate enrollment and tuition, State appropriations, other revenue and selected savings*

**COLOR CODES USED**

- User controlled variable
- Scenario (controlled from Exec Summary tab)

TAB	OVERVIEW	USER CONTROLLED VARIABLES
<a href="#">Exec Summary</a>	Executive summary of changes to SUS fiscal picture from FY13 baseline (budget)	Scenario - pull down menu; allows selection of one of 3 scenarios - Pessimistic, Planned & Aggressive - which will flow to respective tabs; each campus can have a different scenario, the savings potential can have different scenarios, allowing you to mix/match scenarios
<a href="#">Summary</a>	Provide detailed summary based on one of 3 scenarios of Baseline (FY13) and FY14-FY16 for SUBR, SUNO, SUSLA, eoServe online programs and other revenue (Auxiliaries) Also shows calculated impact of potential scenarios of State Appropriations.	eoServe and Other Revenue scenarios
	NET IMPACT = Changes from FY13 in tuition revenue (based on FTE changes) + changes State Appropriations + changes in Other Rev (Aux) + savings opportunities	
<a href="#">State Approp</a>	Calculated impact of changes in State Appropriations	Pessimistic, Planned Optimistic - % changes expected in SA Expected mid-year changes and changes to FY13 Special \$4M approp
<a href="#">eoServe</a>	Expected eoServe revenues to SUS	
<a href="#">SUBR Revenue projection</a>	Calculation of projected enrollment and revenues for FY14-FY16	Planned changes in FTE and tuition rate Pessimistic - change from "Planned" data assuming a very negative view Aggressive - change from "Planned" data assuming a very optimistic viewpoint SUSLA Xfer program - year-to-year retention of students from SUSLA program, based on scenario viewpoint; assumes 1st students don't arrive at SUBR until FY15

		Out of state %
<a href="#">SUNO Revenue projection</a>	Calculation of projected enrollment and revenues for FY14-FY16	Planned changes in FTE and tuition rate
		Pessimistic - change from "Planned" data assuming a very negative view
		Aggressive - change from "Planned" data assuming a very optimistic viewpoint
		SUSLA Xfer program - year-to-year retention of students from SUSLA program, based on scenario viewpoint; assumes 1st students don't arrive at SUNO until FY15
		Out of state %
<a href="#">SUSLA Revenue projection</a>	Calculation of projected enrollment and revenues for FY14-FY16	Planned changes in FTE and tuition rate
		Pessimistic - change from "Planned" data assuming a very negative view
		Aggressive - change from "Planned" data assuming a very optimistic viewpoint
		SUSLA Xfer program - Assumes students stay at SUSLA for 2 years but each year a new group enters program; retention rates can be set based on scenario; FY14 figures flow to SUBR and SUNO tabs
		Out of state %
<a href="#">SULC</a>	Calculation of projected enrollment and revenues for FY14-FY16	Planned changes in FTE and tuition rate
		Pessimistic - change from "Planned" data assuming a very negative view
		Aggressive - change from "Planned" data assuming a very optimistic viewpoint
		Out of state %
<a href="#">Savings potential</a>	Calculation of total projected savings based on making approximately \$4M in investments (from previous analysis)	
<a href="#">Savings projections assumptions</a>	Assumptions of ongoing savings for the area identified for cost cutting/efficiency	Pessimistic, Probable, Aggressive - % changes expected in savings

**Data Sources**

Interim Financial Report as of Apr2012 final.xls  
Board of Regents - SCH Report March 3, 2012  
Board of Regents - Institutional Summary Report - March 9, 2012  
SUS Tuition Summary.xls  
eo Serve Financial model

EXECUTIVE SUMMARY

CAMPUSES AND OTHER REVENUE SOURCES

SUBR	SUNO	SUSLA	SULC	eoServe	Other Revenue
Planned	Planned	Planned	Planned	Planned	Planned

CHANGES IN STATE APPROPRIATIONS

Planned
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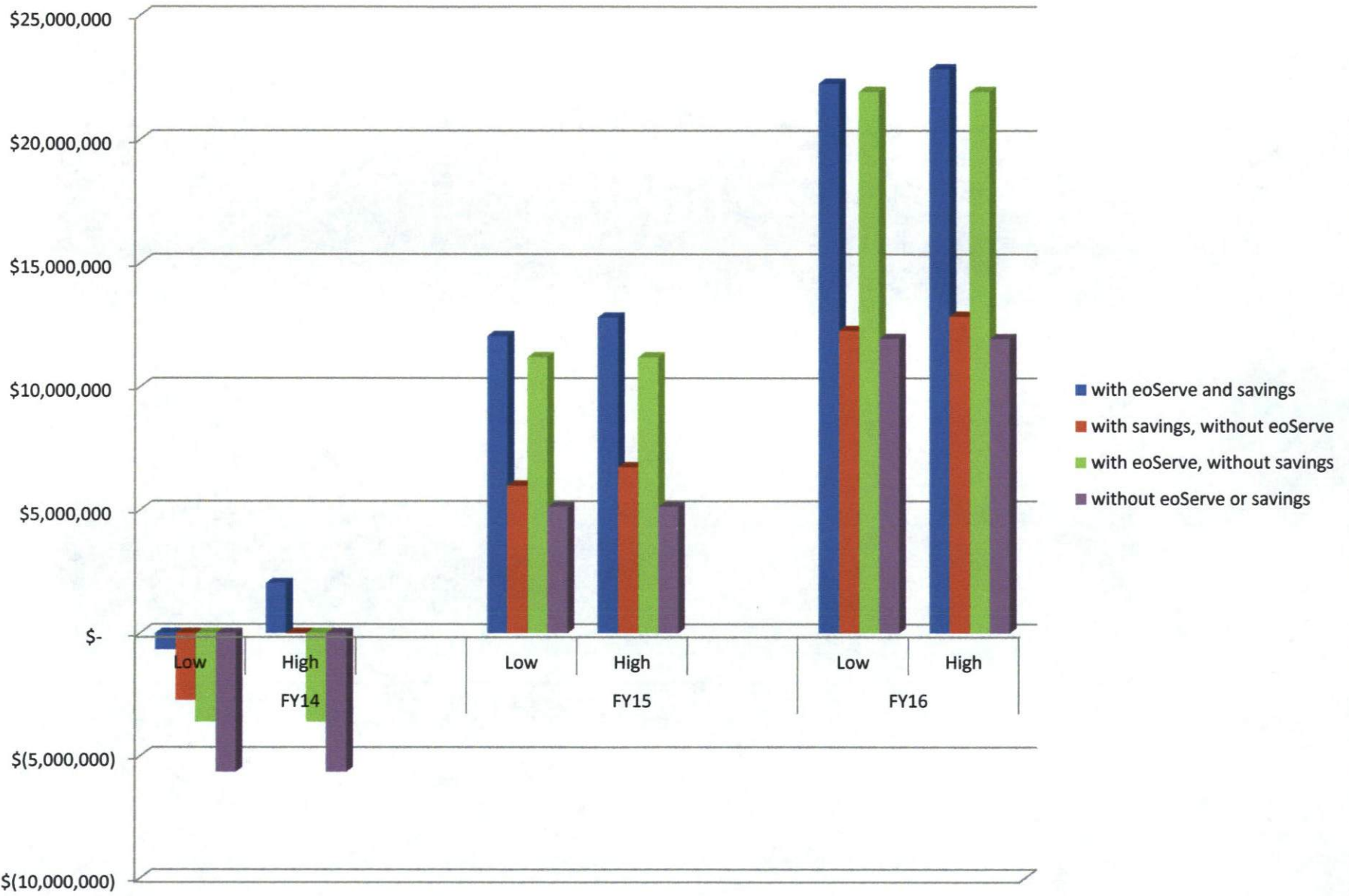
SAVINGS POTENTIAL

Commodities	Functions	Other Personnel
Planned	Planned	Planned

CHANGE FROM FY13 BUDGET

	FY14		FY15		FY16	
	Low	High	Low	High	Low	High
with eoServe and savings	\$ (658,179)	\$ 2,030,835	\$ 12,051,342	\$ 12,809,307	\$ 22,258,075	\$ 22,831,739
with savings, without eoServe	\$ (2,707,746)	\$ (18,732)	\$ 5,987,301	\$ 6,745,266	\$ 12,278,185	\$ 12,851,849
with eoServe, without savings	\$ (3,589,833)	\$ (3,589,833)	\$ 11,192,437	\$ 11,192,437	\$ 21,930,395	\$ 21,930,395
without eoServe or savings	\$ (5,639,400)	\$ (5,639,400)	\$ 5,128,396	\$ 5,128,396	\$ 11,950,505	\$ 11,950,505

## CHANGE FROM FY13 ADOPTED BUDGET





**SUMMARY**

	FY14	eoServe FY15	FY16	Other Revenue
Pessimistic	-25%	-25%	-25%	-5%
Planned	0%	0%	0%	1%
Aggressive	10%	10%	10%	5%

**SUS - 3 YEAR PRO FORMA**

GROSS TUITION	Scenario	FY13		FY14		\$ change from FY13	% change from FY13
		FTEs (UG & Grad)	Revenue	FTEs (UG & Grad)	Revenue		
SUBR	Planned	7,214	\$ 30,995,538	7,114	\$ 29,425,590	\$ (1,569,948)	-5.1%
SUNO	Planned	2,994	\$ 10,368,490	2,994	\$ 11,419,601	\$ 1,051,111	10.1%
SUSLA	Planned	2,937	\$ 6,761,348	2,937	\$ 7,437,718	\$ 676,370	10.0%
SULC	Planned	1,150	\$ 8,325,995	1,150	\$ 9,158,347	\$ 832,352	10.0%
eoServe	Planned		\$ 130,816		\$ 2,049,567	\$ 1,918,751	1466.8%
		14,295	\$ 56,582,187	14,195	\$ 59,490,823	\$ 2,908,636	5.1%
<b>STATE FUNDING</b>							
Change in total State funding	Planned					\$ (6,694,905)	
<b>CHANGE in OTHER REVENUE (AUX)</b>	Planned		\$ 19,643,611			\$ 196,436	

**SAVINGS OPPORTUNITIES**

Commodities	Planned	FY 13 Addressable spend		FY14	
				Low	High
Professional Services		\$ 547,440		\$ 49,270	\$ 82,116
Utilities		\$ 5,300,156		\$ 238,507	\$ 596,268
Mobile Telecom		\$ 381,818		\$ 51,545	\$ 85,909
IT Services		\$ 509,091		\$ 22,909	\$ 57,273
Copier/Print/Fax/Scanner		\$ 381,818		\$ 51,545	\$ 85,909
Office Supplies		\$ 509,091		\$ 45,818	\$ 76,364
Travel		\$ 792,357		\$ 71,312	\$ 118,854
<b>Total Commodities</b>		\$ 8,421,772		\$ 530,907	\$ 1,102,692
<b>Functions</b>	Planned				
Operations, Plant & Maintenance (OPM)					
Personnel		\$ 8,833,594		\$ 397,512	\$ 993,779
Non-personnel		\$ 3,533,438		\$ 159,005	\$ 397,512
<b>Total OPM</b>		\$ 12,367,032		\$ 556,516	\$ 1,391,291



<i>IT</i>					
Personnel	\$	3,007,790	\$	135,351	\$ 338,376
Non-personnel	\$	<u>3,238,957</u>	\$	<u>121,461</u>	\$ <u>242,922</u>
<b>Total IT</b>	\$	<b>7,519,474</b>	\$	<b>256,811</b>	\$ <b>581,298</b>
<i>Finance</i>					
Personnel	\$	2,019,124	\$	90,861	\$ 227,151
Non-personnel	\$	<u>3,749,801</u>	\$	<u>140,618</u>	\$ <u>281,235</u>
<b>Total Finance</b>	\$	<b>5,768,925</b>	\$	<b>231,478</b>	\$ <b>508,387</b>
<i>Auxiliaries</i>					
Personnel	\$	408,435	\$	18,380	\$ 45,949
Non-personnel	\$	<u>3,675,917</u>	\$	<u>137,847</u>	\$ <u>275,694</u>
<b>Total Auxiliaries</b>	\$	<b>4,084,352</b>	\$	<b>156,226</b>	\$ <b>321,643</b>
<i>Purchasing</i>					
Personnel	\$	191,909	\$	8,636	\$ 21,590
Non-personnel	\$	<u>127,939</u>	\$	<u>5,757</u>	\$ <u>14,393</u>
<b>Total Purchasing</b>	\$	<b>319,848</b>	\$	<b>14,393</b>	\$ <b>35,983</b>
<i>HR</i>					
Personnel	\$	782,144	\$	35,196	\$ 87,991
Non-personnel	\$	<u>195,536</u>	\$	<u>7,333</u>	\$ <u>14,665</u>
<b>Total HR</b>	\$	<b>977,680</b>	\$	<b>42,529</b>	\$ <b>102,656</b>
<i>Legal</i>					
Personnel	\$	534,545	\$	24,055	\$ 60,136
Non-personnel	\$	<u>356,364</u>	\$	<u>13,364</u>	\$ <u>26,727</u>
<b>Total Legal</b>	\$	<b>890,909</b>	\$	<b>37,418</b>	\$ <b>86,864</b>
<b>Total Functions</b>	\$	<b>30,655,492</b>	\$	<b>1,295,373</b>	\$ <b>3,028,121</b>
<b>Personnel</b>	\$	<b>15,777,541</b>	\$	<b>709,989</b>	\$ <b>1,774,973</b>
<b>Non-Personnel</b>	\$	<b>14,877,951</b>	\$	<b>585,384</b>	\$ <b>1,253,148</b>
<i>Other Personnel</i>					
	<b>Planned</b>				
Faculty	\$	36,662,203	\$	366,622	\$ 458,278
Other Staff	\$	20,884,662	\$	407,251	\$ 584,771
Benefits	\$	24,651,143	\$	331,501	\$ 446,807
<b>Total Other Personnel</b>	\$	<b>82,198,007</b>	\$	<b>1,105,374</b>	\$ <b>1,489,855</b>
<b>TOTAL</b>	\$	<b>121,275,271</b>	\$	<b>2,931,654</b>	\$ <b>5,620,668</b>
<b>Personnel related</b>	\$	<b>97,975,548</b>	\$	<b>1,815,363</b>	\$ <b>3,264,828</b>
<b>Non-personnel</b>	\$	<b>23,299,723</b>	\$	<b>1,116,290</b>	\$ <b>2,355,840</b>

FY14

Low High

<b>NET IMPACT TO SUS vs. FY13</b>	\$	<b>(658,179)</b>	\$	<b>2,030,835</b>
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**FY15**

FTEs (UG & Grad)	Revenue	\$ change from FY13	% change from FY13
7,214	\$ 32,813,559	\$ 1,818,021	5.9%
2,994	\$ 12,291,268	\$ 1,922,778	18.5%
3,197	\$ 8,905,761	\$ 2,144,413	31.7%
1,150	\$ 9,158,347	\$ 832,352	10.0%
	<u>\$ 6,064,041</u>	<u>\$ 5,933,225</u>	<u>4535.5%</u>
14,555	69,232,977	12,650,790	22.4%

**FY16**

FTEs (UG & Grad)	Revenue	\$ change from FY13	% change from FY13
7,433	\$ 34,329,165	\$ 3,333,627	10.8%
3,098	\$ 13,534,157	\$ 3,165,667	30.5%
3,557	\$ 10,899,460	\$ 4,138,112	61.2%
1,150	\$ 9,158,347	\$ 832,352	10.0%
	<u>\$ 9,979,890</u>	<u>\$ 9,849,074</u>	<u>7529.0%</u>
15,238	77,901,019	21,318,832	37.7%

\$ (1,853,189)

\$ 16,341

\$ 394,837

\$ 595,221

**FY15**

Low	High
\$ 14,781	\$ 24,635
\$ 71,552	\$ 178,880
\$ 15,464	\$ 25,773
\$ 6,873	\$ 17,182
\$ 15,464	\$ 25,773
\$ 13,745	\$ 22,909
\$ 21,394	\$ 35,656
<u>\$ 159,272</u>	<u>\$ 330,808</u>

**FY16**

Low	High
\$ 10,347	\$ 17,244
\$ 50,086	\$ 125,216
\$ 10,825	\$ 18,041
\$ 4,811	\$ 12,027
\$ 10,825	\$ 18,041
\$ 9,622	\$ 16,036
\$ 14,976	\$ 24,959
<u>\$ 111,490</u>	<u>\$ 231,565</u>

\$ 79,502	\$ 198,756
<u>\$ 79,502</u>	<u>\$ 198,756</u>
\$ 159,005	\$ 397,512

\$ 39,751	\$ 99,378
<u>\$ 55,652</u>	<u>\$ 139,129</u>
\$ 95,403	\$ 238,507

\$	27,070	\$	67,675
\$	<u>36,438</u>	\$	<u>72,877</u>
\$	63,508	\$	140,552

\$	13,535	\$	33,838
\$	<u>25,507</u>	\$	<u>51,014</u>
\$	39,042	\$	84,851

\$	18,172	\$	45,430
\$	<u>42,185</u>	\$	<u>84,371</u>
\$	60,357	\$	129,801

\$	9,086	\$	22,715
\$	<u>29,530</u>	\$	<u>59,059</u>
\$	38,616	\$	81,775

\$	3,676	\$	9,190
\$	<u>41,354</u>	\$	<u>82,708</u>
\$	45,030	\$	91,898

\$	1,838	\$	4,595
\$	<u>28,948</u>	\$	<u>57,896</u>
\$	30,786	\$	62,491

\$	1,727	\$	4,318
\$	<u>1,727</u>	\$	<u>4,318</u>
\$	3,454	\$	8,636

\$	864	\$	2,159
\$	<u>1,209</u>	\$	<u>3,023</u>
\$	2,073	\$	5,182

\$	7,039	\$	17,598
\$	<u>2,200</u>	\$	<u>4,400</u>
\$	9,239	\$	21,998

\$	3,520	\$	8,799
\$	<u>1,540</u>	\$	<u>3,080</u>
\$	5,059	\$	11,879

\$	4,811	\$	12,027
\$	<u>4,009</u>	\$	<u>8,018</u>
\$	8,820	\$	20,045

\$	2,405	\$	6,014
\$	<u>2,806</u>	\$	<u>5,613</u>
\$	5,212	\$	11,626

\$	349,414	\$	810,441
\$	141,998	\$	354,995
\$	207,416	\$	455,447

\$	216,190	\$	496,310
\$	<u>70,999</u>	\$	<u>177,497</u>
\$	145,191	\$	318,813

\$	91,656	\$	114,569
\$	142,538	\$	204,670
\$	<u>116,025</u>	\$	<u>156,382</u>
\$	350,219	\$	475,621

\$	18,331	\$	22,914
\$	85,523	\$	122,802
\$	<u>69,615</u>	\$	<u>93,829</u>
\$	173,469	\$	239,545

\$	858,905	\$	1,616,870
\$	492,217	\$	830,616
\$	366,688	\$	786,254

\$	327,681	\$	901,344
\$	70,999	\$	350,966
\$	256,682	\$	550,378

**FY15**

**FY16**

Low	High	Low	High
\$	12,051,342	\$	12,809,307
\$	22,258,075	\$	22,831,739



**eoSERVE REVENUE PROJECTIONS**

	<u>FY13</u>	<u>FY14</u>	<u>FY15</u>	<u>FY16</u>
Revenue	\$ 130,816	\$ 2,049,567	\$ 6,064,041	\$ 9,979,890

**SUBR-3 YEAR REVENUE PROJECTION**  
Scenario: **Planned**

Assumptions	FY14				FY15				FY16				
	FTEs - UG	Tuition & Fees - UG	FTEs - Grad	Tuition & Fees - Grad	FTEs - UG	Tuition & Fees - UG	FTEs - Grad	Tuition & Fees - Grad	FTEs - UG	Tuition & Fees - UG	FTEs - Grad	Tuition & Fees - Grad	SUSLA Program
Pessimistic	-5%	8%	-5%	8%	-5%	8%	-5%	8%	-5%	8%	-5%	8%	0%
Aggressive	2%	12%	5%	12%	2%	12%	5%	12%	2%	12%	5%	12%	0%

Variables based on assumptions and plans	FY14				FY15				FY16				
	FTEs - UG	Tuition & Fees - UG	FTEs - Grad	Tuition & Fees - Grad	FTEs - UG	Tuition & Fees - UG	FTEs - Grad	Tuition & Fees - Grad	FTEs - UG	Tuition & Fees - UG	FTEs - Grad	Tuition & Fees - Grad	SUSLA Program
Pessimistic	(301)	0%	(60)	0%	(296)	0%	(60)	0%	(422)	0%	(60)	0%	60%
Planned	(100)	10%	-	10%	100	10%	-	10%	30	10%	-	10%	75%
Aggressive	60	12%	60	12%	178	12%	60	12%	301	12%	60	12%	90%

Undergrads	FY13				FY14				FY15				FY16					
	UG	Grad	UG FTE Changes	UG Projection	UG Projection	Grad FTE Changes	Grad Projection	UG FTE Changes	UG Projection	UG Projection	Grad FTE Changes	Grad Projection	UG FTE Changes	UG Projection	UG Projection	Grad FTE Changes	Grad Projection	SUSLA Program
FTEs	6,024	1,190	(100)	5,924	5,924	-	1,190	100	6,024	6,024	-	1,190	50	6,074	6,074	-	1,190	169
225 SUSLA Transfer Program																		
Tuition & Fees	\$ 2,791	\$ 3,275	10.0%	\$ 3,070	\$ 3,070	10.0%	\$ 3,602	10.0%	\$ 3,377	\$ 3,377	10%	\$ 3,962	10%	\$ 3,714	\$ 3,714	10%	\$ 4,359	
17% Out of State	\$ 3,596	\$ 3,248	10.0%	\$ 3,955	\$ 3,955	10.0%	\$ 3,573	10.0%	\$ 4,351	\$ 4,351	10%	\$ 3,930	10%	\$ 4,786	\$ 4,786	10%	\$ 4,323	

	Revenue				Revenue				Revenue					
	UG	Grad	UG	Grad	UG	Grad	UG	Grad	UG	Grad	UG	Grad	UG	Grad
Tuition	\$ 18,184,366	\$ 4,287,699	\$ 18,184,366	\$ 4,287,699	\$ 20,340,477	\$ 4,716,469	\$ 20,340,477	\$ 4,716,469	\$ 23,187,055	\$ 5,188,116	\$ 23,187,055	\$ 5,188,116	\$ 26,830,108	\$ 5,983,452
Out of State	\$ 3,983,286	\$ 723,033	\$ 3,983,286	\$ 723,033	\$ 4,455,583	\$ 795,336	\$ 4,455,583	\$ 795,336	\$ 5,079,126	\$ 874,869	\$ 5,079,126	\$ 874,869	\$ 5,818,437	\$ 1,048,770
10% Summer	\$ 1,818,437	\$ 428,770	\$ 1,818,437	\$ 428,770	\$ 2,034,048	\$ 471,647	\$ 2,034,048	\$ 471,647	\$ 2,318,705	\$ 518,812	\$ 2,318,705	\$ 518,812	\$ 2,683,018	\$ 598,345
	\$ 23,986,089	\$ 5,439,501	\$ 23,986,089	\$ 5,439,501	\$ 26,830,108	\$ 5,983,452	\$ 26,830,108	\$ 5,983,452	\$ 31,324,886	\$ 6,581,807	\$ 31,324,886	\$ 6,581,807	\$ 35,532,351	\$ 7,630,677

TOTALS	FY13				FY14				FY15				FY16			
	Total	\$ change from FY13	% change from FY13	Total	Total	\$ change from FY13	% change from FY13	Total	Total	\$ change from FY13	% change from FY13	Total	Total	\$ change from FY13	% change from FY13	
Tuition	\$ 25,599,287	\$ 24,719,271	\$(880,016)	-3.4%	\$ 27,562,641	\$ 1,963,353	7.7%	\$ 28,375,170	\$ 2,775,883	10.8%	\$ 34,329,165	\$ 5,953,995	21.3%			
Out of State	\$ 5,396,251	\$ 4,706,319	\$(689,932)	-12.8%	\$ 5,250,918	\$(145,333)	-2.7%	\$ 5,953,995	\$ 557,744	10.3%	\$ 7,630,677	\$ 1,676,682	21.9%			
TOTAL BY FY	\$ 30,995,538	\$ 29,425,590	\$(1,569,948)	-5.1%	\$ 32,813,559	\$ 1,818,021	5.9%	\$ 34,329,165	\$ 3,333,627	10.8%	\$ 41,960,842	\$ 7,630,677	18.1%			



**SUNO - 3 YEAR REVENUE PROJECTION**  
Scenario **Planned**

	FY14				FY15				FY16				
	FTEs - UG	Tuition & Fees - UG	FTEs - Grad	Tuition & Fees - Grad	FTEs - UG	Tuition & Fees - UG	FTEs - Grad	Tuition & Fees - Grad	FTEs - UG	Tuition & Fees - UG	FTEs - Grad	Tuition & Fees - Grad	SUSLA Program
Pessimistic	-10%	0%	-5%	0%	-10%	0%	-5%	0%	-10%	0%	-5%	0%	0%
Aggressive	5%	12%	5%	12%	5%	12%	5%	12%	120%	12%	5%	12%	0%
Pessimistic	(257)	0%	(21)	0%	(257)	0%	(21)	0%	3	0%	(21)	0%	60%
Planned	-	10%	0%	10%	-	10%	-	10%	3	10%	-	10%	75%
Aggressive	129	12%	21	12%	129	12%	21	12%	7	12%	21	12%	90%

	FY13			FY14			FY15			FY16					
	UG	Grad	UG FTE Changes	UG Projection	Grad FTE Changes	Grad Projection	UG FTE Changes	UG Projection	Grad FTE Changes	Grad Projection	UG FTE Changes	UG Projection	Grad FTE Changes	Grad Projection	SUSLA Program
2994	86%	14%													
FTEs	2,575	419	-	2,575	0	419	-	2,575	0	419	3	2,578	-	419.16	101
135 SUSLA Transfer Program															
Tuition & Fees	\$ 3,370	\$ 3,000	10%	\$ 3,707	10%	\$ 3,300	10%	\$ 4,078	10%	\$ 3,630	10%	\$ 4,485	10%	\$ 3,993	
3% Out of State	\$ 2,550	\$ 2,100	10%	\$ 2,805	10%	\$ 2,310	10%	\$ 3,086	10%	\$ 2,541	10%	\$ 3,394	10%	\$ 2,795	
Revenue															
		UG		Grad			UG		Grad		UG		Grad		
Tuition		\$ 9,544,932		\$ 1,383,228		\$ 10,499,425		\$ 1,521,551		\$ 11,562,824		\$ 1,673,706			
2% Out of State		\$ 216,673		\$ 29,048		\$ 238,340		\$ 31,953		\$ 262,480		\$ 35,148			
		\$ 9,761,605		\$ 1,412,276		\$ 10,737,765		\$ 1,553,503		\$ 11,825,304		\$ 1,708,854			
9% Summer		\$ 859,044		\$ 124,491		\$ 944,948		\$ 136,940		\$ 1,040,654		\$ 150,634			
		\$ 10,620,649		\$ 1,536,766		\$ 11,682,713		\$ 1,690,443		\$ 12,865,958		\$ 1,859,487			

	FY13				FY14				FY15				FY16			
	Total	\$ change from FY13	% change from FY13		Total	\$ change from FY13	% change from FY13		Total	\$ change from FY13	% change from FY13		Total	\$ change from FY13	% change from FY13	
TOTALS																
Tuition & Fees	\$ 10,144,007	\$ 11,173,880	\$ 1,029,873	10.2%	\$ 12,020,976	\$ 1,876,969	18.5%	\$ 13,236,530	\$ 3,092,523	30.5%	\$ 14,534,157	\$ 3,165,667	30.5%	\$ 15,534,157	\$ 3,165,667	30.5%
Out of State	\$ 224,483	\$ 245,721	\$ 21,238	9.5%	\$ 270,293	\$ 45,810	20.4%	\$ 297,627	\$ 73,144	32.6%	\$ 324,483	\$ 51,856	15.9%	\$ 351,339	\$ 26,856	8.2%
TOTAL BY FY	\$ 10,368,490	\$ 11,419,601	\$ 1,051,111	10.1%	\$ 12,291,268	\$ 1,922,778	18.5%	\$ 13,534,157	\$ 3,165,667	30.5%	\$ 14,885,496	\$ 3,165,667	30.5%	\$ 16,085,496	\$ 3,165,667	30.5%

**SUSLA - 3 YEAR REVENUE PROJECTION**

Scenario **Planned**

	FY14		FY15		SUSLA Xfer Program	FY16		SUSLA Xfer Program
	FTEs - UG	Tuition & Fees - UG	FTEs - UG	Tuition & Fees - UG		FTEs - UG	Tuition & Fees - UG	
Pessimistic	-5%	0%	-5%	0%		-5%	0%	
Aggressive	0%	12%	3%	12%		3%	12%	
Pessimistic	(147)	0%	(147)	0%	80%	(160)	0%	80%
Planned	(400)	10%	(100)	10%	90%	-	10%	90%
Aggressive	-	12%	88	12%	100%	96	12%	100%

SUSLA Transfer Program	FY12	Changes	FY14 Projections		FY15 Projections		FY16 Projections	
			Changes	Projections	Changes	Projections	Changes	Projections
SUBR-YR1				250	(25)	225	(25)	225
SUBR-YR2						250		250
SUNO - YR1				150	(15)	135	(15)	135
SUNO-YR2						150		150

Total FTEs	2,937	(400)	2,937	(100)	3,197	-	3,557
Tuition & Fees	\$ 2,300	10.0%	\$ 2,530	10.0%	\$ 2,783	10.0%	\$ 3,061
Out of State	\$ 440	10.0%	\$ 484	10.0%	\$ 532	10.0%	\$ 586

Tuition & Fees	\$ 7,430,610	\$ 8,897,251	\$ 10,889,044
0.5% Out of State	\$ 7,108	\$ 8,510	\$ 10,416
	\$ 7,437,718	\$ 8,905,761	\$ 10,899,460

TOTALS	FY13		FY14		FY15			FY16		
	Total	\$ change from FY13	Total	\$ change from FY13	Total	\$ change from FY13	% change from FY13	Total	\$ change from FY13	% change from FY13
Tuition	\$ 6,754,848	\$ 7,430,610	\$ 675,762	10.0%	\$ 8,897,251	\$ 2,142,403	31.7%	\$ 10,889,044	\$ 4,134,196	61.2%
Out of State	\$ 6,500	\$ 7,108	\$ 608	9.3%	\$ 8,510	\$ 2,010	30.9%	\$ 10,416	\$ 3,916	60.2%
TOTAL BY FY	\$ 6,761,348	\$ 7,437,718	\$ 676,370	10.0%	\$ 8,905,761	\$ 2,144,413	31.7%	\$ 10,899,460	\$ 4,138,112	61.2%

**SULC - 3 YEAR REVENUE PROJECTION**

Scenario **Planned**

	FY14		FY15		FY16	
	FTEs	Tuition	FTEs	Tuition	FTEs	Tuition
Pessimistic	2%	0%	2%	0%	2%	0%
Planned	0%	10%	0%	0%	0%	0%
Aggressive	5%	10%	5%	10%	5%	10%

	FY13		Change	Projection	Change	Projection	Change	Projection
	FTEs							
FTEs	1,150		-	1,150	-	1,150	-	1,150
76% Instate	874		-	874	-	874	-	874
24% Out of State	276		-	276	-	276	-	276
Tuition	\$ 6,035	\$ 604	\$	6,639	\$ -	\$ 6,639	\$ -	\$ 6,639
Out of State Fee	\$ 5,020	\$ 502	\$	5,522	\$ -	\$ 5,522	\$ -	\$ 5,522

	FY14				FY15				FY16			
	Revenue	\$ difference from FY13	% difference from FY13		Revenue	\$ difference from FY13	% difference from FY13		Revenue	\$ difference from FY13	% difference from FY13	
Tuition & Fees	6,940,190	\$ 7,634,275	\$ 694,085	10.0%	\$ 7,634,275	\$ 694,085	9.1%		\$ 7,634,275	\$ 694,085	9.1%	
Out of State Fees	1,385,805	\$ 1,524,072	\$ 138,267	10.0%	\$ 1,524,072	\$ 138,267	9.1%		\$ 1,524,072	\$ 138,267	9.1%	
Total Revenues	8,325,995	\$ 9,158,347	\$ 832,352	10.0%	\$ 9,158,347	\$ 832,352	9.1%		\$ 9,158,347	\$ 832,352	9.1%	

SAVINGS PROJECTIONS - 3 YEAR PRO FORMA

	FY13 addressable spend	FY14			FY15			FY16		
		% of FY13 savings	Low	High	% of FY13 savings	Low	High	% of FY14 savings	Low	High
<b>Commodities</b>										
Professional Services	\$ 547,440	100%	\$ 49,270	\$ 82,116	30%	\$ 14,781	\$ 24,635	70%	\$ 10,347	\$ 17,244
Utilities	\$ 5,300,156	100%	\$ 238,507	\$ 596,268	30%	\$ 71,552	\$ 178,880	70%	\$ 50,086	\$ 125,216
Mobile Telecom	\$ 381,818	100%	\$ 51,545	\$ 85,909	30%	\$ 15,464	\$ 25,773	70%	\$ 10,825	\$ 18,041
IT Services	\$ 509,091	100%	\$ 22,909	\$ 57,273	30%	\$ 6,873	\$ 17,182	70%	\$ 4,811	\$ 12,027
Copier/Print/Fax/Scanner	\$ 381,818	100%	\$ 51,545	\$ 85,909	30%	\$ 15,464	\$ 25,773	70%	\$ 10,825	\$ 18,041
Office Supplies	\$ 509,091	100%	\$ 45,818	\$ 76,364	30%	\$ 13,745	\$ 22,909	70%	\$ 9,622	\$ 16,036
Travel	\$ 792,357	100%	\$ 71,312	\$ 118,854	30%	\$ 21,394	\$ 35,656	70%	\$ 14,976	\$ 24,959
<b>Total Commodities</b>	<b>\$ 8,421,772</b>		<b>\$ 530,907</b>	<b>\$ 1,102,692</b>		<b>\$ 159,272</b>	<b>\$ 330,808</b>		<b>\$ 111,490</b>	<b>\$ 231,565</b>
<b>Functions</b>										
<b>Operations, Plant &amp; Maintenance (OPM)</b>										
Personnel	\$ 8,833,594	100%	\$ 397,512	\$ 993,779	20%	\$ 79,502	\$ 198,756	50%	\$ 39,751	\$ 99,378
Non-personnel	\$ 3,533,438	100%	\$ 159,005	\$ 397,512	50%	\$ 79,502	\$ 198,756	70%	\$ 55,652	\$ 139,129
<b>Total OPM</b>	<b>\$ 12,367,032</b>		<b>\$ 556,516</b>	<b>\$ 1,391,291</b>		<b>\$ 159,005</b>	<b>\$ 397,512</b>		<b>\$ 95,403</b>	<b>\$ 238,507</b>
<b>IT</b>										
Personnel	\$ 3,007,790	100%	\$ 135,351	\$ 338,376	20%	\$ 27,070	\$ 67,675	50%	\$ 13,535	\$ 33,838
Non-personnel	\$ 3,238,957	100%	\$ 121,461	\$ 242,922	30%	\$ 36,438	\$ 72,877	70%	\$ 25,507	\$ 51,014
<b>Total IT</b>	<b>\$ 7,519,474</b>		<b>\$ 256,811</b>	<b>\$ 581,298</b>		<b>\$ 63,508</b>	<b>\$ 140,552</b>		<b>\$ 39,042</b>	<b>\$ 84,851</b>
<b>Finance</b>										
Personnel	\$ 2,019,124	100%	\$ 90,861	\$ 227,151	20%	\$ 18,172	\$ 45,430	50%	\$ 9,086	\$ 22,715
Non-personnel	\$ 3,749,801	100%	\$ 140,618	\$ 281,235	30%	\$ 42,185	\$ 84,371	70%	\$ 29,530	\$ 59,059
<b>Total Finance</b>	<b>\$ 5,768,925</b>		<b>\$ 231,478</b>	<b>\$ 508,387</b>		<b>\$ 60,357</b>	<b>\$ 129,801</b>		<b>\$ 38,616</b>	<b>\$ 81,775</b>
<b>Auxiliaries</b>										
Personnel	\$ 408,435	100%	\$ 18,380	\$ 45,949	20%	\$ 3,676	\$ 9,190	50%	\$ 1,838	\$ 4,595
Non-personnel	\$ 3,675,917	100%	\$ 137,847	\$ 275,694	30%	\$ 41,354	\$ 82,708	70%	\$ 28,948	\$ 57,896
<b>Total Auxiliaries</b>	<b>\$ 4,084,352</b>		<b>\$ 156,226</b>	<b>\$ 321,643</b>		<b>\$ 45,030</b>	<b>\$ 91,898</b>		<b>\$ 30,786</b>	<b>\$ 62,491</b>
<b>Purchasing</b>										
Personnel	\$ 191,909	100%	\$ 8,636	\$ 21,590	20%	\$ 1,727	\$ 4,318	50%	\$ 864	\$ 2,159
Non-personnel	\$ 127,939	100%	\$ 5,757	\$ 14,393	30%	\$ 1,727	\$ 4,318	70%	\$ 1,209	\$ 3,023
<b>Total Purchasing</b>	<b>\$ 319,848</b>		<b>\$ 14,393</b>	<b>\$ 35,983</b>		<b>\$ 3,454</b>	<b>\$ 8,636</b>		<b>\$ 2,073</b>	<b>\$ 5,182</b>
<b>HR</b>										
Personnel	\$ 782,144	100%	\$ 35,196	\$ 87,991	20%	\$ 7,039	\$ 17,598	50%	\$ 3,520	\$ 8,799
Non-personnel	\$ 195,536	100%	\$ 7,333	\$ 14,665	30%	\$ 2,200	\$ 4,400	70%	\$ 1,540	\$ 3,080
<b>Total HR</b>	<b>\$ 977,680</b>		<b>\$ 42,529</b>	<b>\$ 102,656</b>		<b>\$ 9,239</b>	<b>\$ 21,998</b>		<b>\$ 5,059</b>	<b>\$ 11,879</b>
<b>Legal</b>										
Personnel	\$ 534,545	100%	\$ 24,055	\$ 60,136	20%	\$ 4,811	\$ 12,027	50%	\$ 2,405	\$ 6,014
Non-personnel	\$ 356,364	100%	\$ 13,364	\$ 26,727	30%	\$ 4,009	\$ 8,018	70%	\$ 2,806	\$ 5,613
<b>Total Legal</b>	<b>\$ 890,909</b>		<b>\$ 37,418</b>	<b>\$ 86,864</b>		<b>\$ 8,820</b>	<b>\$ 20,045</b>		<b>\$ 5,212</b>	<b>\$ 11,626</b>
<b>Total Functions</b>	<b>\$ 30,655,492</b>		<b>\$ 1,295,373</b>	<b>\$ 3,028,121</b>		<b>\$ 349,414</b>	<b>\$ 810,441</b>		<b>\$ 216,190</b>	<b>\$ 496,310</b>
Personnel	\$ 15,777,541		\$ 709,989	\$ 1,774,973		\$ 141,998	\$ 354,995		\$ 70,999	\$ 177,497
Non-Personnel	\$ 14,877,951		\$ 585,384	\$ 1,253,148		\$ 207,416	\$ 455,447		\$ 145,191	\$ 318,813

<i>Other Personnel</i>																	
Faculty	\$	36,662,203	Planned 100%	\$	366,622	\$	458,278	Planned 25%	\$	91,656	\$	114,569	Planned 20%	\$	18,331	\$	22,914
Other Staff	\$	20,884,662	100%	\$	407,251	\$	584,771	35%	\$	142,538	\$	204,670	60%	\$	85,523	\$	122,802
Benefits	\$	24,651,143	100%	\$	331,501	\$	446,807	35%	\$	116,025	\$	156,382	60%	\$	69,615	\$	93,829
<b>Total Other Personnel</b>	\$	<b>82,198,007</b>		\$	<b>1,105,374</b>	\$	<b>1,489,855</b>		\$	<b>350,219</b>	\$	<b>475,621</b>		\$	<b>173,469</b>	\$	<b>239,545</b>
<b>TOTAL</b>	\$	<b>121,275,271</b>		\$	<b>2,931,654</b>	\$	<b>5,620,668</b>		\$	<b>858,905</b>	\$	<b>1,616,870</b>		\$	<b>327,681</b>	\$	<b>901,344</b>
<i>Personnel related</i>	\$	97,975,548		\$	1,815,363	\$	3,264,828		\$	492,217	\$	830,616		\$	70,999	\$	350,966
<i>Non-personnel</i>	\$	23,299,723		\$	1,116,290	\$	2,355,840		\$	366,688	\$	786,254		\$	256,682	\$	550,378



**SAVINGS ASSUMPTIONS**

Commodities			Personnel																																			
	FY13 to FY14	FY14 to FY15	FY15 to FY16	OPM			IT			Finance			Auxiliaries			Purchasing			HR			Legal																
	FY13 to FY14	FY14 to FY15	FY15 to FY16	FY13 to FY14	FY14 to FY15	FY15 to FY16	FY13 to FY14	FY14 to FY15	FY15 to FY16	FY13 to FY14	FY14 to FY15	FY15 to FY16	FY13 to FY14	FY14 to FY15	FY15 to FY16	FY13 to FY14	FY14 to FY15	FY15 to FY16	FY13 to FY14	FY14 to FY15	FY15 to FY16	FY13 to FY14	FY14 to FY15	FY15 to FY16	FY13 to FY14	FY14 to FY15	FY15 to FY16											
	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29											
Pessimistic	10%	10%	40%	10%	10%	30%	10%	10%	30%	10%	10%	30%	10%	10%	30%	10%	10%	30%	10%	10%	30%	10%	10%	30%	10%	10%	30%											
Planned	100%	30%	70%	100%	20%	50%	100%	20%	50%	100%	20%	50%	100%	20%	50%	100%	20%	50%	100%	20%	50%	100%	20%	50%	100%	20%	50%											
Aggressive	120%	50%	100%	150%	40%	90%	150%	40%	90%	150%	40%	90%	150%	40%	90%	150%	40%	90%	150%	40%	90%	150%	40%	90%	150%	40%	90%											
Non-Personnel																																						
	FY13 to FY14	FY14 to FY15	FY15 to FY16	FY13 to FY14	FY14 to FY15	FY15 to FY16	FY13 to FY14	FY14 to FY15	FY15 to FY16	FY13 to FY14	FY14 to FY15	FY15 to FY16	FY13 to FY14	FY14 to FY15	FY15 to FY16	FY13 to FY14	FY14 to FY15	FY15 to FY16	FY13 to FY14	FY14 to FY15	FY15 to FY16	FY13 to FY14	FY14 to FY15	FY15 to FY16	FY13 to FY14	FY14 to FY15	FY15 to FY16											
Pessimistic	10%	10%	40%	10%	10%	40%	10%	10%	40%	10%	10%	40%	10%	10%	40%	10%	10%	40%	10%	10%	40%	10%	10%	40%	10%	10%	40%											
Planned	100%	50%	70%	100%	30%	70%	100%	30%	70%	100%	30%	70%	100%	30%	70%	100%	30%	70%	100%	30%	70%	100%	30%	70%	100%	30%	70%											
Aggressive	150%	90%	100%	150%	50%	100%	150%	50%	100%	150%	50%	100%	150%	50%	100%	150%	50%	100%	150%	50%	100%	150%	50%	100%	150%	50%	100%											
Faculty			Other Staff			EM																																
	FY13 to FY14	FY14 to FY15	FY15 to FY16	FY13 to FY14	FY14 to FY15	FY15 to FY16	FY13 to FY14	FY14 to FY15	FY15 to FY16																													
Pessimistic	10%	10%	10%	10%	10%	10%	5%	5%	5%																													
Planned	100%	25%	20%	100%	35%	60%	15%	40%	40%																													
Aggressive	150%	50%	30%	155%	60%	80%	40%	50%	50%																													



Cost per Credit Hour				\$450.00		
Per Term Retention					90%	90%
				1/1/2013	3/1/2013	6/1/2013
Start				20	35	50
Re-enroll T2					18	31
Re-enroll T3						16
Re-enroll T4						
Re-enroll T5						
<b>Total Students Per term</b>				<b>20</b>	<b>53</b>	<b>97</b>
Credit Hour per term	6			120	318	582
Revenue	refund	5%		\$ 51,300.00	\$ 135,945.00	\$ 248,805.00
Add / Drop Date						
Invoice Date						
Due Date						

Education/Marketing/Enrollment Cost	Quantity	Cost			
LMS Cost	2	\$ 89.00	\$ 3,560.00	\$ 9,434.00	\$ 17,266.00
Professor	2	\$ 2,500.00	\$ 5,000.00	\$ 10,000.00	\$ 15,000.00
Re-enrollment/Retention/Student Services		\$ 500.00		\$ 9,000.00	\$ 23,500.00
Enrollment/Marketing/Advertising	1	\$ 3,000.00	\$ 60,000.00	\$ 105,000.00	\$ 150,000.00
<b>Total</b>			<b>\$ 68,560</b>	<b>\$ 133,434</b>	<b>\$ 205,766</b>
School Expense					
School Revenue		30%	\$ 15,390	\$ 40,784	\$ 74,642
<b>School Profit</b>			<b>\$ 15,390</b>	<b>\$ 40,784</b>	<b>\$ 74,642</b>
EOServe Corp. Expense			\$ (51,440)	\$ (94,566)	\$ (141,234)
EOServe Corp. Revenue		70%	\$ 35,910	\$ 95,162	\$ 174,164
<b>EOServe Corp. Profit</b>			<b>\$ (15,530)</b>	<b>\$ 596</b>	<b>\$ 32,930</b>

90%	90%		Total	Retention
8/1/2013	10/1/2013			
75	75		255	100%
45	67		161	63%
27	40		83	52%
14	24		38	46%
	12		12	60%
161	218		218	
966	1308		3294	
\$ 412,965.00	\$ 559,170.00		\$ 1,408,185.00	

\$ 28,658.00	\$ 38,804.00		\$ 97,722
\$ 25,000.00	\$ 35,000.00		\$ 90,000
\$ 43,000.00	\$ 143,000.00		\$ 218,500
\$ 225,000.00	\$ 225,000.00		\$ 765,000

<b>\$ 321,658</b>	<b>\$ 441,804</b>		<b>\$ 1,171,222</b>
			\$ -
\$ 123,890	\$ 167,751		\$ 422,456
<b>\$ 123,890</b>	<b>\$ 167,751</b>		<b>\$ 422,456</b>

\$ (214,342)	\$ (294,196)		\$ (795,778)
\$ 289,076	\$ 391,419		\$ 985,730
<b>\$ 74,734</b>	<b>\$ 97,223</b>		<b>\$ 189,952</b>



Cost per Credit Hour	\$ 472.50			1st Term Drop	2nd Term Drop	3rd Term Drop
Per Term Retention				90%	90%	90%
				start 1	start 2	start 3
Start				100	100	100
Re-enroll T2					90	90
Re-enroll T3						81
Re-enroll T4						
Re-enroll T5						
Previous Academic Year- Students				210	189	170
<b>Total students Per term</b>				<b>310</b>	<b>379</b>	<b>441</b>
Credit Hour per term	6			1860	2274	2646
Revenue	refund	5%		\$ 834,907.50	\$ 1,020,741.75	\$ 1,187,723.25
Add / Drop Date						
Invoice Date						
Due Date						

Education/Marketing/Enrollment Cost	Quantity	Cost				
LMS Cost	2	\$ 69.00		\$ 42,780.00	\$ 52,302.00	\$ 60,858.00
Professor	2	\$ 2,500.00		\$ 44,285.71	\$ 54,142.86	\$ 63,000.00
Re-enrollment/Retention		\$ 400.00			\$ -	\$ 32,400.00
Enrollment	1	\$ 3,000.00		\$ 300,000.00	\$ 300,000.00	\$ 300,000.00
<b>Total</b>				<b>\$ 387,066</b>	<b>\$ 406,445</b>	<b>\$ 456,258</b>
School Expense						
School Revenue		30%		\$ 250,472	\$ 306,223	\$ 356,317
<b>School Profit</b>				<b>\$ 250,472</b>	<b>\$ 306,223</b>	<b>\$ 356,317</b>

EOServe Corp. Expense				\$ (387,066)	\$ (406,445)	\$ (456,258)
EOServe Corp. Revenue		70%		\$ 584,435	\$ 714,519	\$ 831,406
<b>EOServe Corp. Profit</b>				<b>\$ 197,370</b>	<b>\$ 308,074</b>	<b>\$ 375,148</b>

4th Term Drop    5th Term Drop  
                   90%                    90%

start 4	start 5		Total	Retention
100	100		500	100%
90	90		360	72%
81	81		243	68%
72	72		144	59%
	64		64	64%
153	137		137	63%
496	544		544	
2976	3264		13020	
\$ 1,335,852.00	\$ 1,465,128.00		\$ 5,844,352.50	

\$ 68,448.00	\$ 75,072.00		\$ 299,460
\$ 70,857.14	\$ 77,714.29		\$ 310,000
\$ 61,200.00	\$ 141,600.00		\$ 235,200
\$ 300,000.00	\$ 300,000.00		\$ 1,500,000

\$ 500,505	\$ 594,386		\$ 2,344,660
			\$ -
\$ 400,756	\$ 439,538		\$ 1,753,306
\$ 400,756	\$ 439,538		\$ 1,753,306

\$ (500,505)	\$ (594,386)		\$ (2,344,660)
\$ 935,096	\$ 1,025,590		\$ 4,091,047
\$ 434,591	\$ 431,203		\$ 1,746,387



Cost per Credit Hour	\$ 496.13			1st Term Drop	2nd Term Drop	3rd Term Drop
Per Term Retention				90%	90%	90%
				start 1	start 2	start 3
Start				125	125	125
Re-enroll T2					112	112
Re-enroll T3						100
Re-enroll T4						
Re-enroll T5						
Previous Academic Year - Students				489	440	396
<b>Total students Per term</b>				<b>614</b>	<b>677</b>	<b>733</b>
Credit Hour per term	6			3684	4062	4398
Revenue	refund	5%		\$ 1,736,338.28	\$ 1,914,496.76	\$ 2,072,859.86
Add / Drop Date						
Invoice Date						
Due Date						

Education/Marketing/Enrollment Cost	Quantity	Cost				
LMS Cost	2	\$ 69.00		\$ 84,732.00	\$ 93,426.00	\$ 101,154.00
Professor	2	\$ 2,500.00		\$ 87,714.29	\$ 96,714.29	\$ 104,714.29
Re-enrollment/Retention		\$ 300.00			\$ 33,600.00	\$ 30,000.00
Enrollment	1	\$ 3,000.00		\$ 375,000.00	\$ 375,000.00	\$ 375,000.00
<b>Total</b>				<b>\$ 547,446</b>	<b>\$ 598,740</b>	<b>\$ 610,868</b>
School Expense						
School Revenue		30%		\$ 520,901	\$ 574,349	\$ 621,858
<b>School Profit</b>				<b>\$ 520,901</b>	<b>\$ 574,349</b>	<b>\$ 621,858</b>

EOServe Corp. Expense				\$ (547,446)	\$ (598,740)	\$ (610,868)
EOServe Corp. Revenue		70%		\$ 1,215,437	\$ 1,340,148	\$ 1,451,002
<b>EOServe Corp. Profit</b>				<b>\$ 667,991</b>	<b>\$ 741,407</b>	<b>\$ 840,134</b>

4th Term Drop 90%    5th Term Drop 90%

start 4	start 5		Total	Retention
125	125		625	100%
112	112		448	72%
100	100		300	67%
90	90		180	60%
	81		81	65%
356	320		320	59%
783	828		828	
4698	4968		21810	
\$ 2,214,255.49	\$ 2,341,511.55		\$ 10,279,461.94	

\$ 108,054.00	\$ 114,264.00		\$ 501,630
\$ 111,857.14	\$ 118,285.71		\$ 519,286
\$ 57,000.00	\$ 177,300.00		\$ 297,900
\$ 375,000.00	\$ 375,000.00		\$ 1,875,000

<b>\$ 651,911</b>	<b>\$ 784,850</b>		<b>\$ 3,193,816</b>
			\$ -
\$ 664,277	\$ 702,453		\$ 3,083,839
<b>\$ 664,277</b>	<b>\$ 702,453</b>		<b>\$ 3,083,839</b>

\$ (651,911)	\$ (784,850)		\$ (3,193,816)
\$ 1,549,979	\$ 1,639,058		\$ 7,195,623
<b>\$ 898,068</b>	<b>\$ 854,208</b>		<b>\$ 4,001,808</b>



Cost per Credit Hour	\$ 520.93			1st Term Drop	2nd Term Drop	3rd Term Drop
Per Term Retention				90%	75%	90%
				start 1	start 2	start 3
Start				150	150	150
Re-enroll T2					112	135
Re-enroll T3						100
Re-enroll T4						
Re-enroll T5						
Previous Academic Year Students				726	653	489
<b>Total students Per term</b>				<b>876</b>	<b>915</b>	<b>874</b>
Credit Hour per term	6			5256	5490	5244
Revenue	refund	5%		\$ 2,601,113.92	\$ 2,716,916.93	\$ 2,595,175.30
Add / Drop Date						
Invoice Date						
Due Date						

Education/Marketing/Enrollment Cost	Quantity	Cost				
LMS Cost	2	\$ 69.00		\$ 120,888.00	\$ 126,270.00	\$ 120,612.00
Professor	2	\$ 2,500.00		\$ 125,142.86	\$ 130,714.29	\$ 124,857.14
Re-enrollment/Retention		\$ 300.00			\$ 33,600.00	\$ 30,000.00
Enrollment	1	\$ 3,000.00		\$ 450,000.00	\$ 450,000.00	\$ 450,000.00
<b>Total</b>				<b>\$ 696,031</b>	<b>\$ 740,584</b>	<b>\$ 725,469</b>
School Expense						
School Revenue		30%		\$ 780,334	\$ 815,075	\$ 778,553
<b>School Profit</b>				<b>\$ 780,334</b>	<b>\$ 815,075</b>	<b>\$ 778,553</b>

EOServe Corp. Expense				\$ (696,031)	\$ (740,584)	\$ (725,469)
EOServe Corp. Revenue		70%		\$ 1,820,780	\$ 1,901,842	\$ 1,816,623
<b>EOServe Corp. Profit</b>				<b>\$ 1,124,749</b>	<b>\$ 1,161,258</b>	<b>\$ 1,091,154</b>

4th Term Drop      5th Term Drop

90%                      90%

start 4	start 5		Total	Retention
150	150		750	100%
135	135		517	69%
121	121		342	66%
90	108		198	58%
	81		81	54%
440	396		396	48%
936	991		991	
5616	5946		27552	
\$ 2,779,272.41	\$ 2,942,584.35		\$ 13,635,062.91	

\$ 129,168.00	\$ 136,758.00		\$ 633,696
\$ 133,714.29	\$ 141,571.43		\$ 656,000
\$ 63,300.00	\$ 211,800.00		\$ 338,700
\$ 450,000.00	\$ 450,000.00		\$ 2,250,000

\$ 776,182	\$ 940,129		\$ 3,878,396
			\$ -
\$ 833,782	\$ 882,775		\$ 4,090,519
\$ 833,782	\$ 882,775		\$ 4,090,519

\$ (776,182)	\$ (940,129)		\$ (3,878,396)
\$ 1,945,491	\$ 2,059,809		\$ 9,544,544
\$ 1,169,308	\$ 1,119,680		\$ 5,666,148



Cost per Credit Hour	\$ 546.98			1st Term Drop	2nd Term Drop	3rd Term Drop
Per Term Retention				90%	90%	90%
				start 1	start 2	start 3
Start				200	200	200
Re-enroll T2					180	180
Re-enroll T3						162
Re-enroll T4						
Re-enroll T5						
Previous Academic yr Students				779	701	630
<b>Total students Per term</b>				<b>979</b>	<b>1081</b>	<b>1172</b>
Credit Hour per term	6			5874	6486	7032
Revenue	refund	5%		\$ 3,052,300.29	\$ 3,370,313.19	\$ 3,654,030.58
Add / Drop Date						
Invoice Date						
Due Date						

Education/Marketing/Enrollment Cost	Quantity	Cost				
LMS Cost	2	\$ 69.00		\$ 135,102.00	\$ 149,178.00	\$ 161,736.00
Professor	2	\$ 2,500.00		\$ 139,857.14	\$ 154,428.57	\$ 167,428.57
Re-enrollment/Retention		\$ 300.00			\$ 54,000.00	\$ 48,600.00
Enrollment	1	\$ 3,000.00		\$ 600,000.00	\$ 600,000.00	\$ 600,000.00
<b>Total</b>				<b>\$ 874,959</b>	<b>\$ 957,607</b>	<b>\$ 977,765</b>
School Expense						
School Revenue		30%		\$ 915,690	\$ 1,011,094	\$ 1,096,209
<b>School Profit</b>				<b>\$ 915,690</b>	<b>\$ 1,011,094</b>	<b>\$ 1,096,209</b>

EOServe Corp. Expense				\$ (874,959)	\$ (957,607)	\$ (977,765)
EOServe Corp. Revenue		70%		\$ 2,136,610	\$ 2,359,219	\$ 2,557,821
<b>EOServe Corp. Profit</b>				<b>\$ 1,261,651</b>	<b>\$ 1,401,613</b>	<b>\$ 1,580,057</b>

Course Development		\$ 5,000.00		\$ -
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4th Term Drop      5th Term Drop  
                          90%                      90%

start 4	start 5		Total	Retention
200	200		1000	100%
180	180		720	72%
162	162		486	68%
145	145		290	60%
	130		130	65%
567	510		510	51%
1254	1327		1327	
7524	7962		34878	
\$ 3,909,688.01	\$ 4,137,285.48		\$ 18,123,617.54	

\$ 173,052.00	\$ 183,126.00		\$ 802,194
\$ 179,142.86	\$ 189,571.43		\$ 830,429
\$ 92,100.00	\$ 284,100.00		\$ 478,800
\$ 600,000.00	\$ 600,000.00		\$ 3,000,000

\$ 1,044,295	\$ 1,256,797		\$ 5,111,423
			\$ -
\$ 1,172,906	\$ 1,241,186		\$ 5,437,085
<b>\$ 1,172,906</b>	<b>\$ 1,241,186</b>		<b>\$ 5,437,085</b>

\$ (1,044,295)	\$ (1,256,797)		\$ (5,111,423)
\$ 2,736,782	\$ 2,896,100		\$ 12,686,532
<b>\$ 1,692,487</b>	<b>\$ 1,639,302</b>		<b>\$ 7,575,110</b>

Active Students	1327
Revenue	\$ 49,290,679.88
LMS Cost	
Professor	
Re-enrollment/Retention	
Enrollment	
School Expense	\$ -
School Revenue	\$ 14,787,203.97
<b>School Profit</b>	<b>\$ 14,787,203.97</b>
EOServe Corp. Expense	\$ (15,324,072.29)
EOServe Corp. Revenue	\$ 34,503,475.92
<b>EOServe Corp. Profit</b>	<b>\$ 19,179,403.63</b>





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

# Chancellor's Report



## SIGNIFICANT ACCOMPLISHMENTS/ACHIEVEMENTS

### The Center for Teaching and Learning Excellence (CTLE) and the Division of Information Technology (DoIT) Sponsor Training Workshops

In an effort to assist SUBR faculty and staff in equipping themselves to receive maximum benefit from available technology, several training workshops for SUBR faculty and staff are being offered from the period, October 5, 2012 to November 30, 2012. The workshops will focus on Blackboard, basic PowerPoint I and II, Microsoft Word and Argos. Emphasis will be placed on ***“Practical Uses of Technology: Both Inside and Outside of the College Classroom.”*** Two of the objectives of the workshop are to really encourage faculty to embrace and use technology as a powerful teaching tool in the classroom and to encourage staff to raise their level of performance by utilizing technology to become more efficient and proficient in fulfilling their job responsibilities. A total of eleven workshops will be conducted during the period previously indicated. November 30 is open for review sessions.

### SUBR Hosted Mayoral Forum

The Nelson Mandela School of Public Policy and Urban Affairs hosted a Mayoral Symposium on Monday, October 1, 2012 in the Royal Cotillion Ballroom, Smith-Brown Union. Participants were Mayor-President Kip Holden and challengers City Councilman Mike Walker and local attorney Steven Myers.

Jim Engster, the host of “The Jim Engster Show” on WRKF-FM radio in

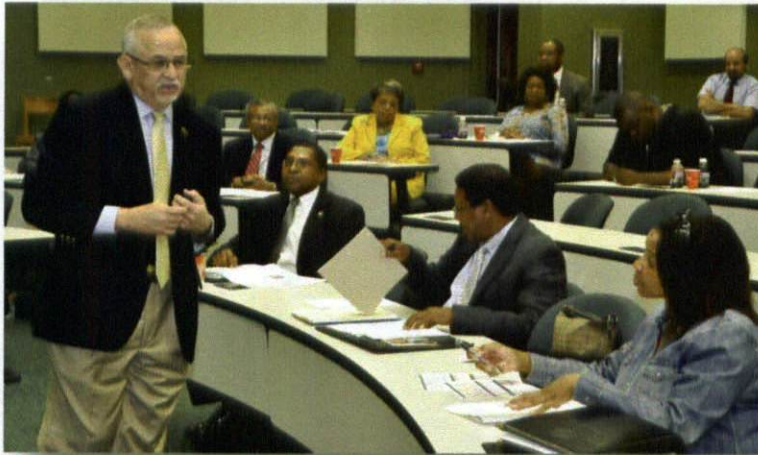




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Baton Rouge, was the moderator. Engster is also a local sports and news reporter and a political analyst for WAFB-TV, Channel 9.

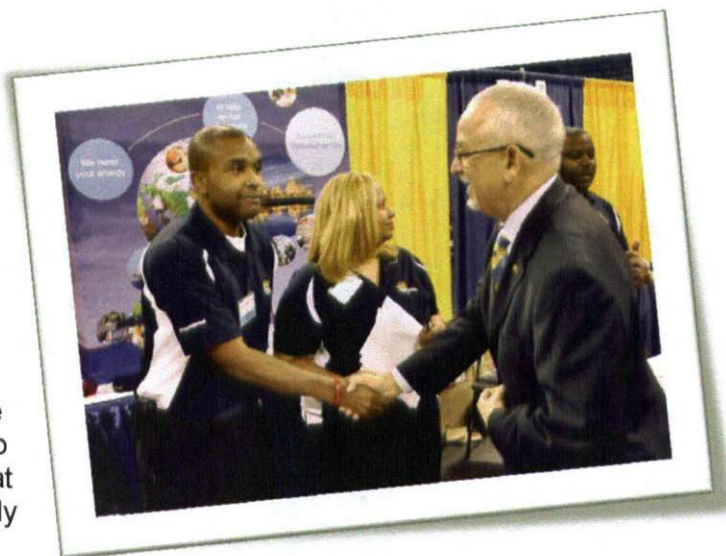
## **SUBR Holds 2012 Fall Business and Industry Cluster Meeting and Annual Fall Career Day**



On September 13-14, 2012, the SUBR Business and Industry Cluster held its 2012 Fall meetings. The various standing committees met to discuss the status of various projects and to proposed new projects. In addition, the Chancellor gave his State of the University presentation to the Business and Industry Cluster membership. Cluster members participated in various

workshops designed to help our students prepare for the real world of work. These workshops focused on résumé preparation, dressing for success, preparing for the job interview, etc. The Cluster organization also informed the Chancellor that the organization would be donating \$2,500 for need-based scholarships.

Members of the Cluster participated in SUBR's Annual Fall Career Day on Wednesday September 12, 2012. Approximately fifty companies participated in the Career Fair, giving SUBR students an invaluable opportunity to present their individual information/résumés and to otherwise interact with company representatives. The result could be an internship or permanent employment. Even if neither was the result, the exposure and opportunity to interact within the environment that Career Day provides was certainly invaluable.





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## **SUBR Continues to Expose Students to Opportunities Beyond and After Southern University**

The Timbuktu Academy and the Louis Stokes Louisiana Alliance for Minority Participation (LS-LAMP) hosted a "Graduate School Information Session," Thursday, September 27, 2012 on the campus of SUBR. SUBR students who are science, technology, engineering, and mathematics majors were invited to attend the session.

The guest speaker was Dr. Denise Yates from the University of Illinois at Chicago (UIC). Dr. Yates shared with those students in attendance information on graduate programs and on fellowships/assistantships available at UIC. Representatives from other UIC units were also present. Represented were the Office of Diversity, College of Engineering, College of Nursing and Graduate Programs in general with special emphasis on STEM disciplines.

## **SUBR Holds Capital Area United Way Leadership Breakfast**



Southern University and A&M College has, through the years, been a regular supporter of the Capital Area United Way Campaign. The University has always emphasized the importance of "giving something back." SUBR continues to instill in its students their obligation and duty to give back. One of the classic examples is the University's Service Learning Program in which all

students must participate as a requirement for graduation. Administrators, faculty and staff are encouraged to participate in the Capital Area United Way Campaign as just one example of giving something back. On October 8<sup>th</sup>, a breakfast was held to officially kick-off the University's United Way Campaign and to especially encourage those in attendance to pledge and give a certain amount so that they could be classified as Capital Area United Way Leaders."



Those in attendance were thanked for their past participation and encouraged to continue as United Way Leaders or to make a decision to become a leader. The featured speakers for the breakfast were the interim President and CEO of Capital Area United Way, the United Way Coordinator for the area in which SUBR is located and a representative from a local



program that has directly benefitted from United Way financial support to help those in need of special services provided by this particular agency.

### **ExxonMobil Seeking Qualified and Interested Students**

On Tuesday, September 25, 2012, representatives from ExxonMobil were present on the Baton Rouge Campus. The purpose of their visit was to interact with Civil, Mechanical, Electrical and Chemical Engineering majors. They were especially interested in students from those disciplines with demonstrated leadership abilities and strong communication skills. An Information Session was held and freshman students in the disciplines indicated were encouraged to attend the session that was held in the High Tech Room of Pinchback Engineering Building.

### **Office of Sponsored Research Holds Workshop for Board of Regents Super Fund (BORSF) Sponsored Proposals**

Recently, the Baton Rouge Campus hosted a very successful BORSF Workshop to encourage, share information, advise and otherwise interact with faculty who were eligible to submit competitive proposals for possible funding.

The workshop had standing room only, as it was very well attended. On hand to give a very informed and helpful presentation was our own Dr. Diola Bagayoko who is the Southern University System representative on the BORSF Committee. Dr. Bagayoko has served in this capacity for a number of years and has diligently protected the interest of campuses in the SU System and has had significant input in the development of policies and procedures for this program. Presenting also were members of the Board of Regents staff who are in charge of BORSF. SUBR will continue to encourage faculty to take full advantage of this program by developing quality proposals for submittal.



## **Board of Regents Representatives Visit SU for Capital Outlay Presentation**

On Thursday, October 11, 2012, Board of Regents representatives visited the Baton Rouge Campus to receive the University's Capital Outlay presentation. In attendance was Mr. Chris Herring, Budget Analyst for BOR Facilities Planning. Representatives from SUBR, the SU Law Center, the SU Agricultural and Extension Center and the SU System Office were in attendance.

The Chancellor made the presentation for the Baton Rouge Campus. The University used this opportunity to share information regarding the University's mission, program offerings, accomplishments and, of course, its capital outlay projects – those projects recently completed, near completion, scheduled to begin and those that are still in need of funding. This visit by the Board of Regents is an annual event. A PowerPoint presentation was presented and Board of Regents representatives were given a tour of the campus.

## **SUBR Gets Navy Simulator**



*Photo by: Patrick Dennis  
The Advocate*

**Left to right:** Capt. Alton Ross, Midshipman Morgan Brenton, Chancellor James Llorens & Mrs. Beatrice Armstrong

Tuesday, October 9, 2012, was a very special day for the SUBR Navy ROTC Unit. A \$90,000 gift from the U. S. Navy designed to teach midshipmen how to navigate warships and how to react to different threats was presented to the Unit. The gift is a state-of-the-art Mariner Skills Simulator that is only one of six in the nation. The simulator can mimic every conceivable situation. Students feel that they are actually there and having a very real experience! Lt. Erik Gardner will use the simulator to put his students in numerous situations via virtual simulations.

Chancellor James Llorens and Beatrice Armstrong from the Office of Academic Affairs were present to observe one of the midshipmen work out a problem through interaction with the new Mariner Skills Simulator.

This latest addition to the teaching tools in the Navy ROTC Program is exciting and challenging and it significantly enhances the teaching and learning experience to which the midshipmen are exposed.



## **SUBR Welcomes Rio de Janeiro Visiting University Administrator**

Jorge Da Silva, Assistant to the President of Rio de Janeiro State University and Professor/social Scientist, visited SUBR through October 14, 2012. Professor Da Silva was the special guest of Chancellor James Llorens. The professor delivered a lecture as part of the College of Business – MBA Global Leadership Speakers Series. The lecture was delivered on October 10, 2012.

The College of Business and the University in general continue to expand efforts to internationalize the Baton Rouge campus through faculty and student exchanges, visiting lecturers, international faculty and student recruitment efforts, and memoranda of Understanding between SUBR and other universities located abroad.

## **Office of Media Relations Update**

**On Sept. 25, Chancellor James L. Llorens** was interviewed on **WJBO 1150 AM** radio regarding his participation in a roundtable discussion in Washington D.C. concerning the wealth gap between the African American community and that of the majority population.

*The Advocate* published a story on **Oct. 2** detailing a mayoral debate held October 1 at Southern University. The event was hosted by the Mandela School of Public Policy.



*The Advocate* newspaper published two stories relating to Southern University's Homecoming Activities in its **Oct. 5** edition. One story featured **Miss Southern University Erin Rogers** and her court.

The second story highlighted weeklong activities planned for Homecoming.

The **Oct. 7** edition of *The Advocate* published a feature article on the annual Homecoming Art exhibition and reception by the Visual Arts Department.

On **Oct. 8, Miss Southern University Erin Rogers** was a guest on **WAFB-TV Ch. 9's** Morning Show to promote homecoming activities and her coronation.





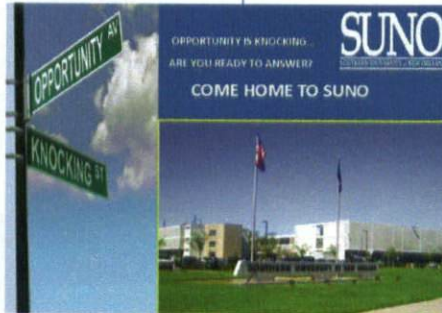


October 2012

Dear SUNO Friends and Family,

As we enter into the third month of this semester, Southern University at New Orleans continues to be filled with activity and progress.

- SUNO's CALL-Back initiative that was designed to attract approximately 4,000 "Stop-Out" students back to the University is starting to yield some results. The initiative, which began in earnest during Summer 2012, has attracted 109 applications from re-admission from the pool this Fall semester. Ninety-two (92) of the 109 applicants are currently enrolled in the majors of their choice for Fall 2012. It is of note that 11 of the 92 students have enrolled in the Bachelor of General Studies program. We anticipate that the General Studies program in particular will attract more of these "Stop-Out" students in the future as soon as the approval process to offer the program in an 8-week, intensive, online format is completed. This type of course offering will make a SUNO education much more accessible to those students who must maintain a balance between work and education by allowing them to continue their studies at their own pace.



SUNO expects the CALL-Back initiative to help hundreds of students complete their degrees.

National Science Foundation's Historically Black Colleges and Universities-Undergraduate Program (HBCU-UP). The institutions selected over the three cohorts represent many different types – including two-year and four-year, public and private HBCUs.

- This month, SUNO re-launched its website, [www.suno.edu](http://www.suno.edu). Part of remaining competitive with other institutions in the area is having an attractive and accessible website. Over the next few weeks we will be continuing to streamline and enhance the content on the site, making it a utility for alumni and faculty but most importantly a destination for current and prospective students.

- On the field of play, the SUNO Lady Knights Volleyball team has gotten off to a very successful start to their 2012 season. The team, in just its fourth season of competition has a record of 14-4 overall and sits tied for second place in the Gulf Coast Athletic Conference.
- And finally, SUNO is making final preparations for its annual fundraiser, The BASH. This year's event honors two men who dedicated much of their lives to SUNO's mission and values; Addison Carey, Jr. and Artis M. Davenport. This event represents a unique opportunity for the entire SUNO community to join together in supporting ourselves. We ask for the participation of our entire family through the purchase of event tickets. All proceeds benefit student scholarships. We'll see you at the Sheraton New Orleans on Friday, October 19th.

Sincerely,

Victor Ukpolo, Ph. D.  
Chancellor



SUNO is one of just ten schools selected to participate in the national "Preparing Critical Faculty for the Future" initiative.

- Southern University at New Orleans has been chosen through a national competition sponsored by the Association of American Colleges and Universities to participate in *Preparing Critical Faculty for the Future* (PCFF), a project that supports women of color faculty in science, technology, engineering, and mathematics (STEM) disciplines in becoming strong academic and administrative leaders, both on campus and within their respective disciplines. The project is funded by the



## **UNIVERSITY HIGHLIGHTS**

Five faculty of the College of Arts and Sciences were elected to the Faculty Senate for a two-year term. They were: Dr. Mary Vaughn, Dr. Romanus Ejiaga, Dr. Alvin Bopp, Dr. Mostafa Elaasar and Ms. Jennifer Nunes.

### **MUSEUM STUDIES PROGRAM**

A meeting to refurbish the art pieces affected by Hurricane Isaac was organized by Dr. Hollis, Director of Museum Studies Graduate Program. Dr. David Adegboye, Vice Chancellor for Academic Affairs, Dr. Henry Mokosso, Dean, CAS, Dr. Brenda Jackson, Director of Title 111, Dr. David Riep, Assistant Professor, Museum Studies, Ms. Linda Hill, Archivist, African and African American Studies Center. It was decided that Dr. Romanus Ejiaga and Ms. Linda Hill should negotiate a price with an art maintenance specialist to work on the art pieces to prevent them from becoming moldy.

### **COLLEGE OF BUSINESS & PUBLIC ADMINISTRATION**

#### **Accreditation Progress Report**

On July 30, 2012, CBA received notification that the AACSB International Peer Review Team (PRT) had completed its analysis of the Self-Evaluation Report for initial accreditation of the undergraduate and master's degree programs in business offered by Southern University at New Orleans. The Initial Accreditation Committee (IAC) concurred with the team's analysis for initial accreditation and with the PRT's recommendation that the on-site review be conducted as scheduled.



The College of Business and Public Administration is preparing for a visit from the AACSB Peer Review Team in October.

On August 29, 2012, CBA prepared and submitted a detailed response to issues and concerns raised by the PRT of AACSB in its July 30, 2012 correspondence. The PRT acknowledged receipt of the document and indicated that identified issues had been resolved. In light of this development, the PRT confirmed that they will proceed with arrangements for an on-campus visit to SUNO from October 21 to 24, 2012. A final visitation schedule was confirmed by the PRT on the 26<sup>th</sup> of September 2012.

The four faculty-led AACSB accreditation subcommittees – MFFA (Missions, Facilities, Finance & Administration Committee); SARPD (Student Admission, Retention & Professional Development Committee); ITTM (Instructional Time & Talent Management Committee); and LGCA (Learning Goals, Curriculum, & Assessment Committee) have been hard at work preparing information packages that will be reviewed by the PRT. A document room has been designated in the College of Business Building.

CBA has held three college-wide orientation meetings since August 2012 with faculty and staff and two meetings with students in preparation for the on-campus visit. Additionally, meetings with various university officials and other stakeholders are ongoing.

Additionally, the CBA has received support from the Office of Development and Community Outreach and the Title III Office in the area of logistics. Transportation, lodging, meals and access to essential technology arrangements have been made for the Peer Review Team.

#### **Other News**

Two new faculty members were hired by the CBA: Dr. Jennifer O'Sullivan (PhD Finance, University of New Orleans) to teach finance in the Department of Business Entrepreneurship;



and Dr. Patricia Robertson (PhD Public Policy, Southern University Baton Rouge) to teach Public Administration courses in the Department of Public Administration.

The 2012-2013 CBA faculty goal-setting session, otherwise known as Annual Faculty Planning Sessions was completed on Wednesday, September 26, 2012.

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. In attendance also was 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.

Norbert Davidson, Director of the Division of English, Southern University at New Orleans presented a seminar on "Use of Data Norming in the Evaluation of Program Learning Objectives" to the CBA faculty in Room 100 of CBA Building on Tuesday, September 18, 2012.

Rise Display Company installed stock market monitors and ticker tapes in Room 202 and the Student Lounge of the new CBA Building. This technology will be used to create awareness among CBA students and the community about the importance and role of the financial markets in our daily lives and in the acquisition of legitimate wealth. The displays also signal CBA's desire to promote an entrepreneurial mindset and create pro-business views among its students and stakeholders.



Digital ticker tape monitors have been installed in the CBA building to promote an "entrepreneurial mindset" among students.

#### **Journal Articles Published or Accepted for Publication**

Briggs, C.A., Tolliver, D., and Szmerekovisky, 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**

Briggs, Charles A., "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.

Briggs, Charles A., *Certificate of Recognition for professional Development & Continuing Education in MACROECONOMICS*, College Board, Cincinnati, OH, June 2012.

Mike DeBoer Site Leader of General Electric Technology Center, New Orleans, LA visited the CBA faculty on September 25, 2012 to discuss the skill sets that GE and its competitors need from college graduates. He also offered valuable insights on the potential role of the College of Business in the economic development effort in the Metro New Orleans Region. This meeting was at the invitation of Dr. Adnan Omar, Chair of the MGIS Department.

#### **Professional Outreach to Students & Community:**

On September 19, 2012, Dr. Louis C. Mancuso, Professor of Marketing & Business Entrepreneurship, took fifty students to visit the Wal-Mart Distribution Center in Robert, Louisiana. The students experienced Wal-Mart's EPC (Electronic Product Code) distribution system coupled with how the computer directs human product pickers to load a cart according to weight and balance. The students also experienced how distribution takes place in a climate of minus 78 degrees. Faculty accompanying Dr. Mancuso included Dr. Charles Briggs, Dr. Marjorie Fox, Dr. Adrine Harrell-Carter, Dr. David Alijani, Dr. Kevin Fulk, Dr. Obyung Kwun, and Dr. Biruk Alemayehu.



On September 24 and 25, 2012, Carol Miles, the SUNO Librarian assigned to help students in the College of Business & Public Administration, presented to Dr. Mancuso's ENTR 470 classes and MGIS 506 class the concepts of Plagiarism and instructed the students in the use of Ebscohost and Lexis-Nexis databases.

*DBE Panel:* Dr. Frank Martin, Chair of the Business Entrepreneurship Department, participated in the State and Local Disadvantaged Business Enterprise (DBE) Panel which certifies small businesses as disadvantaged for the City of New Orleans, the New Orleans Sewerage & Water Board, the Aviation Board, and Caesar's (formerly Harrah's) Casino on July 24, 2012; September 13 & 27, 2012.



Dr. Frank Martin lent his expertise to the State and Local DBE Panel this past month.

#### Office of Student Services

The Office of Student Services is actively preparing for the upcoming AACSB accreditation visit, October 21- 24, 2012, along with the CBA leadership team.

The OSS hosted new student orientation for new CBA students. Students were introduced to CBA leadership and faculty, and empowered with information from the Registrar's Office, Office of Student Retention, Student Financial Aid, the Center for Comprehensive Communication (tutoring), and the Office of Administration and Finance (scholarships, special deferments, and financial aid appeals).

The OSS prepared graduation application packets for over 120 potential graduates for Fall 2012 and Spring 2013 and met with individual candidates.

#### **College of Education & Human Development:**

##### **Accreditation:**

Dr. Mwalimu Shujaa (Dean) conducted the College of Education and Human Development (CoE &HD) monthly faculty/staff meeting on September 11, 2012. All faculty were present with the exceptions of Dr. Vincent Johnson and Dr. Shawan Bellow both of whom are out on leave of absence this semester.

##### Elementary Education

Dr. Kimberly Dickerson (Chair, Elementary Education) submitted the Board of Regents Progress Report For Elementary Education.

Dr. Dickerson (Assessment Coordinator) submitted the ETS Title II annual report.

##### Early Childhood Education

Dr. Glenda Allen-Jones (Chair, Early Childhood Education) submitted the Board of Regents Progress Report on Early Childhood Education.

##### Child Development & Family Studies (CDFS)

Dr. Pamela Wanga (Chair/Director, CDFS) chaired CDFS Departmental meetings addressing AAFCS Standards on Friday September 7<sup>th</sup> (Standard 2), Friday September 14<sup>th</sup> (Standard 3), and Wednesday September 19<sup>th</sup> (Standard 4). All four CDFS faculty participated in the Friday meetings.



Dr. Kimberly Dickerson  
Chair, Elementary Education



On Monday, September 10, 2012, Dr. Wanga, met with Dr. Sherry Bachus to discuss the completion of Forms 3, 4, and other required supporting documents for AAFCS Accreditation Standard 4.

As Director/Chair of the CDFS program, 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 held on September 11, 2012.

Dr. Diane Bordenave met with Dr. Bachus regarding required supporting documents for AAFCS Accreditation Standard 4 on Thursday, September 13, 2012 and with Dr. Suzanne Mayo-Theus regarding AAFCS Standard 1 on Thursday, September 20, 2012.

The Chair/Director and all CDFS faculty continue to revise and update their assigned Standards as follows: Standard 1: Institutional Environment (Dr. Mayo-Theus and Dr. Bordenave); Standard 2: Instructional Programs (Ms. Carson); Standard 3: Discovery, Integration, and Application (Dr. Wanga); and Standard 4: Faculty, Staff, and Students (Dr. Bachus).

### **Grant Submissions:**

#### Elementary Education

Dr. Deborah Darby (Assistant Professor, Elementary Education) continues to implement the BTOP grant, which is funded through Portland State University.

Mr. Charlie Johnson (Assistant Professor, Elementary Education) submitted a proposal to establish the College of Education and Human Development Center for Pedagogical Exposure.

Ms. Gilda Jones (Praxis Coordinator) is currently completing a grant to be submitted for Praxis online tutorials.

Dr. Louise Kaltenbaugh (Director, Alternative Certification) submitted a Hurricane Isaac grant to support Saving Kids, Unlimited.

#### Child Development & Family Studies

Ms. Celina Carson chaired weekly meetings with the 2013 Healthy Minds-Healthy Bodies Learning Institute Grant Committee in preparation for the next phase of the Program.

### **Workshops, Conferences and Scholarly Activities:**

Dr. Mwalimu Shujaa (Dean) has accepted an invitation to be the keynote speaker at the "Changing Faces in Education" conference being held at Minnesota State University-Mankato, November 15-16, 2012. Dean Shujaa also attended the CETL brown Bag Luncheons held on September 13<sup>th</sup> and 27<sup>th</sup>.

Dean Shujaa attended the RTP Portfolio Workshop conducted by faculty members of the College of Education and Human Development.

#### Elementary Education

Dr. Darby co-presented a workshop for College of Education and Human Development faculty regarding the Retention, Tenure, and Promotion (RTP) process.

Dr. Darby attended a monthly meeting as the point person for the BTOP Grant.



Dr. Louise Kaltenbaugh  
Director, Alternative Cert.

Dr. Darby conducted trainings for potential BTOP tutors.

Dr. Kimberly Dickerson attended an ETS Title II Refresher Training Webinar.

Dr. Dickerson attended the 5<sup>th</sup> Year Interim Report (SACS) meeting with Dr. Rudolph Jackson.

Dr. Dickerson reviewed one journal manuscript for a special edition of *Race, Gender, and Class*.

Ms. Gilda Jones has been training with the ETS Data Manager website to learn how to better use the system to obtain Praxis data pertaining to our students.

Ms. Jones attended the Southern Leadership Center Seminar at UNO.

Dr. Louise Kaltenbaugh consulted with Carol Alexander Lewis to organize the Parent Forum Conference.

Mr. Charlie Johnson attended an AARP Convention workshop demonstrating a variety of ways to use the iPad.

#### Early Childhood Education

Dr. Glenda Allen-Jones co-facilitated the College of Education and Human Development Retention, Tenure and Promotion workshop for faculty.

# AARP

Dr. Allen-Jones attended the National Parent Leadership Training.

Dr. Allen-Jones served as Early Childhood expert for the National Charter School Authorizers Interview with Young Audiences of Louisiana.

#### Child Development & Family Studies

On Monday, September 17, 2012, Dr. Diane Bordenave completed and submitted a manuscript for review and possible publication in *Focus on Pre-K & K*, a quarterly, peer-reviewed, electronic publication from the Association for Childhood Education International.



Dr. Sherry Bachus (pictured left top), Dr. Diane Bordenave, Ms. Celina Carson (pictured left bottom), and Dr. Suzanne Mayo-Theus co-presented at the AARP - Life@50+ National Conference held at the Convention Center on Friday, September 21, 2012 through Saturday, September 22, 2012. The topic of the presentation was *SUNO's AARP Soul Steppers "Walking It Out"*, a model of best practice in health and wealth. Dr. Pamela Wanga reviewed, edited, and approved the AARP Soul Steppers PowerPoint presentation. Dr. Wanga was not able to join the CDFS faculty and students for the presentation due to an all-day meeting with SACSCOC consultant that same Friday, which she was requested to facilitate on behalf of Dr. Adegboye, but she joined the team later that evening to tour the vendors' displays and interact with participants.

The Chair/Director and all four CDFS faculty participated in the RTP Portfolio Workshop on Monday, September 24, 2012 facilitated by Dr. Glenda-Allen-Jones, Dr. Pamela Wanga, and Dr. Deborah Darby.





Dr. Pamela Wanga spoke with the Honore' Center students September 29.

On Saturday, September 29, 2012, Dr. Wanga was an invited guest to the CDFS 453 class and addressed the Honore' students who were being honored that day in commemoration of the Million Fathers' March.

Dr. Bordenave participated in the Service Learning Workshop conducted on SUNO campus on September 29, 2012.

Dr. Bordenave maintains constant consultation through phone, email, and research for publication of her dissertation topic with Dr. Lorraine McCune at Rutgers University.

As a 2013 AAFCS Community Committee member, Ms. Carson participated in the bi-weekly Obesity Prevention Workshop planning meetings via telephone conference.

Dr. Mayo-Theus gathered the info, video and photos of the participation in the SUNO Spring Class 453- Class research and involvement with the SUNO - AARP Soul Steppers campaign promoting walking and healthy life styles.

Dr. Mayo-Theus participated in the America Saves Webinar/Conference Call with plans for America Saves Week - 2013 on August 1, 2012.

Dr. Mayo-Theus participated in the National Women's Health Conference Call and Webinar on August 1, 2012 featuring Ms. Valarie Jarrett, Senior Advisor to President Obama & the White House Council on Women and Girls; Secretary Kathleen Sebelius, Secretary of the U.S. Department of Health and Human Services, Dr. Nadine Garcia, Deputy Asst., Secretary of Minority Health, Dr. Mayra Alvarez, Director of Public Health Policy, Office of Health Reform



Dr. Suzanne Mayo-Theus

Dr. Mayo-Theus Submitted article for publication - *"Teaching and Learning with A Disability: Lessons Learned from the Frontline"*. In addition, she worked with the layout for publication of the *Hurricane Katrina's Roller Coaster Ride: The Affects and Reflections of Changes in Families (book)* and updated and enhanced both *The Changing American Family Handbook* and *The Diversity Family Handbook*.

Dr. Diane Bordenave, Dr. Sherry Bachus, and Dr. Suzanne Mayo-Theus participated in the Center for Excellence in Teaching and Learning (CETL) workshop and luncheon on Thursday, September 13, 2012.

Dr. Wanga, Dr. Bordenave, Dr. Mayo-Theus, and Ms. Celina Carson again participated in the CETL workshop on Thursday, September 27, 2012.

#### **Professional Outreach to Students and Community:**

Dean Shujaa attended the LCATE meeting in Baton Rouge on September 21, 2012.

#### Elementary Education

Dr. Deborah Darby conducted community/faith-based tutorial and enrichment activities.

Dr. Darby provided pro bono services as a consultant in the area of education and economic development and counseling/life coach activities.

Mr. Charlie Johnson coordinated an exhibition with the New Orleans Chapter of the National Conference of Artists and the Southern University at Baton Rouge Art Gallery for an opening reception October 8, 2012.

Mr. Johnson attended a program committee meeting for the New Orleans African-American Museum of Art, Culture, and History's Board of Directors. Participants in the exhibit will include SUNO alumni and members of the community.



Ms. Gilda Jones (pictured left) has contacted several principals in the Greater New Orleans Area to obtain resource information for students reviewing for Praxis.

Dr. Louise Kaltenbaugh provided a workshop for Saving Kids, Unlimited.

Dr. Katherine Robinson (PK-16 Coordinator) met with Mr. Patrick Dobard (RSD Superintendent), Ms. Sametta Brown (RSD Executive Director) and Ms. Nina Walls (RSD Personnel) to reiterate the commitment to the continuing partnership between SUNO/ CoE&HD and the RSD. The RSD accommodates the placement of several College of Education and Human Development teacher candidates.

Dr. Robinson and Ms. Celina Carson (CDFS) met with Ms. Seander Johnson (NASJRB, Youth Director of the Navy New Orleans CYP) to discuss a possible partnership between CDFS and the Navy New Orleans CYP. The partnership would allow CDFS to place candidates at that site for observations and professional development.

#### Early Childhood Education

Dr. Glenda Allen-Jones provided service in the following capacities: Young Audiences of Louisiana, Board Member; Total Community Action Head Start, Advisory Board Member; Board Member of Louisiana Association for the Education of Young Children; NFL Yet Boys & Girls Club, Board, Member and Greater New Orleans Association for the Education of Young Children, Conference Liaison.

#### **Other University-related activities:**

Dr. Mwalimu Shujaa (Dean) attended the Dean's Council meetings held on September 5<sup>th</sup> and 19<sup>th</sup>.

#### Elementary Education

Dr. Deborah Darby continues to chair the BTOP Committee and to serve at the Faculty Senate Representative for the College of Education and Human Development.

Dr. Kimberly Dickerson submitted spring courses suggestions/changes for Elementary and Early Childhood Education.

Dr. Dickerson submitted the stop-out report for Elementary and Early Childhood Education.

Mr. Charlie Johnson worked with Facilities Maintenance to remediate mold in the Educational Technology and Academic Learning Laboratory (ETALL).

Mr. Johnson assisted faculty and staff with ETALL equipment use.

Mr. Johnson became a member of the SUNO Center for Excellence in Teaching and Learning's



(CETL) Online Pedagogy Program.

Ms. Gilda Jones met with Dr. Shujaa (Dean) to discuss the logistics of the online Praxis tutorial.

Dr. Louise Kaltenbaugh consulted with Dr. Igwe Udeh (Dean, College of Business) and Dr. Frank Martin (Chair, Business Entrepreneurship) concerning their documents room in preparation for their accreditation visit from AACSB.

Dr. Kaltenbaugh secured school sites/cooperating teachers for the four teacher candidates enrolled in student teaching for fall 2012.

Dr. Kaltenbaugh continues to serve on the Honore' Board to assist in providing leadership to the program.

#### Early Childhood Education

Dr. Glenda Allen-Jones engaged in student advising and attended the Southern University at New Orleans Accreditation Meetings with Dr. Brenda Jackson, Title III Director.

#### Child Development & Family Studies

September 13<sup>th</sup> and 14<sup>th</sup>, Dr. Pamela Wanga (CDFS Chair/Director) acted on behalf of Dean Shujaa in his absence as requested. Also on the 14<sup>th</sup>, Dr. Wanga facilitated all-day meetings with Dr. Rudolph Jackson, the SACSCOC/SUNO Accreditation Liaison on behalf of Dr. David Adegboye, Vice Chancellor for Academic Affairs.

Ms. Carson attended community partnership meetings with various local branches of the U.S. Navy to discuss placements. Dr. Wanga e-mailed the Inter-Institutional Agreement form and other documents to Ms. Loretta Sheppard, FFSC EFMP Liaison at the Naval Air Station and Registered all CDFS faculty and four students for the Wednesday, October 17, 2012 Exceptional Family Member Program to discuss Individualized Education Plan (IEP) focused on military families with special needs.

Dr. Mayo-Theus enlisted the following other university-related activities: served on the SUNO Scholarship Committee (ongoing), attended and participated in the Fall University Conference, and met with Mr. Warren Bell, Director, Honore' Center for Undergraduate Achievement to discuss plans to have the Honore' Center students attend a class session honoring Black Male Achievement in the Family on September, 29, 2012.

#### **School of Social Work:**

Dr. Ronald Mancoske: Reviewer for Journal of Social Work Education and Journal of Gay/Lesbian Social Services; Co Chairs, United Way, Unitd Way Health & Independence & Children Families Coordinating Council, United Way; Service Award Meeting with International Federation Labor Representatives (Avondale Project); Children's Defense Fund, Advocacy Council; Excelth, Quality Improvement Project; Appointed to Chancellor's Advisory Committee (workforce reduction).

Dr. Lynn Douville: Peer reviewed 2 submissions for the Journal of Social Work Education.

SOUTHERN UNIVERSITY LAW CENTER



*Seriousness Of Purpose*



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

October 2012



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

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

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

***DATE: OCTOBER 2012***

***SIGNIFICANT EVENTS/ACCOMPLISHMENTS***

**SULC Ranked Among 10 Best Bargain Law Schools for Black Students**



*Southern University Law Center has been ranked one of the 10 Best Bargain Law Schools for Black Students by On Being a Black Lawyer (OBABL).*

*OBABL was established in 2008 to report news of importance to black legal professionals. In addition to an eponymous blog, the media company also produces e-newsletters, events and social media platforms to engage black legal professionals. The company promotes the causes and contributions of African-American attorneys.*

*The 10 Best Bargain Law Schools list places a greater weight on cost of tuition and percentage of black law students, in the OBABL ranking measures.*

*"This ranking confirms how our Law Center is meeting the goals of its original mission that emphasizes access and opportunity," Chancellor Freddie Pitcher, Jr., said.*

*"As we celebrate 65 years of excellence in legal education, we salute our founding dean and faculty, present faculty and staff, and our illustrious alumni in continuing our support to today's law students," Pitcher said.*

*The rankings committee comprises OBABL's editorial staff, law school fellows, and professional advisers, including an attorney-CPA and an actuary.*

## SULC 2012 Orientation Featured Louisiana Supreme Court and LSBA Officials



**From left: Richard K. Leefe, LSBA president-elect; Chancellor Pitcher, Associate Vice Chancellor Elaine Simmons, Associate Justice John L. Weimer, Louisiana Supreme Court; Barry Grodsky, chair of the LSBA Committee on the Profession; and Vice Chancellor Russell Jones.**

### Chancellor Pitcher Addresses First-Ever NAALJ/FALJ Joint Conference



*Chancellor Freddie Pitcher, Jr., addressed “En Banc in New Orleans,” the first ever Joint Conference of the National Association of Administrative Law Judges and Federal Administrative Law Judges (NAALJ/FALJ), held September 9-13 at the Ritz Carlton Hotel, New Orleans, Louisiana.*

*The Chancellor was a panelist for the session, “Diversity in the Courtroom,” Wednesday, September 12. He was joined by alum Chauntis T. Jenkins, ‘98, of Porteous, Hainkel, and Johnson Law Firm; Kelly McNeil Legier, director of Member Outreach and Diversity for the Louisiana State Bar Association; and Kim Boyle of Phelps Dunbar Law Firm, past president of the Louisiana State Bar Association.*

*The “sold out” conference was approved by the Louisiana Supreme Court Mandatory Continuing Legal Education Coordinator for 16 hours of CLE, including one hour of ethics and one hour of professionalism.*



### ***Recent Addition to SULC Administration (2012-2013 Academic Year)***



*Michael C. Garrard, of counsel in the Baton Rouge office of Kean Miller LLP, has joined SULC as a visiting professor.*

*Garrard comes to the Law Center with more than 25 years in the practice of law and with previous teaching experience serving as an adjunct professor at the LSU Paul M. Hebert Law Center. He teaches Labor Law, Louisiana Civil Procedure, and Obligations.*

*A 1981 graduate of the Hebert Law Center, Garrard also earned an LL.M. from the Georgetown University Law Center in 1992.*

*He has spoken extensively on labor and employment law-related matters. Upon graduation from the Hebert Law Center, Garrard was selected for the Order of the Coif. He has been a member of the Baton Rouge Bar Association, the Louisiana State Bar Association Labor Law Section, and the American Bar Association Labor and Employment Law Section.*

### **Vice Chancellor John Pierre Addresses National Small Farm Conference**



*Vice Chancellor John Pierre brought remarks during the dinner of the 6th National Small Farm Conference, "Promoting the Successes of Small Farmers and Ranchers," at the Cook Convention Center, Memphis, Tennessee, on Thursday, September 20.*

*Approximately 800 attended this conference which was hosted by Tennessee State University College of Agriculture, Human and Natural Sciences, the University of Tennessee and USDA agencies.*

*During the conference, the successes in small farm activities were shared, as well as innovative ideas in research, extension and outreach, to strengthen collaboration and partnership among state specialists who work to ensure that small farmers and ranchers not only survive, but also thrive in today's economy, according to Roy Bullock, of the Tennessee State University Cooperative Extension Program.*

*"This conference also served as a forum to discuss the results of research geared towards addressing challenges facing small farmers and ranchers," Bullock said.*

*"Strengthening partnerships created at the five previous National Small Farm Conferences continued to be a priority for this Memphis meeting," he said.*

## **Office of Career Services**

### Fall Recruitment Programs

*Fall 2012 On Campus Recruitment/Resume Collect program concluded on September 28, 2012. Although some interviews were impacted by Hurricane Isaac, overall, twenty-two (22) employers participated in the program.*

### Programming and other Activities

*Military JAG Information Session: On September 19, 2012, representatives from the Air Force, Army, Navy, & Coast Guard JAG Corps had tables in the atrium for students to visit and a session at noon to discuss career opportunities with their respective branches.*

## **Financial Aid Update**

*The SULC Office of Financial aid is off to a great start of this award year. The office relocated to a larger space to better service the students. The hours of operation were extended, 8am-6pm Monday-Thursday beginning this past summer semester.*

*Over 600 students were awarded financial aid prior to the start of the fall 2012 semester.*

*A total of 8 consortium agreements were processed for the fall 2012 semester.*

*Federal Financial Aid literature is being distributed to assist in educating students on borrowing and SULC financial aid processes. The literature covers:*

- *Entrance Counseling*
- *Exit Counseling*
- *Direct Loan Basics for Students*
- *Your Federal Loans-Learn the Basics and Manage your Debt*
- *FAFSA (paper version of online form)*
- *2012-13 Funding Your Education (guide for all programs)*
- *SULC Financial Aid pamphlet: Help to get you there*

## **Academic Support Programs and Academic Counseling**

### Summer Pre Law

*The summer Pre Law Class of 2012 continued to raise the bar. Due to the budget constraints and the current economic environment, pre law enrollment totaled 67, with a wait list. The participants came from a pool of 290 committed entering first-year students representing twenty-three percent of the Class of 2015. The participants brought with them*



*LSAT scores as high as 155. Twenty percent were in the 140-142 LSAT range. However, forty-three percent were in the LST range of 143-145. Nineteen percent were in the range of 146-148 and eight percent in the range of 149-151, while ten percent were in the 152-155 LSAT range. The participants also brought a high cumulative undergraduate grade point average of 4.00. Minority participation represented sixty-four percent. Students qualifying as Louisiana residents constitute more than sixty-four percent of the prelaw class, demonstrating the Law Center's ongoing success in attracting many of the state's best and brightest.*

### **Recruitment Services**

*The fall recruitment schedule for the Office of Recruitment includes stops at these sites;*

*Alabama Connection -- pre-law days/conclave, hosted by participating schools in Huntsville, Tuscaloosa, Birmingham, and Auburn; Alabama State, Allen University, Benedict College, Centenary College, Claflin University, Florida A & M University, Florida State University, Fort Valley State University, Grambling State University, Hampton University, Latino Justice, (New York, NY); Morris College, Nicholls State University, Mississippi University for Women, South Carolina State University, Tuskegee University, University of LA-Monroe, University of Florida, University of North Florida, University of Southern Mississippi and Xavier University.*

**Nineteen Southern University Law Review Inductees Encouraged to  
“Produce Extra Degree to Bring the Law Review to Greatness”**



**2012 Southern University Law Review Induction Ceremony: Nineteen Students were inducted into the Southern University Law Review on Tuesday, September 25. Pictured from left are Carol Septs, Southern University Law Review coordinator; featured speaker for the occasion, Cindy Amedee, '08, an associate with Taylor Porter, LLP; Sherry Sanders, Law Review editor-in-chief; Prof. Gail Stephenson, Law Review adviser; Dana Douglas of Liskow & Lewis, the ceremony's sponsor; and Chancellor Freddie Pitcher, Jr.**

**Stasha Rhodes Accepted for Science and Leadership Symposium, October 5-8**



*Stasha M. Rhodes has been accepted for the 2012 WomenHeart's Science and Leadership Symposium held October 5-8, at Mayo Clinic, Rochester, Minnesota.*

*WomenHeart covered Rhodes' registration, meals, and accommodations for the symposium. Rhodes, who is president of the SULC Health Law Society, said that during her summer internship she made a contact with a member of WomenHeart, the National Coalition for Women with Heart Disease, who advised her to apply.*

*"I did and I got in!" she said. In accepting this support, Rhodes agreed to lead a WomenHeart Support Network in her community and meet at least eight times a year.*



## SBA Voter Registration Drive Deemed a Success

*In honor of National Voter Registration Day, the Student Bar Association, along with third year student Chauntelle Woods, held a voter registration drive for the student body on September 25 and 26.*

*The effort successfully registered students to vote and assisted students from such states as Florida, Georgia, New York, and Texas in filling out absentee ballots. Thanks to the members of the SULC student body for their support, taking the next step to ensure that they are exercising their right to vote, and making the drive a success.*



*Successful Voter Registration Drive for Law Students, pictured from left, SBA Secretary Shari Trahan, Chauntelle Woods, Vice President Jenny Richardson, Evening Division Representative Jazmine Torres, and SBA President Lakeisha Ford.*

## Alumni News

### **Alumnus Named Third Director of Louis Berry Civil Rights and Justice Institute**



*Herbert C. Brown, a 2008 cum laude graduate and an assistant professor of legal analysis and writing, has been appointed director of the Louis Berry Civil Rights and Justice Institute.*

*Brown replaces Evelyn Wilson, Horatio C. Thompson Endowed Professor, in the position. The Institute, established in 2005, is named in honor of the third SULC Dean Louis Berry of Alexandria, Louisiana, who served from 1972-1974. Donald F. Tibbs was introduced as the institute's first director when its first civil rights symposium was held in September 2005 commemorating the 40th anniversary of the Voting Rights Act.*

*Brown, who joined the SULC faculty in 2010, was formerly an associate with the law firm Jenner & Block, LLP, in the firm's Chicago office. His practice focused primarily on federal and state taxation, tax shelters, taxation of summaries and judgments, tax-exempt entities, and other general tax matters.*

*While completing a Public Interest Law Initiative (PILI) Fellowship at the Center for Conflict Resolution, he became a certified mediator.*

***Special Problems***

*None*

***Significant Administrative or Policy Changes***

*None*

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"*

**OCTOBER 2012**

**Number 243-71**



**SU Ag Center Project Directors Present at Annual Conference**

*Southern University Ag Center*

**Leodrey Williams**  
Chancellor

**Adell Brown Jr.**  
Exec. Vice Chancellor/Vice Chancellor for Research

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

**Linda Batiste**  
Director of Finance

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**Website:**  
www.suagcenter.com

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 United States Department of Agriculture/National Institute of Food and Agriculture (USDA/NIFA) held its 2012 Project Directors' Conference September 16-19, 2012. This year's event was hosted by Alabama A & M University and held in Huntsville, Alabama. The mandatory conference targeted personnel who have won the 1890 Institutions Capacity Building Program grants from USDA/NIFA in recent years. This conference was really crucial given the projected severe federal budget reductions for the coming fiscal year. All 1890 Land-Grant institutions including Tuskegee University, were represented at the conference which was attended by over 150 individuals from across the United States.

Several top officers and staff members from various agencies and units of the USDA/NIFA were on hand to answer questions from participants and partner institutions including, Dr. Muquarrab Qureshi, assistant director-Institute of Youth Family & Com-

munity, Dr. Edwin Lewis, National program leader, and Mr. Garland Robertson, program specialist. Dr. Andrew Hugine Jr., president of Alabama A & M University, and his provost & vice president for academic affairs, Dr. Daniel Wims brought greetings to participants.

The following faculty and staff members from SU Ag Center and SUBR made oral and/or poster presentations: Drs. Kit Chin, professor-sustainable agriculture; Fatemeh Malekian, professor-Nutrition; Kasundra Cyrus, specialist-family/human development; Bridget Udoh, communications specialist; Yadong Qi, professor-urban forestry; Oscar Udoh, Coordinator for Planning & Evaluation; Patricia Meyinsse, professor-agricultural economics; Doze Butler, professor/interim dean-graduate school; Bernestine McGhee, professor-human nutrition & dietetics; Glenda Johnson, associate professor-human nutrition & dietetics; Calvin Walker, professor-animal science; and Gloria London, director, Center for Rural & Small Business Development.



**Cyrus, right, explains study**



**Chin, left, explains hibiscus**



**Udoh explains grant process**



**Qi makes oral presentation**

*Continued on page 2*



## SOUTHERN UNIVERSITY AGRICULTURAL RESEARCH AND EXTENSION CENTER

### PD Conference

The conference provided information on policy and procedure changes as well as updates for the coming year. With an uncertain budget situation for FY 2013, the restructuring of USDA/NIFA and the appointment of a new director, this year's conference was particularly essential for faculty and staff who apply for grants and contracts. USDA/NIFA officials emphasized the need to abide by the terms and conditions of awards, especially by using grant funds for the specific purpose intended, and to advance the mission of the United States Department of Agriculture/National Institute of Food

and Agriculture.



**Meynsse, Lewis go over teaching poster**

Presentations at the conference touched on issues pertaining to the following NIFA Priority Areas: Global Food Security; Childhood Obesity; Climate Change; Sustainable Energy; and Food Safety.

*Continued from page 1*

They also discussed extensively, the need for annual reports that are outcome-based. These reports receive a lot of attention from federal authorities such as the Office of the President through the Office of Management and Budget, Congress, and the Office of the Inspector General, USDA. Other presenters shared their knowledge on best practices of subjects relating to grants submission through grants.gov, impact reporting, networking for effective performance, management in the midst of dwindling resources, diversity and building cultural competences, etc.

## SU Ag Center Holds Summit for Lafayette Region 8<sup>th</sup> Graders

Southern University Agricultural Research and Extension Center held its first joint Back-to-School Summit at the Blackham Coliseum in Lafayette on September 19. The event brought together approximately two thousand 8<sup>th</sup> grade students from six surrounding parishes. Students from St. Landry, Lafayette, Vermilion, St. Martin, Pointe Coupee, and Evangeline were exposed to several motivational speakers on the topics of bullying, self-esteem, abstinence, and "Discovering the Winner in YOU." Participants enjoyed two musical performances by 16-year old Recording Artist Shalyric Self. They also won several door prizes including safety helmets, musical headphones, and educational materials. A representative from SU Admissions

Office was on hand to share information about the university.

Event attendees and the public have provided lots of positive feedback on the success of the summit. Participating students reported how much they enjoyed the Back-to-School Summit.



**Students having fun at summit**

When asked if she enjoyed the summit, Heather Gilmore from Lafayette Parish stated, "It was a lot of fun and I liked the prize drawings and the speakers!"

The event was organized by the [Southwest Center for Rural Initiatives](#), a satellite entity of the SU Ag Center. Dr. Wanda Burke serves as director of the Center.



## Hibiscus Tea, Big hit at Back-to-School Summit

The SU Ag Center hibiscus research group served freshly made hibiscus tea to participants at the Back-to-School Summit held in Lafayette, Louisiana. Nearly ten gallons of tea was served to over 100 participants and became the favorite drink. Senator Elbert L. Guillory was among the many participants who sampled the tea, which is rich in antioxidant and total polyphenols.



Nicholas, left, hands a cup of hibiscus tea to Senator Guillory at summit.

The hibiscus research project, funded by the USDA-NIFA focuses on variety selections, nutritional analysis and product development as a niche market crop for Louisiana farmers.

Dr. Kit L. Chin, professor of plant science serves as project director. Ron Nicholas is basing his dissertation on this research.

## Communities of Color Network is proud to educate and make a difference

The Communities of Color (CoC) Network, a tobacco intervention program at SU Ag Center, takes pride in educating and making a difference in the lives of citizens across the state of Louisiana.

**Shirley Simon**, regional coordinator, collaborated with St. James Baptist Church in Marrero and assisted them in joining a host of churches across Louisiana in becoming 100% tobacco-free. The church has completed the CoC Network Tobacco Curriculum, which included a variety of activities conducted on the dangers of tobacco use and secondhand smoke exposure. The pastor stated that the signs will be placed in front of their church and Community Center as a reminder that, "St. James Church promotes healthy choices." He further stated that he is very excited about the CoC Network initiative.



L-r: Courtney Clofer, Mrs. Zeno, Pastor, Rev. Dr. M. C. Zeno

Regional Coordinator **Frankie Poland** has ignited the Jaguar Nation by kicking off the season's tailgating on the Bluff. It was an ideal opportunity to educate SU families, friends and visitors about the Southern University System 100% Tobacco-Free policy. She discussed the policy with tailgaters, students, and even members of the SU football team. Those conversations resulted in very positive responses. Door and rear-view mirror hangers were shared individually, as well as, placed on



This sign was placed above the main entrance on east side of Mumford Stadium

parked vehicles. Gigantic 'Welcome to SU' signs were put in strategic locations at Mumford Stadium advising everyone of the 100% Tobacco-free policy. The sign was placed just above the main entrance leading to seating on the east side of the stadium. Additional activities are planned for this season to further educate constituents and fans about the policy.

*Continued on page 4*



CoC Network

Continued from page 3

**Urina F. Holt**, regional coordinator, realizing the increase consumption of tobacco among African American students, visited Linear Middle School in Caddo Parish and brought awareness to the students on the causes and effects of using tobacco. She discovered that some of the students had tried smoking and some were using tobacco on a regular basis. However, after showing the DVD on "Smoke: Truth of Dare" and distributing handouts of "What's in Tobacco" and "The harmful effects of smoking," some of the smokers indicated they were not going to continue smoking. She further discussed the number of African Americans who die each year from smoking-related illnesses.

Regional coordinator **LaTonya Owens** participated in the first annual Youth Summit at St. Luke Missionary Baptist Church of



Owens interacts with youth at summit

Bonita, LA, where they have completed the criteria to be designated as a 100% Tobacco-free campus as a result of the Communities of Color Network church initiative. Many of the youth were not famil-

iar with a lot of the ailments associated with smokeless and spitless tobacco or even the chemical make-up of certain tobacco products. After learning more about tobacco, a number of the youth stated they were going to share what they learned with family and friends that use tobacco products.

**Shawntell Harrell**, regional coordinator, ventured into the Winn Parish community to introduce the Communities of Color Network initiative at the Winn Parish Community Health Care Center by providing educational training that emphasized the negative effects of secondhand smoke.

**Ag Leadership Institute student hosts pasture walk for small farmers**

Alfred Gross, a member of the Small Farmer Leadership Institute, and his wife Edith, hosted a Pasture Walk at their farm in Wilmer, Tangipahoa Parish. The event was sponsored by Southeast Louisiana Graziers, with support from SU Ag Center.



Alfred Gross speaks to visitors about his farm

Thirty farmers and other participants attended. They saw the Grosses' small-acreage managed grazing layout. Angus cattle are rotated through paddocks divided by electric fence. By giving the cows access to only one paddock at a time, grass in the rest of the pasture has a chance to grow. As a result, the cattle are raised with

very little hay and no feed. The cows have high body condition scores and the calves grow rapidly. Alfred and Edith explained their operation and led a tour through the pasture.

Other speakers provided information on how managed grazing works and on the components of portable water systems used in paddock grazing.

This event was a fitting finale to SU Ag Center's Spring Blitz series of field days around the state. Three prior beef cattle field days, plus one wheat field day, brought out more than 180 participants to learn more through visiting other farms.

Dr. Dawn Mellion-Patin serves as project director of the Ag Leadership Institute, and Emily King is Outreach Specialist.



## Louisiana Ranchers and Growers Hold Annual Meeting at SU Ag Center

More than 70 farmers gathered at Southern University Research and Extension Center on August 18 for the Louisiana Ranchers and Growers Association (LRGA) Annual Meeting. LRGA was organized in 2010 to enhance the sustainability of small farmers, and is a collaborator with SU Ag Center in this effort.

The day began on Don and Betty Ashford's farm near Ethel. Participants took a pasture walk across the farm. Don Ashford explained how he uses management intensive grazing to get the most out of his beef cattle operation on limited acreage.



**Don Ashford explains his managed grazing procedure to participants**

The meeting then moved to Southern University Ag Center. LRGA President Robert Wallace, Vice Chancellor Gina E. Eubanks, and Agriculture Specialist Dawn Mellion-Patin welcomed the participants.



**Dr. Dawn Mellion-Patin addresses a roomful of farmers at the Ag Center**

Special guests for the meeting were 14 farmers with Oklahoma Farmers and Ranchers Association (OFRA), who assisted LRGA in getting started. Mike Oakley, president of OFRA, described his organization and its current activities.

Robert Wallace spoke about LRGA's Quality Calf Project. This program, funded through a Sustainable Agriculture Research and Education (SARE) Producer Grant, is designed to help small farmers raise calves of similar age, weight and quality that can be marketed together, providing the farmers with an additional marketing option.

The remainder of the meeting was devoted to the theme of "Building Relationships" among small farmer organizations. Representatives from 18 organizations were present and briefly described their purposes and activities. Participants discussed areas of interest that might overlap among organizations and provide opportunities for cooperation and collaboration.

The day ended with LRGA's business meeting and discussion of action plans for the next 12 months.



**SU Ag Center, Federation of Southern Cooperatives hold 'Heir Property' Workshop**

The Center for Rural and Small Business Development (CRSBD) at Southern University Ag Center and the Federation of Southern Cooperatives held 'Heir Property' Workshop on September 12. Heir property issues and how to pass on land to heirs was the topic of the workshop held at the Southern University's Southwest Center for Rural Initiatives in Opelousas.



**Participants gather for the heir property workshop**

The workshop, which was co-sponsored by the Center for Rural and Small Business Development and the Federation of Southern Cooperatives, was facilitated by attorney Monica Rainge, a consultant from the Federation of Southern Cooperatives in Atlanta, GA.



**Attorney Rainge addresses audience**

Attorney Rainge covered the topics of: tenant in common laws, partition in-kind interstate wills, living wills, fractionation property, force partitions, power of attorney procedures, clear titles and deeds, descent and distribution laws, successions, fractional undivided interest in land, quick title sales transfers, deed to life estate situations, adverse passion rules and guidelines, estate planning tools, inter-family possession buy out, the formulation of trust agreements and incorporating land as part of a limited liability corporation.

This was an interactive workshop, in which participants asked questions and discussed personal experiences relevant to the topics. Since the workshop was conducted from 1:00 pm-4:00 pm, participants requested that the workshop be rescheduled in the coming months after official work hours.

The CRSBD will continue to partner with the Federation of Southern Cooperatives to bring business development training and technical assistance to current and potential business owners, as well as, assist in the formulation of cooperatives in rural communities within the state of Louisiana.



## CRSBD holds Home Ownership Follow-up Seminar in Roseland

The Center for Rural and Small Business Development hosted a second 'Home Ownership' seminar at the Roseland Town Hall in Roseland, La., Tangipahoa Parish, on Tuesday, September 20.



Hall addresses seminar participants

This seminar was held to assist individuals who were unable to attend the August 21 seminar or had additional questions completing the pre-application and application forms for the United States Department of Agriculture's 502 Home Buying and 504 Home Loan and Grant programs.

CRSBD Outreach Specialist Eual Hall discussed the programs, what qualifications individuals had to meet to be eligible for the programs and answered questions that the attendees had about the application process.

The CRSBD will continue to promote USDA sponsored programs as part of the Southern University Agricultural Research and Extension Center's contractual agreement with the USDA.

## E-Learning Center Program Director Speaks to St. Gabriel City Council

Center for Rural and Small Business Development's E-Learning Center Program Director LaKeeshia Giddens spoke to the St. Gabriel City Council about the business development and technology services available to the town through the CRSBD and its E-Learning Center on Thursday, September 20 during the town's monthly City Hall Meeting.



Ms. Giddens

The mayor and council members were receptive to having the CRSBD conduct business development trainings, seminars and workshops in the town to assist current and potential business owners in the rural area.

A copy of the Center for Rural and Small Business Development's brochure was also provided to the mayor and members of the council.

The CRSBD plans to begin conducting business development training seminars and workshops in this rural community in the coming quarters.



## CRSBD holds 'How to Sustain a Business' training in Bogalusa

Center for Rural and Small Business Development staff members Eual Hall and LaKeeshia Giddens held a seminar on 'How to Sustain a Business' in Bogalusa, Louisiana, Washington Parish, on Friday, September 21.

The seminar was conducted in the Gift Shop of Anthony and Racheal, which is housed in the Penny Mall. Hall facilitated a training on 'How to Start and Expand a Business' and Giddens facilitated the 'How to Market a Business' training.

Participants were very appreciative to have the CRSBD travel to their area and provide much needed training for free. Several of the small business owners requested that the training be held again in the evening to allow working individuals the opportunity to receive the information.

The CRSBD will continue to work with area business owners and community organizations to schedule a date to repeat the training.



Mr. Hall facilitates training

## SU Ag Center Participates in Baton Rouge Community Health Fair

The Center for Rural and Small Business Development and other Southern University Agricultural Research and Extension Center programs participated in the "Your Community Health is Wealth" Fair 2012 on Saturday, September 22 from 1 p.m. to 5 p.m. at BREC's Howell Community Park in Baton Rouge, Louisiana.

CRSBD staff members LaKeeshia Giddens and Eual Hall manned a booth during the fair and provided information to current and potential business owners in the form of one-on-one counseling, hand-outs on how to market a business, how to calculate five-year projections for a business, profit and loss

statements, cash flow statements, information on the development of policies and procedures, the forms and applications to legally start a business or non-profit organization, and a copy of the CRSBD's brochure.

The Center will continue to partner with area agencies to provide business development and technical assistance to current and potential business owners.



Giddens, right interacts with attendees



Hall, right interacts with attendees



## CRSBD holds technology training in New Roads

Basic computer uses, how smart phones can be used to stay connected to your business while on the go and the set-up and basic use of e-mail were the topics covered during the Center for Rural and Small Business Development's technology training held on Saturday, September 22 at the Old Zion Travelers Baptist Church in New Roads, Louisiana, Pointe Coupee Parish.

The training, held as part of a partnership between the CRSBD and the Building Opportunities through Leadership Development

(BOLD) training project, was conducted by CRSBD Bisnet Technology Support Specialist Wilbert Harris, Jr.

The training attendees were thrilled to learn how to use computers; e-mail and their smartphones to stay connected to, and improve their businesses.

The CRSBD will continue to work with BOLD participants to bring business development and technology training to rural communities in the state of Louisiana.



Harris, seated right, teaches participants how to use computer and email to improve business

## CRSBD encourages youth entrepreneurship during Back-to-School Summit

Center for Rural and Small Business Development staff members Eual Hall and LaKeeshia Giddens were on hand to speak to 8<sup>th</sup> graders about youth entrepreneurship during the first joint Back-to-School Summit at the Blackham Coliseum in Lafayette on Wednesday, September 19.

The students from St. Landry, Lafayette, Vermilion, St. Martin, Pointe Coupee, and Evangeline Parishes, also received information on entrepreneurship, ideas for youth owned businesses, organizations or businesses to contact for helpful assistance, how to determine a business structure and the registration forms and

documents needed to legally start a business.



Students interact with Giddens at summit

Many of the students expressed interest in becoming entrepreneurs and eagerly took information on businesses that they could begin as youth.

Several more students also informed Hall and Giddens that they had already begun their own businesses.

The Back-to-School Summit was organized by the Southwest Center for Rural Initiatives.



## SU Ag Center Offers Jetson Correctional Facility Garden Certification Course

SU Ag Center staff offered Jetson Correctional Facility a Garden Certification Course. Stephanie Elwood, community garden specialist; Tiffany Franklin, extension associate; and Christie Monroe, livestock director, have been teaching gardening classes to youth at the correctional facility. Youth in the classes receive participation certificates for lessons completed. The targeted youth are part of the Fast Track Program at Jetson. An average of 17 young men, between the ages of 13 and 17 are enrolled in this program. In May, the youth planted cucumber and watermelon seeds. In August, they were able to reap the benefits of their labor by harvesting approximately 200 lbs. of produce.



Elwood, left, and Franklin provide gardening instructions

Now, it is time to replant for the fall. The boys work in the garden, planting, weeding, fertilizing, and harvesting.

The class has increased youth's ability to work as a team as well as build their level of confidence. The youth learn through hands-on activities, the skill of keeping plants alive. This skill can attain many career opportunities, such as landscaping, farming, nurseryman, or entrance into the field of plant and soil research. Certificates can be shown in court to judges and to horticulture related jobs (plant nurseries, Home Depot, Lowes, etc.), once they get out of Jetson and re-enter the job market. Youth participants reported that they enjoyed their time in the SU Ag Garden Certificate Course.

## SU Ag Center Encourages food safety at football tailgating

A team consisting of faculty and staff from Southern University Agricultural Research and Extension Center visited with tailgaters at the first SU home football game on September 13 to pass out disposable meat thermometers, Touchdown with Tailgating handout on football, food and fun (healthy and safe foods) and inform the tailgaters that the Southern University System is now 100% smoke free.

The team canvassed the university's parking lots and tailgating spots to take advantage of "Teachable Moments" in which the



L-r: Carter, Malekian, Friendship, Poland, and Snowden.

team instructed the tailgaters about proper food safety measures during tailgating. The team con-

sisted of De'Shoin York Friendship, nutrition Specialist; Kasundra Cyrus, family and consumer science specialist; Fatemeh Malekian, professor of nutrition; Janna Snowden, research associate; Alice Dyson, administrative assistant; Frankie Poland, regional coordinator; and Bernice Carter, Communities of Color Network volunteer.

The project was held in collaboration with Deborah Wicker Jones, Community Outreach Specialist from United Healthcare.



## SU Ag Center faculty receives funds for obesity study

The Southern University Agricultural Research and Extension Center's 5-year strategic plan clearly identifies "Enhanced Focus on Increasing Healthy Eating and Physical Activity among Louisiana's Citizens through Research and Outreach" as one of its primary goals.

Dr. Fatemeh Malekian, nutrition professor at SU Ag Center has received funding from USDA/NIFA to conduct research on a project titled "Combating Childhood Obesity with Caregivers as Change Agents."

The specific objectives of this project are:

- 1) Determine how to incorporate the best combination of whey protein (WP) and resistant starch (RS) into shakes/smoothies and other foods.
- 2) Determine effects of the best combination of WP and RS on body weight, body fat distribution, blood pressure, and cumulative food intake in obese African American men and women.
- 3) Determine effects of nutrition education intervention on body weight, body fat distribution, blood pressure, and cumulative food intake in obese African American men and women.

The project is recruiting volunteers to participate in the study.

Participants must be African American men or women, between the ages of 18 and 40, and have a Body Mass Index (BMI) greater than 30. The participants will consume a smoothie for breakfast in conjunction with nutrition education intervention. Each participant will receive \$300.00 at the end of the 24-week study.

Dr. Janana Snowden serves as post-doctoral fellow coordinating all the project activities.

## SU Ag Center Holds Nurturing Parenting Program in Caddo Parish

Ten ladies from Freedom Church in Logansport, La participated and completed the Nurturing Parenting Program at Grand Cane under the supervision of Patricia Lee, Assistant Area Agent in Caddo Parish. The class was a ten-week session with worksheets, discussion, feedback, and evaluation. The ladies said they learned a lot and are eager to put what they've learned into action with their families. The parenting classes started July 16 and ended September 13, 2012.



Parenting program participants with certificate of completion

Additionally, Lee shared a story with the Kindergarten classes at 81<sup>st</sup> School. The story entitled "Bone Bank" Savings from The Organ wise Guys explains how to save calcium in the bone while

saving money in the piggy bank. Twelve classes benefited from the program during the month of September.



Lee, right, with kindergarten class



**FACULTY AND STAFF ACCOMPLISHMENTS AND ACTIVITIES**

**Mila Berhane** conducted a workshop in Opelousas for the nutrition project led by Bernes-tine McGee, professor, nutrition and Glenda Johnson, associate professor, nutrition. The purpose of the workshop was to teach children and parents how to grow and eat fresh vegetables. The event took place at the Southwest

Center for Rural Initiatives, Sep-tember 12 at 6 pm.



Participants plant seedlings for health

Berhane also made two presenta-tions on niche farming and value added products at the 6<sup>th</sup> National Small Farm Conference in Memphis, TN, Sept18-20. The presentations were entitled “Ethnic Vegetables,” and “Hibiscus, one plant, Thousands of Possibilities.”

**SU Ag Center Participates in Head Start Round-Up-Parents’ Day in Calcasieu Parish**

**Carol Sensley**, Calcasieu Parish extension agent set up a display on the “Effects of Childhood Obesity,” on August 7. Health Lifestyles was one of the focus areas at the Head Start Round up Parents’ Day. More than 200 teachers and parents attended to gain knowledge.



Sensley at booth during round up event

Sensley also participated in a week-long Bodywalk activity. During the week of September 17 – 21, Calcasieu Parish hosted the “Organwise Guys” and the LSU AgCenter Bodywalk.



Bodywalk event

Four schools participated in the exhibit: Barbe Elem, Brentwood Elem, Lake Charles Charter Academy, Hamilton Christian Academy. More than 1,800 stu-dents participated in the exhib-it. PreK-5th graders learned the importance of eating healthy, and the functions of the organs in the body. Parent Volunteers were there to assist as well.

**Staff News**

SU Ag Center welcomes Ms. Lan Gong to the university. She is a visiting scholar from Beijing Forestry University, sponsored by the Chinese Scholarship Council. Gong will stay at Southern Uni-versity for one year to study ur-ban forestry. She will be hosted by Dr. Yadong Qi, Professor, Ur-ban Forestry.



Ms. Gong



## FACULTY AND STAFF ACCOMPLISHMENTS AND ACTIVITIES CONTD.



**Publication:**  
Dr. Yadong Qi, Urban Forestry, has co-authored a new journal article with collaborators

from LSU as a result of a research project on nanotechnology funded by the USDA-NIFA Capacity Building Grant Project. Dr. Qi is the Project Investigator. The full citation of the journal article is as follows:

Xia Guan, Rafael Cueto, Paul Russo, Yadong Qi, and Qinglin Wu, 2012. Asymmetric Flow Field-Flow Fractionation with Multiangle Light Scattering Detection for Characterization of Cellulose Nanocrystals. *Biomacromolecules*, 2012, 13 (9), pp 2671–2679.

*Biomacromolecules* is a SCI journal with Impact Factor of 5.479, published by American Chemical Society. The journal article can be accessed via the following link: <http://pubs.acs.org/doi/abs/10.1021/bm300595a>.

**Conference Presentations and Proceedings:**

Dr. Yadong Qi recently gave a talk entitled “Copper-carbon core-shell nanoparticles as a potential fungicide against blue stain fungi” at the 20th Annual International Conference on Composite or Nano-engineering, Beijing, July 22-28, 2012. She also served as a co-chair for the Nano-Textile Session I at the Conference. She has two proceeding papers accepted for publication as follows:

Qi, Y., M. Danzy, K. Lian, Q. Wu, R. Menard, D. Collins, F. Oliveria, and K. Klepzig. 2012. Copper-carbon core-shell nanoparticles as a potential fungicide against blue-stain fungus, *Ophiostoma minus*. *World Journal of Engineering* Vol.9 (Suppl.) (Accepted)

Wu, Q., K. Lian, and Y. Qi. 2012. Natural fiber/wood plastic blends modified by Copper/carbon core shell nanoparticles (CCCSNS). *World Journal of Engineering* Vol.9 (Suppl.) (Accepted).

Dr. Qi recently gave an oral presentation entitled “Application of nanotechnology into forest health management” at the USDA-NIFA 1890 Project Directors’ Conference, Huntsville, AL. September 16-19, 2012. She also presented two posters, one on the “Nanotechnology Project” and the other on the “UV-B Tolerance Strategies in Selected Urban Trees” project. Both projects are funded by the USDA-NIFA-CBGP.

**Journal and Panel Review Service:**

Dr. Yadong Qi was recently invited to serve as a peer review panelist for USDA-NIFA on two grants programs. One was on Non-Land Grant Colleges of Agriculture Capacity Building Grants Program and the other was on Forest Product Research Grants Program.

Qi has been invited to serve as peer reviewer for two international journals namely, *Journal of Ecohydrology* and *Open Journal of Forestry*.



**FACULTY AND STAFF ACCOMPLISHMENTS AND ACTIVITIES**

**In the News**

The *Daily News* of Bogalusa: small business seminar [http://www.gobogalusa.com/news/business/article\\_6c9f2adc-ffc8-11e1-ad78-001a4bcf887a.html](http://www.gobogalusa.com/news/business/article_6c9f2adc-ffc8-11e1-ad78-001a4bcf887a.html). September 16, 2012.

WAFB online: 4-H National Science Experiment Day <http://ebrnorth.wafb.com/news/events/54945-join-su-ag-center-4-h-national-youth-science-day>. September 13.

WAFB online: Walk to Stop Diabetes: <http://ebrnorth.wafb.com/news/news/55151-support-team-su-ag-center-stop-diabetes-walk>. October 2.

Monroe *News Star*: [http://www.thenewsstar.com/article/20121003/NEWS01/121003011/Southern-AgCenter-programs-wide-scope?o\\_d\\_y\\_s-sey=tab|topnews|text|FRONTPAGE](http://www.thenewsstar.com/article/20121003/NEWS01/121003011/Southern-AgCenter-programs-wide-scope?o_d_y_s-sey=tab|topnews|text|FRONTPAGE); video stream at: <http://livestre.am/4aasp>. October 3.

*The advocate*: 4-H science day prep. <http://theadvocate.com/features/people/3938050-123/ecobot-builders>. October 4

**UPCOMING EVENTS**

**October 2, 9, 16, 23, and 30:** 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)

**October 24 – 27:** Session 5, Small Farmer Ag Leadership Institute, South Carolina State University, Orangeburg, SC. Contact Dawn Mellion-Patin at 225-771-3532.

**November 3, 6, 13, 20, and 27:** 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 Mellion\_Patin at 225-771-3532.



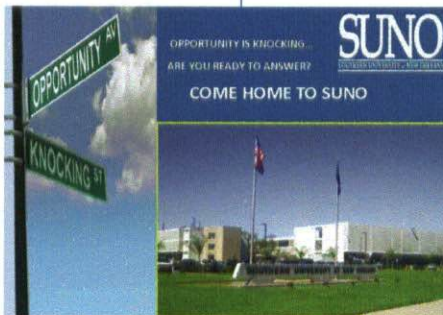


October 2012

Dear SUNO Friends and Family,

As we enter into the third month of this semester, Southern University at New Orleans continues to be filled with activity and progress.

- SUNO's CALL-Back initiative that was designed to attract approximately 4,000 "Stop-Out" students back to the University is starting to yield some results. The initiative, which began in earnest during Summer 2012, has attracted 109 applications from re-admission from the pool this Fall semester. Ninety-two (92) of the 109 applicants are currently enrolled in the majors of their choice for Fall 2012. It is of note that 11 of the 92 students have enrolled in the Bachelor of General Studies program. We anticipate that the General Studies program in particular will attract more of these "Stop-Out" students in the future as soon as the approval process to offer the program in an 8-week, intensive, online format is completed. This type of course offering will make a SUNO education much more accessible to those students who must maintain a balance between work and education by allowing them to continue their studies at their own pace.



SUNO expects the CALL-Back initiative to help hundreds of students complete their degrees.

National Science Foundation's Historically Black Colleges and Universities-Undergraduate Program (HBCU-UP). The institutions selected over the three cohorts represent many different types – including two-year and four-year, public and private HBCUs.

- This month, SUNO re-launched its website, [www.suno.edu](http://www.suno.edu). Part of remaining competitive with other institutions in the area is having an attractive and accessible website. Over the next few weeks we will be continuing to streamline and enhance the content on the site, making it a utility for alumni and faculty but most importantly a destination for current and prospective students.

- On the field of play, the SUNO Lady Knights Volleyball team has gotten off to a very successful start to their 2012 season. The team, in just its fourth season of competition has a record of 14-4 overall and sits tied for second place in the Gulf Coast Athletic Conference.
- And finally, SUNO is making final preparations for its annual fundraiser, The BASH. This year's event honors two men who dedicated much of their lives to SUNO's mission and values; Addison Carey, Jr. and Artis M. Davenport. This event represents a unique opportunity for the entire SUNO community to join together in supporting ourselves. We ask for the participation of our entire family through the purchase of event tickets. All proceeds benefit student scholarships. We'll see you at the Sheraton New Orleans on Friday, October 19th.



SUNO is one of just ten schools selected to participate in the national "Preparing Critical Faculty for the Future" initiative.

- Southern University at New Orleans has been chosen through a national competition sponsored by the Association of American Colleges and Universities to participate in *Preparing Critical Faculty for the Future* (PCFF), a project that supports women of color faculty in science, technology, engineering, and mathematics (STEM) disciplines in becoming strong academic and administrative leaders, both on campus and within their respective disciplines. The project is funded by the

Sincerely,

Victor Ukpolo, Ph. D.  
Chancellor



## **UNIVERSITY HIGHLIGHTS**

Five faculty of the College of Arts and Sciences were elected to the Faculty Senate for a two-year term. They were: Dr. Mary Vaughn, Dr. Romanus Ejiaga, Dr. Alvin Bopp, Dr. Mostafa Elaasar and Ms. Jennifer Nunes.

### **MUSEUM STUDIES PROGRAM**

A meeting to refurbish the art pieces affected by Hurricane Isaac was organized by Dr. Hollis, Director of Museum Studies Graduate Program. Dr. David Adegboye, Vice Chancellor for Academic Affairs, Dr. Henry Mokosso, Dean, CAS, Dr. Brenda Jackson, Director of Title 111, Dr. David Riep, Assistant Professor, Museum Studies, Ms. Linda Hill, Archivist, African and African American Studies Center. It was decided that Dr. Romanus Ejiaga and Ms. Linda Hill should negotiate a price with an art maintenance specialist to work on the art pieces to prevent them from becoming moldy.

### **COLLEGE OF BUSINESS & PUBLIC ADMINISTRATION**

#### **Accreditation Progress Report**

On July 30, 2012, CBA received notification that the AACSB International Peer Review Team (PRT) had completed its analysis of the Self-Evaluation Report for initial accreditation of the undergraduate and master's degree programs in business offered by Southern University at New Orleans. The Initial Accreditation Committee (IAC) concurred with the team's analysis for initial accreditation and with the PRT's recommendation that the on-site review be conducted as scheduled.



The College of Business and Public Administration is preparing for a visit from the AACSB Peer Review Team in October.

On August 29, 2012, CBA prepared and submitted a detailed response to issues and concerns raised by the PRT of AACSB in its July 30, 2012 correspondence. The PRT acknowledged receipt of the document and indicated that identified issues had been resolved. In light of this development, the PRT confirmed that they will proceed with arrangements for an on-campus visit to SUNO from October 21 to 24, 2012. A final visitation schedule was confirmed by the PRT on the 26<sup>th</sup> of September 2012.

The four faculty-led AACSB accreditation subcommittees - MFFA (Missions, Facilities, Finance & Administration Committee); SARPD (Student Admission, Retention & Professional Development Committee); ITTM (Instructional Time & Talent Management Committee); and LGCA (Learning Goals, Curriculum, & Assessment Committee) have been hard at work preparing information packages that will be reviewed by the PRT. A document room has been designated in the College of Business Building.

CBA has held three college-wide orientation meetings since August 2012 with faculty and staff and two meetings with students in preparation for the on-campus visit. Additionally, meetings with various university officials and other stakeholders are ongoing.

Additionally, the CBA has received support from the Office of Development and Community Outreach and the Title III Office in the area of logistics. Transportation, lodging, meals and access to essential technology arrangements have been made for the Peer Review Team.

#### **Other News**

Two new faculty members were hired by the CBA: Dr. Jennifer O'Sullivan (PhD Finance, University of New Orleans) to teach finance in the Department of Business Entrepreneurship;



and Dr. Patricia Robertson (PhD Public Policy, Southern University Baton Rouge) to teach Public Administration courses in the Department of Public Administration.

The 2012-2013 CBA faculty goal-setting session, otherwise known as Annual Faculty Planning Sessions was completed on Wednesday, September 26, 2012.

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. In attendance also was 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.

Norbert Davidson, Director of the Division of English, Southern University at New Orleans presented a seminar on "Use of Data Norming in the Evaluation of Program Learning Objectives" to the CBA faculty in Room 100 of CBA Building on Tuesday, September 18, 2012.

Rise Display Company installed stock market monitors and ticker tapes in Room 202 and the Student Lounge of the new CBA Building. This technology will be used to create awareness among CBA students and the community about the importance and role of the financial markets in our daily lives and in the acquisition of legitimate wealth. The displays also signal CBA's desire to promote an entrepreneurial mindset and create pro-business views among its students and stakeholders.



Digital ticker tape monitors have been installed in the CBA building to promote an "entrepreneurial mindset" among students.

#### **Journal Articles Published or Accepted for Publication**

Briggs, C.A., Tolliver, D., and Szmerekovisky, 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**

Briggs, Charles A., "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.

Briggs, Charles A., *Certificate of Recognition for professional Development & Continuing Education in MACROECONOMICS*, College Board, Cincinnati, OH, June 2012.

Mike DeBoer Site Leader of General Electric Technology Center, New Orleans, LA visited the CBA faculty on September 25, 2012 to discuss the skill sets that GE and its competitors need from college graduates. He also offered valuable insights on the potential role of the College of Business in the economic development effort in the Metro New Orleans Region. This meeting was at the invitation of Dr. Adnan Omar, Chair of the MGIS Department.

#### **Professional Outreach to Students & Community:**

On September 19, 2012, Dr. Louis C. Mancuso, Professor of Marketing & Business Entrepreneurship, took fifty students to visit the Wal-Mart Distribution Center in Robert, Louisiana. The students experienced Wal-Mart's EPC (Electronic Product Code) distribution system coupled with how the computer directs human product pickers to load a cart according to weight and balance. The students also experienced how distribution takes place in a climate of minus 78 degrees. Faculty accompanying Dr. Mancuso included Dr. Charles Briggs, Dr. Marjorie Fox, Dr. Adrine Harrell-Carter, Dr. David Alijani, Dr. Kevin Fulk, Dr. Obyung Kwun, and Dr. Biruk Alemayehu.



On September 24 and 25, 2012, Carol Miles, the SUNO Librarian assigned to help students in the College of Business & Public Administration, presented to Dr. Mancuso's ENTR 470 classes and MGIS 506 class the concepts of Plagiarism and instructed the students in the use of Ebscohost and Lexis-Nexis databases.

*DBE Panel:* Dr. Frank Martin, Chair of the Business Entrepreneurship Department, participated in the State and Local Disadvantaged Business Enterprise (DBE) Panel which certifies small businesses as disadvantaged for the City of New Orleans, the New Orleans Sewerage & Water Board, the Aviation Board, and Caesar's (formerly Harrah's) Casino on July 24, 2012; September 13 & 27, 2012.



Dr. Frank Martin lent his expertise to the State and Local DBE Panel this past month.

#### Office of Student Services

The Office of Student Services is actively preparing for the upcoming AACSB accreditation visit, October 21- 24, 2012, along with the CBA leadership team.

The OSS hosted new student orientation for new CBA students. Students were introduced to CBA leadership and faculty, and empowered with information from the Registrar's Office, Office of Student Retention, Student Financial Aid, the Center for Comprehensive Communication (tutoring), and the Office of Administration and Finance (scholarships, special deferments, and financial aid appeals).

The OSS prepared graduation application packets for over 120 potential graduates for Fall 2012 and Spring 2013 and met with individual candidates.

#### **College of Education & Human Development:**

##### **Accreditation:**

Dr. Mwalimu Shujaa (Dean) conducted the College of Education and Human Development (CoE &HD) monthly faculty/staff meeting on September 11, 2012. All faculty were present with the exceptions of Dr. Vincent Johnson and Dr. Shawan Bellow both of whom are out on leave of absence this semester.

##### Elementary Education

Dr. Kimberly Dickerson (Chair, Elementary Education) submitted the Board of Regents Progress Report For Elementary Education.

Dr. Dickerson (Assessment Coordinator) submitted the ETS Title II annual report.

##### Early Childhood Education

Dr. Glenda Allen-Jones (Chair, Early Childhood Education) submitted the Board of Regents Progress Report on Early Childhood Education.

##### Child Development & Family Studies (CDFS)

Dr. Pamela Wanga (Chair/Director, CDFS) chaired CDFS Departmental meetings addressing AAFC Standards on Friday September 7<sup>th</sup> (Standard 2), Friday September 14<sup>th</sup> (Standard 3), and Wednesday September 19<sup>th</sup> (Standard 4). All four CDFS faculty participated in the Friday meetings.



Dr. Kimberly Dickerson  
Chair, Elementary Education

On Monday, September 10, 2012, Dr. Wanga, met with Dr. Sherry Bachus to discuss the completion of Forms 3, 4, and other required supporting documents for AAFCS Accreditation Standard 4.

As Director/Chair of the CDFS program, 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 held on September 11, 2012.

Dr. Diane Bordenave met with Dr. Bachus regarding required supporting documents for AAFCS Accreditation Standard 4 on Thursday, September 13, 2012 and with Dr. Suzanne Mayo-Theus regarding AAFCS Standard 1 on Thursday, September 20, 2012.

The Chair/Director and all CDFS faculty continue to revise and update their assigned Standards as follows: Standard 1: Institutional Environment (Dr. Mayo-Theus and Dr. Bordenave); Standard 2: Instructional Programs (Ms. Carson); Standard 3: Discovery, Integration, and Application (Dr. Wanga); and Standard 4: Faculty, Staff, and Students (Dr. Bachus).

#### **Grant Submissions:**

##### Elementary Education

Dr. Deborah Darby (Assistant Professor, Elementary Education) continues to implement the BTOP grant, which is funded through Portland State University.

Mr. Charlie Johnson (Assistant Professor, Elementary Education) submitted a proposal to establish the College of Education and Human Development Center for Pedagogical Exposure.

Ms. Gilda Jones (Praxis Coordinator) is currently completing a grant to be submitted for Praxis online tutorials.

Dr. Louise Kaltenbaugh (Director, Alternative Certification) submitted a Hurricane Isaac grant to support Saving Kids, Unlimited.

##### Child Development & Family Studies

Ms. Celina Carson chaired weekly meetings with the 2013 Healthy Minds-Healthy Bodies Learning Institute Grant Committee in preparation for the next phase of the Program.

#### **Workshops, Conferences and Scholarly Activities:**

Dr. Mwalimu Shujaa (Dean) has accepted an invitation to be the keynote speaker at the "Changing Faces in Education" conference being held at Minnesota State University-Mankato, November 15-16, 2012. Dean Shujaa also attended the CETL brown Bag Luncheons held on September 13<sup>th</sup> and 27<sup>th</sup>.

Dean Shujaa attended the RTP Portfolio Workshop conducted by faculty members of the College of Education and Human Development.

##### Elementary Education

Dr. Darby co-presented a workshop for College of Education and Human Development faculty regarding the Retention, Tenure, and Promotion (RTP) process.

Dr. Darby attended a monthly meeting as the point person for the BTOP Grant.



Dr. Louise Kaltenbaugh  
Director, Alternative Cert.



Dr. Darby conducted trainings for potential BTOP tutors.

Dr. Kimberly Dickerson attended an ETS Title II Refresher Training Webinar.

Dr. Dickerson attended the 5<sup>th</sup> Year Interim Report (SACS) meeting with Dr. Rudolph Jackson.

Dr. Dickerson reviewed one journal manuscript for a special edition of *Race, Gender, and Class*.

Ms. Gilda Jones has been training with the ETS Data Manager website to learn how to better use the system to obtain Praxis data pertaining to our students.

Ms. Jones attended the Southern Leadership Center Seminar at UNO.

Dr. Louise Kaltenbaugh consulted with Carol Alexander Lewis to organize the Parent Forum Conference.

Mr. Charlie Johnson attended an AARP Convention workshop demonstrating a variety of ways to use the iPad.

#### Early Childhood Education

Dr. Glenda Allen-Jones co-facilitated the College of Education and Human Development Retention, Tenure and Promotion workshop for faculty.

Dr. Allen-Jones attended the National Parent Leadership Training.

Dr. Allen-Jones served as Early Childhood expert for the National Charter School Authorizers Interview with Young Audiences of Louisiana.

#### Child Development & Family Studies

On Monday, September 17, 2012, Dr. Diane Bordenave completed and submitted a manuscript for review and possible publication in *Focus on Pre-K & K*, a quarterly, peer-reviewed, electronic publication from the Association for Childhood Education International.

Dr. Sherry Bachus (pictured left top), Dr. Diane Bordenave, Ms. Celina Carson (pictured left bottom), and Dr. Suzanne Mayo-Theus co-presented at the AARP - Life@50+ National Conference held at the Convention Center on Friday, September 21, 2012 through Saturday, September 22, 2012. The topic of the presentation was *SUNO's AARP Soul Steppers "Walking It Out"*, a model of best practice in health and wealth. Dr. Pamela Wanga reviewed, edited, and approved the AARP Soul Steppers PowerPoint presentation. Dr. Wanga was not able to join the CDFS faculty and students for the presentation due to an all-day meeting with SACSCOC consultant that same Friday, which she was requested to facilitate on behalf of Dr. Adegboye, but she joined the team later that evening to tour the vendors' displays and interact with participants.

The Chair/Director and all four CDFS faculty participated in the RTP Portfolio Workshop on Monday, September 24, 2012 facilitated by Dr. Glenda-Allen-Jones, Dr. Pamela Wanga, and Dr. Deborah Darby.

# AARP





Dr. Pamela Wanga spoke with the Honore' Center students September 29.

On Saturday, September 29, 2012, Dr. Wanga was an invited guest to the CDFS 453 class and addressed the Honore' students who were being honored that day in commemoration of the Million Fathers' March.

Dr. Bordenave participated in the Service Learning Workshop conducted on SUNO campus on September 29, 2012.

Dr. Bordenave maintains constant consultation through phone, email, and research for publication of her dissertation topic with Dr. Lorraine McCune at Rutgers University.

As a 2013 AAFCS Community Committee member, Ms. Carson

participated in the bi-weekly Obesity Prevention Workshop planning meetings via telephone conference.

Dr. Mayo-Theus gathered the info, video and photos of the participation in the SUNO Spring Class 453- Class research and involvement with the SUNO - AARP Soul Steppers campaign promoting walking and healthy life styles.

Dr. Mayo-Theus participated in the America Saves Webinar/Conference Call with plans for America Saves Week - 2013 on August 1, 2012.

Dr. Mayo-Theus participated in the National Women's Health Conference Call and Webinar on August 1, 2012 featuring Ms. Valarie Jarrett, Senior Advisor to President Obama & the White House Council on Women and Girls; Secretary Kathleen Sebelius, Secretary of the U.S. Department of Health and Human Services, Dr. Nadine Garcia, Deputy Asst., Secretary of Minority Health, Dr. Mayra Alvarez, Director of Public Health Policy, Office of Health Reform



Dr. Suzanne Mayo-Theus

Dr. Mayo-Theus Submitted article for publication - *"Teaching and Learning with A Disability: Lessons Learned from the Frontline"*. In addition, she worked with the layout for publication of the *Hurricane Katrina's Roller Coaster Ride: The Affects and Reflections of Changes in Families (book)* and updated and enhanced both *The Changing American Family Handbook* and *The Diversity Family Handbook*.

Dr. Diane Bordenave, Dr. Sherry Bachus, and Dr. Suzanne Mayo-Theus participated in the Center for Excellence in Teaching and Learning (CETL) workshop and luncheon on Thursday, September 13, 2012.

Dr. Wanga, Dr. Bordenave, Dr. Mayo-Theus, and Ms. Celina Carson again participated in the CETL workshop on Thursday, September 27, 2012.

#### **Professional Outreach to Students and Community:**

Dean Shujaa attended the LCATE meeting in Baton Rouge on September 21, 2012.

#### Elementary Education

Dr. Deborah Darby conducted community/faith-based tutorial and enrichment activities.

Dr. Darby provided pro bono services as a consultant in the area of education and economic development and counseling/life coach activities.



Mr. Charlie Johnson coordinated an exhibition with the New Orleans Chapter of the National Conference of Artists and the Southern University at Baton Rouge Art Gallery for an opening reception October 8, 2012.

Mr. Johnson attended a program committee meeting for the New Orleans African-American Museum of Art, Culture, and History's Board of Directors. Participants in the exhibit will include SUNO alumni and members of the community.



Ms. Gilda Jones (pictured left) has contacted several principals in the Greater New Orleans Area to obtain resource information for students reviewing for Praxis.

Dr. Louise Kaltenbaugh provided a workshop for Saving Kids, Unlimited.

Dr. Katherine Robinson (PK-16 Coordinator) met with Mr. Patrick Dobard (RSD Superintendent), Ms. Sametta Brown (RSD Executive Director) and Ms. Nina Walls (RSD Personnel) to reiterate the commitment to the continuing partnership between SUNO/ CoE&HD and the RSD. The RSD accommodates the placement of several College of Education and Human Development teacher candidates.

Dr. Robinson and Ms. Celina Carson (CDFS) met with Ms. Seander Johnson (NASJRB, Youth Director of the Navy New Orleans CYP) to discuss a possible partnership between CDFS and the Navy New Orleans CYP. The partnership would allow CDFS to place candidates at that site for observations and professional development.

#### Early Childhood Education

Dr. Glenda Allen-Jones provided service in the following capacities: Young Audiences of Louisiana, Board Member; Total Community Action Head Start, Advisory Board Member; Board Member of Louisiana Association for the Education of Young Children; NFL Yet Boys & Girls Club, Board, Member and Greater New Orleans Association for the Education of Young Children, Conference Liaison.

#### **Other University-related activities:**

Dr. Mwalimu Shujaa (Dean) attended the Dean's Council meetings held on September 5<sup>th</sup> and 19<sup>th</sup>.

#### Elementary Education

Dr. Deborah Darby continues to chair the BTOP Committee and to serve at the Faculty Senate Representative for the College of Education and Human Development.

Dr. Kimberly Dickerson submitted spring courses suggestions/changes for Elementary and Early Childhood Education.

Dr. Dickerson submitted the stop-out report for Elementary and Early Childhood Education.

Mr. Charlie Johnson worked with Facilities Maintenance to remediate mold in the Educational Technology and Academic Learning Laboratory (ETALL).

Mr. Johnson assisted faculty and staff with ETALL equipment use.

Mr. Johnson became a member of the SUNO Center for Excellence in Teaching and Learning's



(CETL) Online Pedagogy Program.

Ms. Gilda Jones met with Dr. Shujaa (Dean) to discuss the logistics of the online Praxis tutorial.

Dr. Louise Kaltenbaugh consulted with Dr. Igwe Udeh (Dean, College of Business) and Dr. Frank Martin (Chair, Business Entrepreneurship) concerning their documents room in preparation for their accreditation visit from AACSB.

Dr. Kaltenbaugh secured school sites/cooperating teachers for the four teacher candidates enrolled in student teaching for fall 2012.

Dr. Kaltenbaugh continues to serve on the Honore' Board to assist in providing leadership to the program.

#### Early Childhood Education

Dr. Glenda Allen-Jones engaged in student advising and attended the Southern University at New Orleans Accreditation Meetings with Dr. Brenda Jackson, Title III Director.

#### Child Development & Family Studies

September 13<sup>th</sup> and 14<sup>th</sup>, Dr. Pamela Wanga (CDFS Chair/Director) acted on behalf of Dean Shujaa in his absence as requested. Also on the 14<sup>th</sup>, Dr. Wanga facilitated all-day meetings with Dr. Rudolph Jackson, the SACSCOC/SUNO Accreditation Liaison on behalf of Dr. David Adegboye, Vice Chancellor for Academic Affairs.

Ms. Carson attended community partnership meetings with various local branches of the U.S. Navy to discuss placements. Dr. Wanga e-mailed the Inter-Institutional Agreement form and other documents to Ms. Loretta Sheppard, FFSC EFMP Liaison at the Naval Air Station and Registered all CDFS faculty and four students for the Wednesday, October 17, 2012 Exceptional Family Member Program to discuss Individualized Education Plan (IEP) focused on military families with special needs.

Dr. Mayo-Theus enlisted the following other university-related activities: served on the SUNO Scholarship Committee (ongoing), attended and participated in the Fall University Conference, and met with Mr. Warren Bell, Director, Honore' Center for Undergraduate Achievement to discuss plans to have the Honore' Center students attend a class session honoring Black Male Achievement in the Family on September, 29, 2012.

#### **School of Social Work:**

Dr. Ronald Mancoske: Reviewer for Journal of Social Work Education and Journal of Gay/Lesbian Social Services; Co Chairs, United Way, Unitd Way Health & Independence & Children Families Coordinating Council, United Way; Service Award Meeting with International Federation Labor Representatives (Avondale Project); Children's Defense Fund, Advocacy Council; Excelth, Quality Improvement Project; Appointed to Chancellor's Advisory Committee (workforce reduction).

Dr. Lynn Douville: Peer reviewed 2 submissions for the Journal of Social Work Education.





Dr. Ray L. Belton, Chancellor

# SUSLA

SOUTHERN UNIVERSITY SHREVEPORT LOUISIANA

*Excellence • Integrity • Accountability • Service*

## Chancellor's Report • September 2012

### SUSLA and GSU Signs Transfer Agreement

Southern University at Shreveport (SUSLA) Chancellor, Dr. Ray L. Belton and Grambling State University President, Dr. Frank G. Pogue, signed an agreement that makes it easier for graduates of SUSLA to transition into a four-year bachelor's degree program at Grambling State University. The agreement is effective immediately.

The agreement means that Southern University at Shreveport students who graduate with an associate's degree in business management, event management or accounting can seamlessly transition to Grambling State's four-year bachelor's business degree program with all course credits accepted toward a four-year degree. Though it is not a formal part of the agreement, the two institutions have agreed to find ways to develop scholarship opportunities for a few students each semester.

"We have to do it before we're forced to do it," said Pogue. Belton agreed, saying the institutions made this agreement for the benefit of students providing



for a seamless transition from one institution to the other.

Cynthia Hester, chair of the Division of Business Studies at Southern University at Shreveport, and Carl N. Wright, Dean of the College of Business at Grambling State, worked on the agreement. Hester said the Southern-Shreveport program has nearly 100 students in the business program and graduates 25 to 30 with associate degrees each semester. She said the goal is for Southern graduates to transition to Grambling State each semester.

"This is a good thing for the College of Business because we're starting a hospitality program and that's one of our priority focus areas," said Carl Wright. He went on to say that SUSLA graduates are getting jobs in the hospitality industries in the Shreveport/Bossier area, and adding a four-year degree will allow more students to move into management, providing greater diversity in industries that greatly need added diversity.

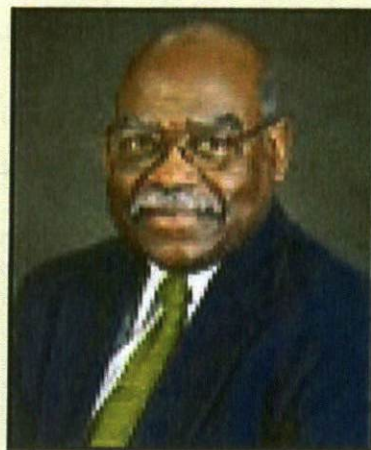




## SUSLA Host Fall 2012 Convocation Dr. Haywood Joiner, Guest Speaker

Southern University at Shreveport hosted its Fall Convocation, September 26th in the Health and Physical Education Complex (Gymnasium) on the main campus at 3050 Martin Luther King Jr. Drive. The special guest speaker was Dr. Haywood B. Joiner. Currently Dr. Joiner serves as Chair of the Department of Allied Health at Louisiana State University, Alexandria.

Following his graduation from high school Dr. Joiner entered Grambling College where he received the BA Degree in Biology. He then entered the United States Air Force where he served four years as a Clinical Laboratory Specialist with the 457th Tactical Air Command Hospital, Nellis Air Force Base, Las Vegas, Nevada. After honorably discharging from the Air Force he returned home to serve as clinical laboratory evening supervisor at St. Frances Cabrini Hospital, and while employed at Cabrini obtained the Masters degree in Education from Northwestern State University. He now holds the Doctorate of Education with a Cognate in Allied Health from Grambling State University. In 1998, he accepted a position as Director of the Clinical Laboratory Science program at Southern University, Shreveport. In addition to his position as CLS Program Director, he also served as Chairman of the Division of Allied Health at SUSLA.



He is married to the former Mary Alice Cyriaque. They are the parents of a daughter, Angela Joiner-Johnson, and a son, Haywood B. Joiner, III. They have five grandchildren, Erin, Madison, Jeremy, Miles, and Christopher.

## U.S. DEPARTMENT OF EDUCATION AWARDS NEARLY \$228 MILLION TO 97 HISTORICALLY BLACK COLLEGES AND UNIVERSITIES

Historically Black Colleges and Universities (HBCUs) in 19 states including Louisiana, the District of Columbia and the U.S. Virgin Islands will be able to strengthen their academic resources, financial management systems, endowment-building capacity, and physical plants as a result of a \$227.9 million grant awarded by the U.S. Department of Education yesterday.

The five-year grants—Strengthening Historically Black Colleges and Universities— will include activities such as curriculum reform; counseling and student service programs; establishing teacher education programs designed to qualify students to teach; acquiring real-estate property in connection with construction, renovations, or additions that may improve campus facilities; and funding faculty and staff development. In addition, funds may be used for the purchase, rental, or lease of scientific or laboratory equipment and the development of academic instruction in disciplines in which African Americans are underrepresented.

“HBCUs have made enduring, even staggering contributions to American life despite the steep financial challenges many have faced,” U.S. Secretary of Education Arne Duncan said. “The grants will help these important institutions con-

tinue to provide their students with the quality education they need to compete in the global economy.”

Dr. Ray L. Belton, Chancellor-Southern University at Shreveport stated, ...”Suffice it to say, Southern University at Shreveport is pleased to have been awarded funding for this grant cycle under the, Strengthening Historically Black Colleges and Universities Initiative and stands committed to fulfilling those goals and activities that are defined in the Title III grant program.

Furthermore, the University would like to take this opportunity to express its appreciation to the Department of Education and those Congressional leaders who continue to advocate on behalf of Historically Black Colleges and Universities and in particular with regard to Southern University at Shreveport.”

A list of the 6 Louisiana grant award recipients follows:

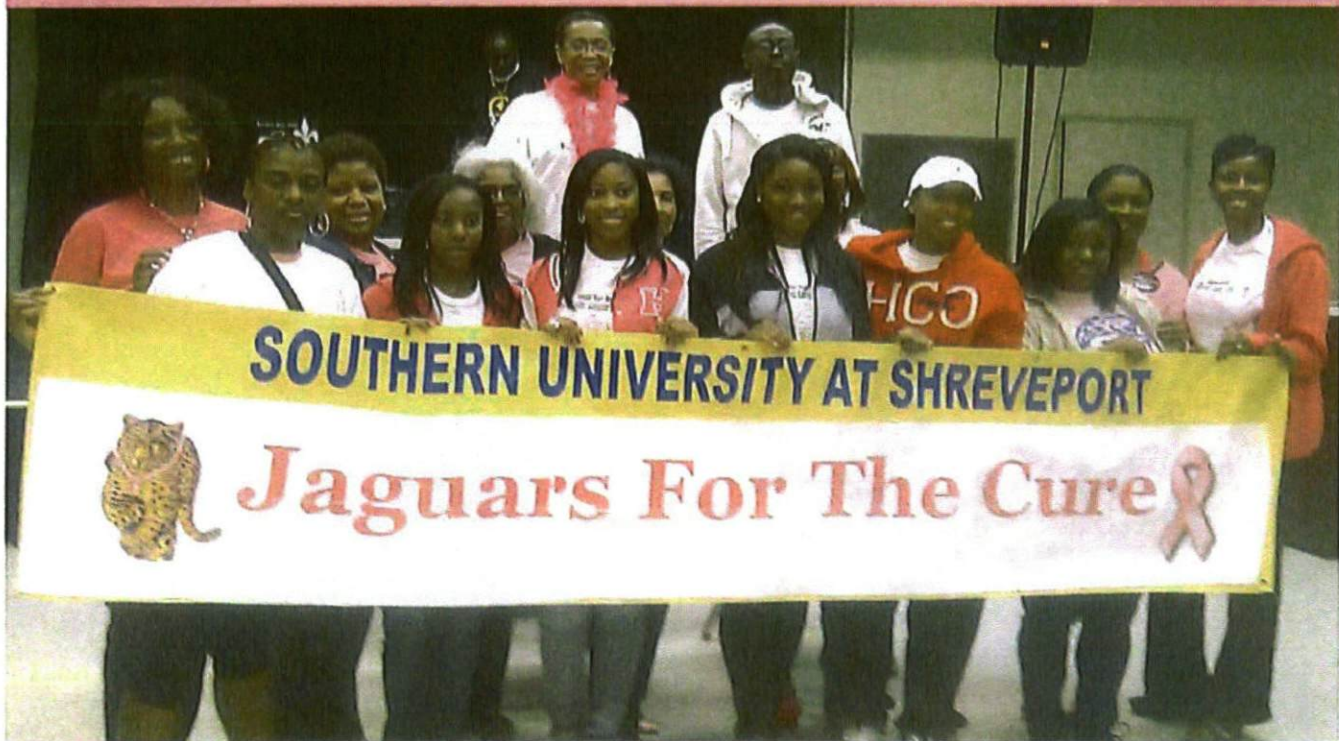
<u>LOUISIANA</u>	
<i>Dillard University</i>	<b>\$2,006,534</b>
<i>Grambling State University</i>	<b>\$3,444,511</b>
<i>Southern University &amp; A&amp;M College</i>	<b>\$5,331,871</b>
<i>Southern University New Orleans</i>	<b>\$2,577,184</b>
<i>Southern University at Shreveport</i>	<b>\$2,812,234</b>
<i>Xavier University of Louisiana</i>	<b>\$3,199,496</b>





## SUSLA Supports Breast Cancer Awareness Month

"STOP THE SILENCE" ~ STOMP OUT BREAST CANCER



Saturday, October 6, 2012 \* 7:30 a.m. ~ 11:30 a.m. \* Jesse Stone Science Lecture Hall \* SUSLA participated in the 2<sup>nd</sup> Annual High Heel Walk sponsored by Sister's Network Inc. Shreveport Chapter Coordinated by Linzola Winzer, Administrative Assistant, Office of The Chancellor

### SUSLA Voter's Registration Rally SGA President, Ricosha Kindells says, "We Matter, I Vote"!



Southern University at Shreveport, Student Government Association President, Ricosha Kindells said she was watching a program that suggested young people aged 18 to 25 are more apt to facebook and tweet than vote in local, state or national elections. She along with other members of her SGA Cabinet started thinking of ways to get students and area young adults to register to vote. On September 29, SUSLA's Student Government Association sponsored the "We Matter, I Vote", voter registration rally on the main campus, 3050 Martin Luther King Jr. Drive. Miss Kindells stated, "Of course we are here to go to school, but we should also be involved in our community. Bad elected officials get in office by good people who don't vote". A t-shirt was created for the rally by the S.G.A. The front says, "We Matter, I Vote" and on the back, "Our Education, Our Life, Our School - SUSLA Votes".





## SUSLA's Blue and Gold Hands GO GREEN!

Southern University's official colors are Blue and Gold...but now, while visiting Southern University at Shreveport, you may see a few Green Thumbs! Southern University at Shreveport, Sankofa Vision, Southern University Ag Center, City of Shreveport, MLK Jr. Neighborhood Association and Capital One are partnering in a Greenspace community garden behind the SU-SLA Business Incubator. Fight for Light is a modern social justice movement dedicated to engaging and educating students to become transformational leaders who are environmental agents of change in low-income economies.

Green Movement Leader and National Speaker, Markese Bryant of *Fight for Light and Green For All* served as the special guest. A California native, Markese Bryant lost his mother to drugs and his father to the prison system. In 2005, he nearly met the same fate after he was caught selling drugs. Through the Oakland Mentor diversion program, Bryant was given the opportunity to make amends. One year later, he enrolled in Morehouse College, completing his B.A. in African American Studies in 2010. He will be speaking to students this Thursday, October 18th at 11a.m. on the campus of Southern University at Shreveport.

Groundbreaking ceremony was on October 18th.



SANKOFA VISION IN PARTNERSHIP WITH GREEN FOR ALL PRESENT

**GREEN THUMBS**  
Fight for Light

**NWLA CAMPUS TOUR**

CELEBRATING THE  
SHREVEPORT HOMECOMING OF  
GLOBAL THOUGHT LEADER & HIP HOP ARTIST  
**MARKESE BRYANT**



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## RACE - The Power of an Illusion

A community discussion divided into a three part series, produced by California Newsreel, that investigates race in society, science, and history.

**Episode 1 - "The Difference Between Us", October 11<sup>th</sup> at 7pm.**

Southern University at Shreveport - Metro Campus, Rm 310/311 (*This is a new location*)  
610 Texas St, Shreveport, La

*Post discussion facilitated by Mr. Kenneth Hunter*

Director of Diversity Affairs/EEO Officer, LSU Health Shreveport

**Episode 2 - "The Story We Tell", October 18<sup>th</sup> at 7pm,**

Robinson Film Center, 617 Texas St., Shreveport, La

*Post discussion facilitated by Bill Sharp (Mr. William Strother)*

Director of Communications & Public Relations, Southern University at Shreveport

**Episode 3 - "The House We Live In", October 25<sup>th</sup> at 7pm,**

LSU Health Shreveport, (Donald Zadeck Conference Ctr, G-221),  
1501 Kings Hwy, Shreveport, La

*Post discussion facilitated by Dr. Melva Williams*

Associate Dean, Centenary College of Louisiana

Hosted by  
LSUHS - Office of Diversity Affairs/EEO  
Centenary College - Office of Global Engagement  
Southern University at Shreveport  
Multicultural Center of the South  
For additional information contact the  
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## SUSLA Hosts Annual Certified Nursing Assistant, Nursing, and Allied Health Job Fair

Southern University at Shreveport hosted its 1st Certified Nursing Assistant, Nursing, and Allied Health Job Fair as a CTE career readiness event held at the Jessie Stone Lecture on October 3, 2012. This event supported the job placement outcomes of the perspective SUSLA's Certified Nursing Assistant (CNA) program fall 2012 graduating class.

The CNA students were able to gain valuable information and resources to enhance interview skills and job placement criteria. The event provided students with group information sessions and individual interviews with our health care partners Holy Angels, Willis Knighton Health Systems, Christus Schumpert, Overton Brooks Veterans Hospital, and several more. Students shared in their evaluation results that "these information sessions allowed them to be more prepared in applying and more comfortable to know what is required of individual candidates in their field".



The event was also opened to all Allied Health and Nursing students resulting in sixty one (61) students participating and (14) fourteen health care partners sharing in opportunities that would ensure success in obtaining placement in their fields. In addition, Cynthia Mosley, Support Services Manager and Tangela Betford, Case Manager with the Community Workforce Development collaborated with Tuesday Williams of Career Services to ensure perspective graduates have a great start within their fields. We are always excited about the progression of SUSLA's students and their futures. Furthermore, continuous preparation for more career events such as the Job Fair will offer students the chance to receive detail steps to securing job opportunities within our region.





## Biomedical Research Director of SUSLA to Serve as Chair for Biochemistry at the 2012 Biomedical Research Conference, San Jose, California

Dr. Joseph Orban, a Distinguished Professor of Biomedical Sciences and Director of Biomedical Research Development at SUSLA has been invited for the third time, to serve as Co-Chair for Biochemistry at the 2012 Annual Biomedical Research Conference to be held at San Jose, California November 7-10, 2012. As chair, Dr. Orban will evaluate all Biochemistry abstracts submitted for oral presentation and select the best papers for presentation at the conference. He will also serve as an on-site liaison for Biochemistry discipline by leading the judges' orientation and ensuring that all oral and poster presentations in Biochemistry discipline are judged. Dr. Orban will also be involved in judging poster presentations as well as moderating and judging oral presentations.

The Annual Biomedical Research Conference for Minority Students (ABRCMS) is the largest, professional conference for biomedical and behavioral students, including mathematics, attracting approximately 3,300 individuals, including 1,700 undergraduate students, 400 graduate students and postdoctoral scientists and 1,200 faculty, program directors and administrators. Students come from over 350 U.S. colleges and universities. All are pursuing advanced training in the biomedical and behavioral sciences, including mathematics, and many have conducted independent research. The conference is designed to encourage under-represented minority students to pursue advanced training

in the biomedical and behavioral sciences, including mathematics and provide faculty mentors and advisors with resources for facilitating students' success. More than 500 representatives from graduate programs at US colleges and universities as well as scientists from government agencies, foundations, and professional scientific societies join ABRCMS in the exhibitors program to share information about graduate school and summer internship opportunities. These representatives present research opportunities, funding sources, and professional networks.



Dr. Joseph Orban  
Distinguished Professor of Biomedical Sciences and Director of Biomedical Research Development

At the 2012 ABRCMS four-day conference, over 1,704 poster and oral presentations will be made by students in twelve disciplines in the biomedical and behavioral sciences, including mathematics. All undergraduate student presentations will be judged and those receiving the highest scores in each scientific discipline and in each educational level will be given an award during the final banquet.

This conference is sponsored by the National Institute of General Medical Sciences (NIGMS), Division of Training, Workforce Development, and Diversity (TWD) and managed by the American Society for Microbiology (ASM).



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