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# Southern University System BOARD OF SUPERVISORS

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## MEETING

9:00 AM

Friday, November 27, 2015

STRAND 12 MEETING ROOM

2nd Floor, Hyatt Regency

601 Loyola Avenue

New Orleans, Louisiana

# SOUTHERN UNIVERSITY BOARD OF SUPERVISORS

9:00 a.m.

Friday, November 27, 2015

Strand 12 Meeting Room

2<sup>nd</sup> Floor, Hyatt Regency

601 Loyola Avenue

New Orleans, Louisiana

## AGENDA

1. Call to Order and Invocation
2. Roll Call
3. Adoption of the Agenda
4. Public Comments
5. Election of Board Officers for 2016
  - A. Chairman
  - B. Vice Chairman
6. Special Presentations
7. Action Items
  - A. Minutes of the October 23, 2015, regular meeting of the Board of Supervisors
  - B. Request Approval of Cooperative Endeavor Agreement (CEA) Between the City of New Orleans and the New Orleans Redevelopment Authority (NORA) and the Southern University Law Center (SULC)
  - C. Request Approval to transfer funds to SUSLA as authorized upon the BOR's approval of the 1<sup>st</sup> quarter GRAD Act Performance Improvement Contract Report (**BA-7 #3**)
  - D. Request Approval to use prior year funds, SUBR
  - E. Approval of Personnel Action on Positions greater than \$60,000

Name	Title	Salary
Christopher Guillory	Institutional Research Director New Appointment SUBR	\$85,000
Greta Wilkes, MD	Director, Student Health Center New Appointment, SUBR	\$110,000

- F. Request Approval of Sabbatical and Medical Leave of Absence, SUBR
  1. Dr. Piu-Man Lam
  2. Michael Smyser

- G. Request Approval of Employee Eligibility Requirements for the Affordable Care Act (ACA) Policy
  - H. Request Approval of Drug Free Workplace Policy-Amended
  - I. Resolution for Conferral of Degrees Fall 2015
    - 1. SUBR
    - 2. SUNO
    - 3. SULC
    - 4. SUSLA
  - J. Resolutions
- 
- 8. Informational Items
    - A. Update on Local Charter Authorization
    - B. JD and MBA Dual Program Update
    - C. System President's Report
    - D. Campus Reports
- 
- 9. Other Business
- 
- 10. Adjournment

**Southern University and A&M College System  
Board of Supervisors Meeting  
2<sup>nd</sup> Floor; J.S. Clark Administration Building  
Baton Rouge, Louisiana  
9 a.m.  
Friday, October 23, 2015**

**Minutes**

The meeting of the Southern University Board of Supervisors was convened by Chairman Leon R. Tarver II. The Reverend Donald R. Henry gave the invocation. The Board paused for a moment of silent reflection for the student that was murdered at Texas Southern University and also for SU Board employee Lisa Green.

**PRESENT:**

Dr. Leon R. Tarver II, Chair  
Atty. Tony M. Clayton  
Mr. Raymond M. Fondel, Jr.  
Reverend Joe R. Gant, Jr.  
Reverend Donald Ray Henry  
Mr. Richard T. Hilliard  
Mr. Myron K. Lawson  
Atty. Patrick Magee  
Mr. Darren G. Mire  
Mr. Mike A. Small  
Mrs. Ann A. Smith  
Dr. Rani G. Whitfield

**ABSENT:**

Dr. Curman L. Gaines  
Mr. Calvin W. Braxton, Sr.-Vice Chair  
Mr. Dominique Diamond  
Reverend Samuel C. Tolbert

**UNIVERSITY PERSONNEL ATTENDING**

System President-Chancellor Ray L. Belton  
System Vice President Flandus McClinton, Jr.  
System Executive Vice President for Academic Affairs and Provost Dr. M. Christopher Brown II  
Chancellor Victor Ukpolo (SUNO)  
Interim Chancellors Adell Brown (SUAREC), John Pierre (SULC), and Sam Gilliam (SUSLA)

**BOARD COUNSEL**

Atty. Winston DeCuir, Sr. and Atty. Tracie Woods

**FINANCE COMMITTEE**  
9 a.m.  
Friday, October 23, 2015  
Board of Supervisors Meeting Room  
2<sup>nd</sup> Floor; J.S. Clark Administration Building  
Baton Rouge, Louisiana

**Minutes**

The Finance Committee was called to order by Attorney Tony Clayton.

**2. Roll Call**

Present: Atty. Tony M. Clayton, Chair, Mr. Michael Small, Mr. Myron Lawson, and Atty. Patrick Magee

Absent: Dr. Curman Gaines, Mr. Calvin W. Braxton, Sr.

A quorum was established.

**3. Adoption of the Agenda**

On the motion of Atty. Patrick Magee seconded by Mr. Michael Small the agenda was adopted as printed.

Motion carried unanimously.

**4. Public Comments**

None.

**5. Action Item**

**A. Approval of FY 2016-17 Budget Requests and Addenda**

1. Board & System
2. Southern University at Baton Rouge
3. Southern University at New Orleans
4. Southern University at Shreveport
5. Southern University Law Center
6. Southern University Agricultural Research and Extension Center

On the motion of Atty. Patrick Magee and seconded by Mr. Raymond Fondel the FY 2016-17 budget requests were approved.

Motion carried unanimously.

**6. Other Business**

None

**7. Adjournment**

On the motion of Atty. Patrick Magee and seconded by Mr. Myron Lawson the committee adjourned.

Motion carried unanimously.

# PERSONNEL AFFAIRS COMMITTEE

*(Following the Finance Committee)*

**Friday, October 23, 2015**

**Board of Supervisors Meeting Room  
2<sup>nd</sup> Floor; J.S. Clark Administration Building  
Baton Rouge, Louisiana**

## Minutes

The Personnel Affairs Committee was called to order by Atty. Patrick Magee.

### 2. Roll Call

Present: Atty. Tony M. Clayton, Atty. Patrick Magee, Mrs. Ann Smith, Mr. Raymond Fondel, Mr. Myron Lawson, and Dr. Leon R. Tarver II

Absent: Mr. Calvin W. Braxton, Sr. and Rev. Samuel Tolbert

A quorum was established.

### 3. Adoption of the Agenda

On the motion of Dr. Leon R. Tarver II and seconded by Mr. Raymond Fondel the agenda was adopted.

### 4. Public Comments

Dr. Sonya Hester, faculty senate president, Southern University-Shreveport (SUSLA) spoke to Board members regarding the tenure and promotion process at SUSLA. Dr. Hester also distributed copies of the SUSLA Tenure and Promotion timeline to Board members.

### 5. Action Items

#### A. Approval of Personnel Action on Positions greater than \$60,000

On the motion of Mr. Raymond Fondel and seconded by Mr. Mike Small that all personnel items submitted in Item 5A for consideration by the Board be approved.  
Motion carried unanimously.

#### B. Recommendation for Tenure & Promotion, SUSLA for Kim Newlen-May

On the motion of Atty. Tony Clayton and seconded by Mrs. Ann Smith, that the recommendation to approve the tenure and promotion request be deferred for one month. After discussion of the issue, it was suggested that the request be reviewed by Vice President of Academic Affairs Dr. M. Christopher Brown. Mr. Myron Lawson stated that the adjustment in salary should be retroactive to October 23, if approved.

Roll call vote taken. Yeas: Atty. Tony M. Clayton, Atty. Patrick Magee, Mrs. Ann Smith, Mr. Myron Lawson and Dr. Leon R. Tarver II  
Nays: Mr. Raymond Fondel

Motion carried unanimously.

### 6. Other Business

None.

### 7. Adjournment

Upon the motion of Mrs. Ann Smith and seconded by Mr. Myron Lawson the committee adjourned.

Motion carried unanimously.

# SOUTHERN UNIVERSITY BOARD OF SUPERVISORS

*(Following the Personnel Affairs Committee)*

**Friday, October 23, 2015**

**Board of Supervisors Meeting Room  
2<sup>nd</sup> Floor; J.S. Clark Administration Building  
Baton Rouge, Louisiana**

## **Minutes**

Board Chair Dr. Leon R. Tarver II called the meeting to order.

### **2. Roll Call**

Present: Dr. Leon R. Tarver II, Atty. Tony Clayton, Mr. Raymond Fondel, Rev. Joe R. Gant, Rev. Donald Ray Henry, Mr. Richard Hilliard, Mr. Myron Lawson, Atty. Patrick Magee, Mr. Darren Mire, Mr. Michael Small, Mrs. Ann Smith and Dr. Rani Whitfield

Absent: Mr. Calvin W. Braxton, Sr., Mr. Dominique Diamond, Dr. Curman Gaines, and Rev. Samuel Tolbert

A quorum was established.

### **3. Adoption of the Agenda**

On the motion of Rev. Joe Gant and seconded by Atty. Patrick Magee the agenda was adopted with the deletion of Item 5G: Approval of Thad Tatum Settlement Agreement.

Motion carried unanimously.

### **4. Public Comments**

None.

### **5. Action Items**

#### **A. Minutes of the August 25, 2015 regular meeting of the Board of Supervisors**

On the motion of Mr. Richard Hilliard seconded by Atty. Patrick Magee the following resolution was approved.

**RESOLVED** by the Board of Supervisors for the Southern University System, that the minutes of the September 25, 2015, regular meeting of the Board of Supervisors, be and it is hereby approved.

Motion carried unanimously.

#### **B. Committee Reports and Recommendations**

On the motion of Atty. Patrick Magee seconded by Mr. Richard Hillard, reports of the Finance committee and the Personnel Affairs Committee were approved.

The motion carried unanimously.

#### **1. FINANCE COMMITTEE**

**RESOLVED** by the Board of Supervisors for Southern University, upon the recommendation of the Finance Committee, that the FY 2016-17 budget requests for all SU System campuses be and they are hereby approved.

## 2. PERSONNEL AFFAIRS COMMITTEE

**RESOLVED** by the Board of Supervisors for Southern University, upon the recommendation of the Personnel Affairs Committee, that the Administration's recommendation for approval of positions with salaries greater than \$60,000 be and they are hereby approved.

<b>Name</b>	<b>Title/Campus</b>	<b>Salary</b>
Fareed Dawan	Assistant Professor, Mechanical Engineering <b>New Appointment/SUBR</b>	<b>\$70,000</b>
Carlos Thomas	Asst. Professor of Management & Marketing <b>Transfer, SUBR</b>	<b>\$88,000</b>
Rahim A. Smith	Academic Counselor/Instructor of Law <b>New Appointment, SULC</b>	<b>\$65,000</b>
Wendy Shea	Associate Professor of Legal Analysis & Writing <b>Promotion, SULC</b>	<b>\$81,885</b>
Angela Allen-Bell	Associate Professor of Legal Analysis & Writing <b>Promotion, SULC</b>	<b>\$81,885</b>
Tracie Woods	Associate Professor of Legal Analysis & Writing <b>Promotion, SULC</b>	<b>\$81,885</b>
Shelia Duplechain DeRouen	<b>Director, Title III</b> <b>New Appointment, SUBR</b>	<b>\$83,000</b>
JoAnn Brown	Director, Academy of Excellence/Grant writer <b>New Appointment/SUSLA</b>	<b>\$65,000</b>

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### Approval of SU System and SUBR Organizational Structure

Mr. Raymond Fondel made a motion to approve the organizational charts presented for the SU System and SUBR campus. Atty. Patrick Magee seconded.

As chair of the Personnel Affairs Committee Atty. Patrick Magee suggested that all departments of the university including the Board of Supervisors, review whether or not best practices are being used to ensure effective and efficient administrative operations with the new organizational structure. Dr. Tarver suggested that the matter could be a topic of discussion during the January 2016 Board meeting.

After discussion, the motion carried unanimously.

**RESOLVED** by the Board of Supervisors for Southern University, that the Administration's recommendation for approval of the SU System and SUBR organizational structures be and they are hereby approved.

### C. Authorization to Search for Chancellor, Southern University Agricultural Research and Extension Center (SUAREC)

Dr. Ray Belton made a request to the Board to form a search committee to select a candidate for the position of Chancellor of the Southern University Agricultural Research and Extension Center.

Upon the motion of Rev. Joe Gant and seconded by Mr. Myron Lawson approval was granted to President-Chancellor Belton to form a search committee to select a chancellor for the Southern University Agricultural Research and Extension Center.

Motion carried unanimously.



**RESOLVED** by the Board of Supervisors for Southern University, that the Administration's request to search for the position of Chancellor for the Southern University Agricultural Research and Extension Center be and hereby approved.

**D. Appeal Hearing, Shaboyd P. Cannon**

Upon the motion of Atty. Patrick Magee and seconded by Mr. Raymond Fondel the Board convened for executive session.

Upon the motion by Mr. Raymond Fondel and seconded by Rev. Joe Gant, the Board reconvened.

Atty. Patrick Magee made a motion to deny the appeal and seconded by Mr. Raymond Fondel.

Atty. Tony Clayton made a substitute motion that after hearing the appeal of Mr. Shaboyd Cannon in executive session the Board supports the recommendation of the administration of the Southern University Law Center.

**Roll Call Vote Taken:** Yeas: Dr. Leon R. Tarver II, Atty. Tony Clayton, Mr. Raymond Fondel, Rev. Joe R. Gant, Rev. Donald Ray Henry, Mr. Richard Hilliard, Mr. Myron Lawson, , Mr. Darren Mire, Mr. Michael Small, and Mrs. Ann Smith.

Nays: Atty. Patrick Magee and Dr. Rani Whitfield

The motion passed unanimously.

**RESOLVED** by the Board of Supervisors for Southern University, that the Administration's recommendation for approval of its decision concerning Shaboyd P. Cannon be and it is hereby approved.

**E. Approval of Sexual Assault and Title IX Policies**

Policies for SUBR, SUNO, SUSLA, SULC and amended policies for the SU System were presented for consideration by the Board. Upon the motion by Mr. Myron Lawson and seconded by Atty. Tony Clayton, that the policies presented be approved.

The motion passed unanimously.

**RESOLVED** by the Board of Supervisors for Southern University, that the Administration's recommendation for approval Sexual Assault and Title IX Policies be and they are hereby approved.

**F. Item omitted from the agenda**

## **G. Resolutions**

The Board approved the following resolutions.

**RESOLVED** by the Board of Supervisors for Southern University, that the resolutions of condolences to the families named below be and they are hereby approved:

- **Lisa Green administrative assistant, Board of Supervisors, on the death of her mother Rosie Hebert Trusclair.**
- **Family of Lori Groves White, an SU alum who died October 21.**

## **6. INFORMATIONAL ITEMS**

### **A. Priority Projects Updates, by campus**

Mr. Flandus McClinton provided board members with a report of the priority projects and called special attention to three items: repair of the ravine at Steptoe Avenue is complete, work has begun on the American Disabilities Act consent decree work at T.T. Allain, and the Millie Charles School of Social Work is complete.

### **B. Interim Financial Report as of September 2015, SUS**

Vice President McClinton presented information on revenue and expenditures for all SU System campuses. A copy of the reports were included in the Board packet.

### **C. Drones, All-Terrain Vehicles and Traffic**

Atty. Tony Clayton stated that he would like to see the administration develop a policy on drones being flown over the campus. He also stated that the use of all-terrain vehicles be prohibited on campus with exceptions being granted to campus employees and police officers. Additionally, he suggested a study be done on the traffic situation on the campus on game days. Atty. Patrick Magee stated that the University already has a plan in place for all-terrain vehicles and that the policies that are in place should be enforced. He further stated that failure to enforce the policies could result in liabilities for the University.

### **D. Update on SUSLA Chancellor Search**

Dr. Ray Belton stated that there was a meeting on October 1 with the SUSLA Chancellor Search Committee to solicit feedback about attributes for the next chancellor. Advertisements have been placed in higher education magazines/journals. December 1 is the deadline for applying. Dr. Belton anticipates presenting candidates to the Board in early Spring 2016.

### **E. Update of SULC Chancellor Search**

Dr. Belton met with the search committee on October 6 to give the charge to the committee and to discuss qualifications for the next chancellor. A website has been designed for dissemination of information to committee members and applicants. Suggestions obtained from persons attending the meeting will be incorporated into the job announcement. Dr. Belton stated that he anticipates presenting candidates in mid-February to the Board for review.

### **F. System President's Report**

Dr. Ray Belton stated that he and members of the senior staff had visited the SUNO campus to meet with faculty and staff and he thanked SUNO Chancellor Dr. Ukpolo

for the invitation. He thanked Mr. Fondel and Rev. Tolbert for inviting him to the Lake Charles area to visit with government and business leaders in the area. He also attended meetings at the Board of Regents to learn more about the performance based funding model being considered for implementation at colleges and universities in the state. Mr. Fondel expressed his appreciation to President Belton for visiting Lake Charles.

#### **G. Campus Reports**

Dr. Ray Belton discussed highlights of homecoming festivities and acknowledged the inspirational message delivered by Rev. Joe Gant at the Alumni Federation's Prayer Breakfast. He stated that the family of Devon Gales attended the homecoming game and announced that several companies had made monetary presentations to the University during homecoming week. He reiterated that the traffic situation on campus was less than desirable and stated that policies would be reviewed and the situation would be examined and information would be brought back to the Board. Aerial photographs of the campus on homecoming game day were distributed to Board members for review.

Dr. Victor Ukpolo expressed appreciation to President Chancellor Belton for visiting the SUNO campus. He stated that a team of visitors would be on the SUNO campus for the reaffirmation of the accreditation of the College of Education. He also invited members of the Board to the annual BASH event, a premier fundraiser for the SUNO campus and stated that on November 4, a ground breaking ceremony for the Millie Charles School of Social Work would be held. An invitation has been extended to Ms. Millie Charles to attend the event.

Mr. Sam Gilliam representing SUSLA, distributed copies of a written report and highlighted the fact that the SUSLA campus has purchased land near the campus and held its first farmer's market for the area because it is considered a food desert. The University also had its national night out to interact with various segments of the community. On October 12 the University sponsored its golf classic which raised funds to support the school.

Dr. Adell Brown submitted a written report and gave an update on the activities of the SUAREC including that the University participated in its first town hall meeting via Twitter. Dr. Brown also stated that the SUAREC is having a gala on December 17 in commemoration of the 125<sup>th</sup> anniversary of land grant institutions.

Atty. John Pierre of the SU Law Center thanked Atty. Tony Clayton for serving as guest speaker for the Law Center's convocation and also thanked Dr. Belton for attending stating that SBA president Eric Harrington is hosting an event for election protection

#### **7. OTHER BUSINESS**

Dr. Belton announced that Rodney Braxton of Southern Strategies was in attendance at the Board meeting. Also recognized was SBA President Mr. Eric Harrington who also attended the meeting. Mr. Fondel questioned whether or not the University had a system in place for reminding students to vote. Atty. Tony Clayton stated that everyone should participate in

the beautification of the campus and suggested that various groups adopt certain areas of the campus for which they would be responsible. Dr. Rani Whitfield expressed his concern for injured football player Devon Gales and suggested that Board members consider ways that they could support Mr. Gales collectively when he returns to the campus. Atty. Tony Clayton also suggested that the University consider inviting the football coach at the University of Georgia to be the guest speaker at a commencement ceremony in the near future along with Devon Gales.

**8. ADJOURNMENT**

Upon the motion by Atty. Tony Clayton and seconded by Mr. Myron Lawson the meeting adjourned.

Motion carried unanimously.



## SOUTHERN UNIVERSITY LAW CENTER

261 A. A. LENOIR HALL

POST OFFICE BOX 9294

BATON ROUGE, LOUISIANA 70813-9294

OFFICE OF THE CHANCELLOR

(225) 771-2552

FAX (225) 771-2474

November 11, 2015

Dr. Ray L. Belton, President/Chancellor  
Southern University System  
J.S. Clark Administration Building  
4<sup>th</sup> Floor  
Baton Rouge, Louisiana 70813

RE: Request to Approve Cooperative Endeavor Agreement (CEA)  
Between the City of New Orleans and the New Orleans Redevelopment Authority (NORA)  
and the Southern University Law Center (SULC)

Dear Dr. Belton:

I am requesting that the enclosed CEA be presented to the Southern University System Board of Supervisors for approval. The purpose of the CEA is for SULC students to receive experiential education opportunities and to render assistance to the City's Department of Property management, its Code Enforcement and Hearing Bureau, and NORA on researching titles on immovable property to reduce blight.

SULC has acquired substantial expertise and experience over the last eight (8) years dealing with adjudicated, heirship, and blighted properties through supervised projects. The projects will:

- Aid property owners in perfecting a merchantable title as part of a student experiential educational project coordinated by the parties to this proposed agreement and
- Educate students, policy makers, and stakeholders about problems associated with heirship, blighted, and adjudicated properties.

The Southern University Law Center's involvement will provide meaningful opportunities for our students to apply their classroom knowledge to real-world problems. These life lessons provide valuable insight and experience that many of our students bring back to their home communities throughout the state and nation and develop legal expertise that they incorporate into their practices upon graduation.

At this time, I would like to ask for your continued support of practical research on the legal problems caused by heirship and adjudicated property by supporting the joint cooperative endeavor agreement and presenting it to the Board of Supervisors for approval.

If you have any questions, please feel free to contact me.

Yours Sincerely,

  
John K. Pierre  
Interim Chancellor-SULC

**COOPERATIVE ENDEAVOR AGREEMENT**

**CITY OF NEW ORLEANS,**

**THE NEW ORLEANS REDEVELOPMENT AUTHORITY,**

**AND**

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

**THIS COOPERATIVE ENDEAVOR AGREEMENT** (the "Agreement") is made and entered into on this \_\_\_\_\_ day of \_\_\_\_\_, 2015 and made effective January 1, 2015 (the "Effective Date"), by and between the City of New Orleans, represented by Mitchell J. Landrieu, Mayor (the "City"), The New Orleans Redevelopment Authority, represented by Jeffrey P. Hebert, its Executive Director ("NORA"), and The Southern University Law Center, represented by John K. Pierre, its Interim Chancellor (the "SULC").

**WHEREAS**, pursuant Article 7, Section 14(C) of the Louisiana Constitution of 1974, and related statutes, and Section 9-314 of the Home Rule Charter of the City of New Orleans, the City may enter into cooperative endeavors with the State of Louisiana, its political subdivisions and corporations, the United States and its agencies, and any public or private corporation, association, or individual with regard to cooperative financing and other economic development activities, the procurement and development of immovable property, joint planning and implementation of public works, the joint use of facilities, joint research and program implementation activities, joint funding initiatives, and other similar activities in support of public education, community development, housing rehabilitation, economic growth, and other public purposes;

**WHEREAS**, the City's Department of Property Management, its Code Enforcement and Hearings Bureau, and NORA have a need for trained immovable property researchers; and

**WHEREAS**, SULC is an accredited school of law and has a need for opportunities for its students to gain experiential learning opportunities

**WHEREAS**, SULC offers courses to its students that train them in research of immovable property; and

**WHEREAS**, the City, NORA, and SULC desire to cooperate for the valuable public purposes of more efficient operation of government and increased experiential clinical education opportunities for SULC students.

**NOW THEREFORE**, the City and SULC, each having the authority to do so, agree as follows:

**I. OBLIGATIONS OF THE PARTIES.**

**A. Obligations of SULC.** SULC will:

1. Provide a list of interested students that have completed the necessary coursework to provide the students with adequate training to conduct title research on immovable property.
2. In coordination with the City and NORA, develop a work plan for the students that provides the maximum learning opportunity for the student and is satisfactory to allow the student

to earn credit toward their Juris Doctorate.

3. Dedicate at least two (2) Public Interest Law Fellowship opportunities to its law students during the summer session of 2016 with the City's Department of Property Management, its Code Enforcement and Hearings Bureau, and NORA.

**B. Obligations of the City/NORA.** The City/NORA will:

1. Provide suitable office space and support facilities to the SUI.C students.
2. Permit the students to participate in those activities of the each agency to the extent that such participation provides experiential education to students and provides value to the agency.
3. Designate an attorney point of contact to supervise the students within the Department of Property Management and the Code Enforcement and Hearings Bureau.
4. In coordination with the SUI.C, develop a work plan for the students that provides the maximum learning opportunity for the student and is satisfactory to allow the student to earn academic credit toward their Juris Doctor Degree.

**II. FUNDING/COMPENSATION.**

N/A

**III. DURATION.**

This Agreement will be effective for one (1) year from the Effective Date.

**IV. TERMINATION.**

**A. Termination for Convenience.** Either party may terminate this Agreement at any time during the term of the Agreement by giving the other party written notice of its intention to terminate at least thirty (30) days before the intended date of termination. However, the agreement shall not be terminated in a manner that denies participating students the ability to earn course credit if the student is already matriculating in the program.

**B. Termination for Cause.** Either party may terminate this Agreement immediately for cause. If either party prevails in a challenge to a termination for cause, the termination for cause will be deemed to be a termination for convenience effective thirty (30) days from the date that the original written notice of termination for cause without the requirement of notice.

**V. INDEMNITY.**

**A. Duty to Indemnify the City.** To the fullest extent permitted by law, SUI.C will protect, defend, indemnify, and hold harmless the City, its agents, elected officials, and employees (collectively, the "Indemnified Parties") from and against all claims, demands, actions, liabilities, losses (including, without limitation, economic losses), and costs, arising out of or related to any actual or alleged act or omission in the performance of this Agreement by SUI.C, its employees,



or agents.

**B. Limit on Duty to Indemnify.** Notwithstanding anything in this Agreement to the contrary, SULC is not required to indemnify the Indemnified Parties for any loss that results from the gross negligence or willful misconduct of any of the Indemnified Parties, provided that SULC did not contribute to such gross negligence or willful misconduct.

**C. Independent Duty to Defend.** To the extent allowed by Louisiana law, notwithstanding anything in this Agreement to the contrary, SULC, at its option, will immediately defend the City from, or reimburse the City for the City's costs incurred in the defense of, any claim that actually or potentially falls within the scope of this indemnity, even if the claim is groundless, false, or fraudulent, or if SULC is absolved of liability.

**D. Expenses.** To the extent allowed by Louisiana law, SULC will bear all expenses, including without limitation reasonable attorney fees, of the City in enforcing the terms of this article.

## **VI. INSURANCE.**

During the term of this Agreement, Contractor shall, at all times, maintain (a) adequate workers' compensation and unemployment insurance coverage for its employees in accordance with state law and (b) comprehensive general liability insurance in amounts not less than \$1,000,000 per occurrence and (c) cause City to be named as an additional insured without cost to City. City shall have no responsibility for any deductible under all such policies of insurance.

## **VII. NON-DISCRIMINATION.**

**A. Non-Discrimination in Employment.** With regard to any hiring or employment decision made in connection with the performance of this Agreement, including without limitation employment, upgrading, demotion, transfer, recruitment, recruitment advertising, layoff, termination, rates of pay or other compensation, and selection for training including apprenticeship, SULC:

1. Will not discriminate or retaliate, in fact or in perception, against any employee or person seeking employment on the basis of race, color, national origin, religion, creed, culture, ancestral history, age, gender, sexual orientation, gender identity, marital or domestic partner status, physical or mental disability, or AIDS- or HIV-status;

2. Will take affirmative action to ensure compliance with this section;

3. Will include statements in all solicitations or advertisements for employment that all qualified applicants will receive consideration for employment without regard to race, color, national origin, religion, creed, culture, ancestral history, age, gender, sexual orientation, gender identity, marital or domestic partner status, physical or mental disability, or AIDS- or HIV-status;

4. Will post notices containing the provisions of this section in conspicuous places available to employees and persons seeking employment.

**B. Non-Discrimination.** In the performance of this Agreement, SULC:

1. Will not discriminate or retaliate, in fact or in perception, on the basis of race, color, national origin, religion, creed, culture, ancestral history, age, gender, sexual orientation, gender identity, marital or domestic partner status, physical or mental disability, or AIDS- or HIV-status against: any employee of the City; any employee of any person working on behalf of the City; or any person seeking accommodation, advantages, facilities, privileges, services, or membership in all business, social, or other establishments or organizations operated by SULC.

2. Will comply with and abide all federal, state, and local laws relating to non-discrimination, including without limitation Title VII of the Civil Rights Act of 1964, as amended, Section V of the Rehabilitation Act of 1973, and the Americans with Disabilities Act of 1990.

**C. Subcontracts.** SULC will incorporate the provisions of this Article by reference into all subcontracts relating to the performance of this Agreement.

#### **VIII. NOTICES.**

Except for any routine communication, any notice, demand, communication, or request required or permitted under this Agreement will be given in writing and delivered in person or by certified mail, return receipt requested as follows:

1. To the City:

Chad C. Dyer, Director  
Code Enforcement and Hearings Bureau  
City of New Orleans  
1340 Poydras Street, Suite 1100  
New Orleans, LA 70112

&

City Attorney  
City of New Orleans  
1300 Perdido Street, Suite 5103  
New Orleans, LA 70112

2. To NORA:

Jeffrey P. Hebert, Executive Director  
New Orleans Redevelopment Authority  
1409 Ortha Castle Hailey Blvd.  
New Orleans, LA 70113

3. To SULC:

John K. Pierre, Interim Chancellor  
Southern University Law Center  
P. O. Box 9294  
Baton Rouge, Louisiana 70813-9294

Notices are effective when received, except any notice that is not received due to the intended recipient's refusal or avoidance of delivery is deemed received as of the date of the first attempted delivery. Each party is responsible for notifying the other in writing that references this Agreement of any changes in its address(es) set forth above.

#### **IX. INCORPORATED DOCUMENTS.**

The following documents are incorporated by reference into this Agreement:

A. Work plan as developed by SULC, NORA, and the City.

- B. If any these documents conflict, in whole or in part, with this Agreement, the terms and conditions of this Agreement will control except as provided by law.

## **X. MISCELLANEOUS PROVISIONS.**

**A. Prohibition Against Financial Interest in Agreement.** No elected official or employee of the City shall have a financial interest, direct or indirect, in this Agreement, including through any financial interest held by the spouse, child, or parent. Any willful violation of this provision, with the expressed or implied knowledge of SUI.C, will render this Agreement voidable by the City and shall entitle the City to recover, in addition to any other rights and remedies available to the City, all monies paid by the City to SUI.C pursuant to this Agreement without regard to SUI.C's satisfactory performance.

**B. Non-Solicitation Statement.** SUI.C swears that it has not employed or retained any company or person, other than a bona fide employee working solely for it, to solicit or secure this Agreement. SUI.C has not paid or agreed to pay any person, other than a bona fide employee working for it, any fee, commission, percentage, gift, or any other consideration contingent upon or resulting from this Agreement.

**C. Subcontractor Reporting.** SUI.C will provide a list of all persons, natural or artificial, who are retained by SUI.C at the time of the Agreement's execution and who are expected to perform work as subcontractors in connection with SUI.C's work for the city. In regard to any subcontractor proposed to be retained by SUI.C to perform work on the Agreement with the City, SUI.C must provide notice to the City within thirty (30) days of retaining said subcontractor. If SUI.C fails to submit the required lists and notices, the City may, after thirty (30) days' written notice to SUI.C, take such action as may be necessary to cause the suspension of any further payments until such the required lists and notices are submitted.

**D. Employee Verification.** SUI.C swears that (i) it is in compliance with La. R.S. 38:2212.10, and is registered and participates in a status verification system to verify that all employees in the State of Louisiana are legal citizens of the United States or are legal aliens; (ii) it will continue, during the term of this Agreement, to utilize a status verification system to verify the legal status of all new employees in the State of Louisiana; and (iii) it will require all subcontractors to submit to SUI.C a sworn affidavit verifying compliance with items (i) and (ii) above. SUI.C acknowledges and agrees that any violation of this paragraph may subject this Agreement to cancellation and may result in SUI.C being ineligible for any public contract for a period of three years from the date the violation is discovered. SUI.C will be liable for any costs incurred by the City occasioned by the cancellation of this Agreement or the loss of any license or permit to do business in the State of Louisiana resulting from a violation of La. R.S. 38:2212.10. SUI.C agrees to provide to the City a sworn affidavit attesting to these provisions if requested by the City to do so; the City may cancel the Agreement if SUI.C fails to provide the requested affidavit.

**E. Restrictions on Subcases. Non-Exclusivity for the City.** The City shall be free to engage the services of other persons for the performance of some or all of the obligations contemplated this Agreement.

**F. Acknowledgment of Exclusion of Worker's Compensation Coverage.** SUI.C expressly agrees and acknowledges that it is an independent contractor as defined in La. R.S. 23:1021 and as such, it is expressly agreed and understood between the parties hereto, in entering into this services agreement, that the City shall not be liable to SUI.C for any benefits or coverage as provided by the Workmen's Compensation Law of the State of Louisiana, and further, under the

provisions of La. R.S. 23:1034, anyone employed by SULC shall not be considered an employee of the City for the purpose of Workers' Compensation coverage.

**G. Acknowledgment of Exclusion of Unemployment Compensation Coverage.** SULC herein expressly declares and acknowledges that it is an independent contractor, and as such is being hired by the City under this Agreement for hire as noted and defined in La. R.S. 23:1472(E), and therefore, it is expressly declared and understood between the parties hereto, in entering into this services agreement, or agreement for hire, and in connection with unemployment compensation only, that:

1. SULC has been and will be free from any control or direction by the City over the performance of the services covered by this contract; and

2. Services to be performed by SULC are outside the normal course and scope of the City's usual business; and

3. SULC has been independently engaged in performing the services listed herein prior to the date of this agreement.

Consequently, neither SULC nor anyone employed by SULC shall be considered an employee of the City for the purpose of unemployment compensation coverage, which is expressly waived and excluded.

**H. Waiver of Benefits.** The City and SULC agree and understand that SULC, acting as an independent agent, shall not receive any sick and annual leave, health or life insurance, pension, or other benefits from the City.

**I. Jurisdiction.** SULC consents and yields to the jurisdiction of the State Civil Courts of the Parish of Orleans and formally waives any pleas of jurisdiction on account of the residence elsewhere.

**J. Governing Law.** Any dispute arising from or relating to this Agreement or the performance of any obligations under this Agreement shall be resolved in accordance with the laws of the State of Louisiana.

**K. Rules of Construction.** This Agreement has been reviewed by all parties and shall be construed and interpreted according to the ordinary meaning of the words used so as to fairly accomplish the purposes and intentions of all parties. The headings and captions of this Agreement are provided for convenience only and are not intended to have effect in the construction or interpretation of this Agreement. The singular number includes the plural, where appropriate. Neither this Agreement nor any uncertainty or ambiguity herein shall be construed or resolved in favor of or against either party on the basis of which party drafted the language.

**L. Severability.** The parties intend all provisions of this Agreement to be enforced to the fullest extent permitted by law. Accordingly, if a court of competent jurisdiction finds any provision to be unenforceable as written, the court should reform the provision so that it is enforceable to the maximum extent permitted by law. If a court finds any provision is not subject to reformation, that provision shall be fully severable and the remaining provisions of this Agreement shall remain in full force and effect and shall be construed and enforced as if such illegal, invalid, or unenforceable provision was never included, and the remaining provisions of this Agreement shall remain in full force and effect.

**M. Survival of Provisions.** All representations and warranties and all responsibilities regarding record retention, access, and ownership, cooperation with Office of Inspector General

investigations, and indemnification shall survive the termination of this Agreement and continue in full force and effect.

**N. No Third-Party Beneficiaries.** This Agreement is entered into for the exclusive benefit of the City and SULC, and the parties expressly disclaim any intent to benefit any person that is not a party to this Agreement.

**O. Non-Waiver.** The failure of either party to insist upon strict compliance with any provision of this Agreement, to enforce any right, or to seek any remedy upon discovery of any default or breach of the other party shall not affect or be deemed a waiver of any party's right to insist upon compliance with the terms and conditions of the Agreement, to exercise any rights, or to seek any available remedy with respect to any default, breach, or defective performance.

**P. Agreement Binding.** This Agreement is not assignable by either party unless authorized by a validly executed amendment.

**Q. Modifications.** This Agreement shall not be modified except by written amendment executed by authorized representatives of the parties.

**R. Voluntary Execution.** SULC has read and fully understands the terms, covenants and conditions set forth in this Agreement and is executing the same willingly and voluntarily of its own volition.

**S. Complete Agreement.** This Agreement supersedes and replaces any and all prior agreements, negotiations, and discussions between the parties with regard to the terms, obligations, and conditions of this Agreement.

**IN WITNESS WHEREOF,** the City and SULC, through their duly authorized representatives, execute this Agreement.

**CITY OF NEW ORLEANS**

**BY:** \_\_\_\_\_  
**MITCHELL J. LANDRIEU, MAYOR**

**FORM AND LEGALITY APPROVED:**  
**Law Department**

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

**Printed Name:** \_\_\_\_\_

**SOUTHERN UNIVERSITY LAW CENTER**

**BY:** \_\_\_\_\_  
John K. Pierre  
Interim Chancellor



# SOUTHERN UNIVERSITY AND AGRICULTURAL & MECHANICAL COLLEGE

OFFICE OF THE VICE CHANCELLOR FOR STUDENT AFFAIRS & ENROLLMENT MANAGEMENT

November 13, 2015

Ray L. Belton, Ph.D.  
Chancellor-President  
Southern University System  
4th Floor, J. S. Clark Administration Bldg.  
Baton Rouge, LA 70813

Dear Dr. Belton:

I request your approval to use \$450,000.00 in prior year funds generated by the Division of Student Affairs & Enrollment Management through the Department for Residential Life and Housing and the Student Health Center to fund certain programs, initiatives, and personnel adjustments with the Division.

Attached hereto is a more detailed description of the specific programs, initiatives, and personnel adjustments for which these funds will be used, however, a brief general description is provided below.

The Pathway to Prominence Plan, which was fully implemented in 2013, is a comprehensive strategy created by and for the Division of Student Affairs & Enrollment Management to improve the Division's performance in recruiting and retaining students, and increasing student success in the classroom, on the campus, and in the community. These recommendations constitute a modification to the plan, and are the product of a strategic assessment performed by my office with the goal of creating an organizational structure that synergizes the operation of codependent or correlative units, emphasizes strategic planning and program implementation, provides necessary funds to vital programs that impact student recruitment and retention, resolve leadership voids where necessary, and improves the quantity and quality of services provided to our students.

If approved, these funds will allow for the hiring of experienced leaders to oversee the operations within the Office for Admissions & Recruitment, The Department for Student Services/Residential Life & Housing, The Office of the Dean of Students, and the Student Health Center. It will also allow for us to expand health and wellness services to current students, bolster our marketing and branding efforts, and provide equitable salary adjustments, where appropriate, to bring employee salaries into conformity with regional peers. Each of these recommendations contained in the attached letter are contingent upon your approval of the request to use the aforementioned prior funds. Without approval, we will be unable to implement these necessary programs, initiatives, and personnel adjustments.

If you have any questions in regards to this request, please feel free to contact me.

Yours in the Gold and Blue

A handwritten signature in blue ink that reads 'Brandon K. Dumas'.

Brandon K. Dumas, Ph.D.  
Vice Chancellor for Student Affairs  
& Enrollment Management

APPROVED:

A handwritten signature in black ink that reads 'Ray L. Belton'.

Ray L. Belton, Ph.D.  
Chancellor-President

JOB CLASS				
JOB CODE				
CAL ID				

**SOUTHERN UNIVERSITY SYSTEM**

**Personnel Action Form**

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

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

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

Previous Employee: Urban Wiggins Reason Left: Termination  
 Date Left: November 6, 2015 Salary Paid: \$95,000

**Profile of Person Recommended**

Length of Employment: January 1, 2016 To September 30, 2016  
 Effective Date: January 1, 2016

Name: Christopher W. Guillory SS#: XXX-XX-0705 Sex: M Race\*: B  
(Last 4 digits only)

Position Title: Director Department: Institutional Research

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

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

Years Experience: 13 Southern University Experience: 0  
 Degree(s):  

Type/Discipline (B.A-Education):	Institution/Location (SU-Baton Rouge):	Year:
PhD - Educational Research	Louisiana State University - Baton Rouge	2008
MS - Mathematics	Louisiana State University - Baton Rouge, LA	2000
BS - Mathematics	Univ. of Southwestern Louisiana - Lafayette, LA	1997

Current Employer: Baton Rouge Community College

**Personnel Action**

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

Recommended Salary: \$85,000 Salary Budgeted: \$85,000

Source of Funds: Title III - 220316-21111-24100 and 211001-21081-61002-26000 (50% each)

Identify Budget: 220316 & 211001 Location: \_\_\_\_\_  
 Form Code: \_\_\_\_\_ Page: \_\_\_\_\_ Item #: \_\_\_\_\_

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

Financial Aid signature (if applicable):

List total funds currently paid this employee by Southern University:

Source of Funds	Amount
220290-21111-24100	\$42,500.00
211001-21081-61002-26000	\$42,500.00

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

\*See Reverse Side

Graduate School signature (if applicable):

<u>Michael J. Sublette</u> 11-9-2015 Supervisor Date	<u>Michael J. Sublette</u> 11-9-2015 Dean/Unit Head Date
<u>Michael J. Sublette</u> 11-9-2015 Vice Chancellor Date	<u>Michael J. Sublette</u> 11/17/15 Chancellor Date
<u>Michael J. Sublette</u> 11/17/15 Director/Personnel Date	_____ Vice President/Finance Business Affairs/Comptroller Date
<u>Michael J. Sublette</u> 11/17/15 President Date	_____ Chairman/S.U. Board of Supervisors Date



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

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

Spanish or Latino  Non-Spanish or Non-Latino

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

- White (not of Hispanic Origin) - A person having origins in any of the original peoples of Europe, North Africa or the Middle East.
- Black (not of Hispanic Origin) - A person having origins in any of the Black racial groups of Africa.
- Hispanic - A person of Mexican, Puerto Rican, Cuban, Central or South American, or other Spanish culture or origin (regardless of race).
- Asian or Pacific Islander - A person having origins in any of the original peoples of the Far East, Southeast Asia, the Indian Subcontinent, or the Pacific Islands. This area includes, for example, China, Japan, Korea, the Philippine Islands, and Samoa.
- American Indian or Alaskan Native - A person having origins in any of the original peoples of North America, and who maintains cultural identification through tribal affiliation or community recognition.

**COMMENTS:**

**EMPLOYEE REGULAR WORK SCHEDULE:** M-F/8:00am - 5:00pm  
**EMPLOYEE DIRECT SUPERVISOR:** Michael Stubbelfeld  
**SUPERVISOR/DEPARTMENT CONTACT NUMBER:** 225.771.3890  
**NUMBER OF EMPLOYEES SUPERVISED (if any):** 5  
**HR USE ONLY: STATUS (circle one):**  EXEMPT  NON-EXEMPT

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

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

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

TYPE	CODE	EXPIRES
United States Citizen (Certificate of Naturalization)	US	
Resident Alien	RA	
D-1 Visa (Distinguished Merit & Achievement)	D1	
J-1 Visa (Exchange Visitor Program)	J1	
F-1 Visa (Student Emp. / J-1 Student at S.I.U.)	F1	
OPT (D-1 Visa (NS Prior Approval: Practical Work Experience))	D1	

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

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

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

## **Christopher Willie Guillory**

42506 Hart Street Gonzales LA 70737 (225) 675-2738

cwgmth1975@gmail.com

### **Employment History**

Director of Institutional Research, 2012 to present

Baton Rouge Community College

**Responsibilities:** Duties include being responsible for collecting, managing, and analyzing large quantities of data to support decision making, to meet internal and external requests, and to meet regulatory, state, federal, and accreditation reporting, and public relations needs. This individual Coordinates the collection, analysis, and interpretation of selected institutional data, and provides systems for the dissemination of information.

Director of Data Analysis, 2008 to 2012

East Baton Rouge Parish School System

**Responsibilities:** Duties included overseeing and coordinating data analysis and data mining activities, undertaking provision of quality, timely, and reliable data to the East Baton Rouge Parish School System for more informed decision-making. Ensured data integrity at all levels, including data for internal and external uses, and provided leadership in improving availability, access, and usage of student level data.

Assistant Professor, 2008

Baton Rouge Community College

**Courses:** Introduction to Statistics, College Algebra, and Trigonometry

Instructor, 2004 – 2008

Baton Rouge Community College

**Courses:** Introduction to Statistics, College Algebra, and Trigonometry

Graduate Assistant, 2000 – 2003

Louisiana State University

**Courses:** Statistical Inference I Lab, Statistical Techniques I Lab

### **Education**

PhD, Educational Research, Louisiana State University, 2008

**Concentration:** Multilevel Models and Survival Analysis

**Dissertation:** A Multilevel Discrete-Time Hazard Model of Retention in Higher Education

MApStat, Applied Statistics, Louisiana State University, 2003

**Concentration:** Survival Analysis

M.S., Mathematics, Louisiana State University, 2000

**Concentration:** Financial Mathematics

B.S., Mathematics, University of Southwestern Louisiana, Lafayette, LA, 1997

Major: Mathematics, Minor: Sociology

### **Professional Qualifications**

Experience with logistic regression, survival analysis, hierarchical linear modeling, and other statistical techniques

Taught courses in Statistics, College Algebra, Trigonometry, and Basic Algebra

Analyze large data sets to assist administrators and faculty members to interpret and understand analyze data results

Performed evaluations of several East Baton Rouge Parish School System programs to determine the programs' effect on participating students

Experience in using SAS, SPSS, SPLUS, SLIDA, ATLASi, and LATEX software

### **Presentations:**

Guillory, Christopher (2006). Math Anxiety or Homework, Paper presented at the Mid-South Educational Research Association Conference

Guillory, Christopher (2007), Multilevel Discrete-Time Hazard Model. Selected to present at the Mid-South Educational Research Association Conference

Guillory, Christopher (2008), Multilevel Discrete-Time Hazard Model. Paper presented at the Southwest Educational Research Association Conference.

Guillory, Christopher (2008), Multilevel Discrete-Time Hazard Model. Paper presented at the American Educational Research Association Conference.

Guillory, Christopher (2010), Development and Implementation of a Formative Assessment Program: Lessons and Results from the East Baton Rouge Parish School System. Paper presented at the Council of the Great City Schools Annual Conference.

### **Grants and Fellowships**

National Data Institute Fellow

Huel D. Perkins Fellowship

IGERT Fellowship

### **Professional Memberships**

Association for Institutional Research

American Statistical Association

Southern Association for Institutional Research  
Louisiana Association for Institutional Research

**References**

Available on request



SOUTHERN UNIVERSITY AND AGRICULTURAL & MECHANICAL COLLEGE

OFFICE OF THE VICE CHANCELLOR FOR STUDENT AFFAIRS & ENROLLMENT MANAGEMENT

November 11, 2015

Ray L. Belton, Ph.D.  
President - Chancellor  
Southern University System  
4<sup>th</sup> Floor, J. S. Administration Bldg.  
Baton Rouge, Louisiana 70813

Dear Dr. Belton:

As a result of the recent approval of the revised organizational structure of the Division of Student Affairs & Enrollment Management coupled with the need to fill a critical vacancy in the leadership of the Student Health Center, I submit this letter as a formal request to waive the search requirement for the Director of the Student Health Center and appoint Dr. Greta M. Wilkes to the position, effective immediately.

Dr. Wilkes has a long, established career of demonstrated leadership, organization, and medical astuteness. She has served as the Medical Director of the Student Health Center for several years. She is a licensed professional with an in-depth, working understanding of the inner workings of the Center and its staff dynamics. She possesses the vision, talent, professional training, collegial esteem, and institutional knowledge essential for her to be an effective leader.

Dr. Wilkes has an accomplished medical career that spans more twenty years. In 1995, she earned her license to practice medicine in the State of Louisiana while serving her country in active duty status in the U.S. Army Medical Corps - a corps in which she served for six years before her honorable discharge at the rank of Major in 1997. In addition to maintaining a private practice, she has served as Chief of Staff and Medical Staff Representative to the Board of Directors at Lane Regional Medical Center, staff physician with the Capitol City Family Health Center and Primary Care Group.

In discussing her interest in the aforementioned position, Dr. Wilkes displayed an impressive and integral knowledge of the Student Health Center's operations, and described a number of substantive changes she would like to make to improve the delivery of medical services to our students and make the operation more efficient. I walked away with a satisfying confidence that she is well equipped to lead the Student Health Center for the foreseeable future.

For additional information regarding the academic and professional qualifications of Dr. Wilkes, I have hereto attached her resume.

I humbly ask for your favorable approval of this request. If I can provide you with any additional information, please feel free to contact me.

Yours in the Gold and Blue

A handwritten signature in blue ink that reads "Brandon K. Dumas".

Brandon K. Dumas, Ph.D.  
Vice Chancellor for Student Affairs  
& Enrollment Management

Approved:

A handwritten signature in blue ink that reads "Ray L. Belton".  
\_\_\_\_\_  
Ray L. Belton, Ph.D.  
President-Chancellor



**DIVISION OF STUDENT AFFAIRS**  
& Enrollment Management

**Greta Wilkes, M.D.**

Director of Student Health Center

JOB CLASS			
JOB CODE			
CAL ID			

**SOUTHERN UNIVERSITY SYSTEM**

**Personnel Action Form**

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

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

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

Previous Employee Shirley F. Wade Reason Left Resigned  
 Date Left September 7, 2015 Salary Paid \$104,500.00

**Profile of Person Recommended**

Length of Employment December 1, 2015 To July 31, 2016  
 Effective Date November 1, 2015

Name Greta M. Wilkes, M.D. S# 500018910 Sex F Race# B  
(Last 4 digits only)

Position Title: Director Department: Student Health Center

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

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

Years Experience 20+ Southern University Experience 8

Degree(s): Type/Discipline (BA-Education): B.S. - Chemistry Institution/Location (SU-Baton Rouge): Xavier University - New Orleans, LA Year: 1987  
M.D. Meharry Medical College - Nashville, TN 1991

Current Employer Southern University and A&M College - Student Health Center

**Personnel Action**

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

Recommended Salary \$110,000.00 Salary Budgeted \$110,000.00

Source of Funds Student Health Center

Identify Budget: 216060-27401 Location \_\_\_\_\_  
 Form Code: \_\_\_\_\_ Page \_\_\_\_\_ Item # \_\_\_\_\_

Change of: Position Medical Director From Director of Student Health Center To  
 Status \_\_\_\_\_  
 Salary Adjustment \$75,000.00 \$110,000.00

Financial Aid signature (if, applicable):

List total funds currently paid this employee by Southern University:

\*See Reverse Side

Comments: (Use back of form)

Source of Funds	Amount
216060-27401-61002-29000	\$110,000.00

\*See Reverse Side

Graduate School signature (if, applicable):

 11.11.15  
 Supervisor Date  
 11.11.15  
 Vice Chancellor Date  
  
 Director/Personnel Date  
  
 President Date

 11.11.15  
 Dean/Unit Head Date  
 11/12/15  
 Chancellor Date  
 Vice President/ Finance Business Affairs Date  
 Chairman/S.U. Board of Supervisors Date

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

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

Hispanic or Latino  Non-Hispanic or Non-Latino

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

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

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

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

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

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

**COMMENTS:**

Dr. Wilkes is being hired as Director of the Student Health Center.

**EMPLOYEE REGULAR WORK SCHEDULE:**

EMPLOYEE DIRECT SUPERVISOR: Brandon K. Dumas, Ph.D.  
 SUPERVISOR/DEPARTMENT CONTACT NUMBER: 225.771.3922  
 NUMBER OF EMPLOYEES SUPERVISED, (if any): 7

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

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

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

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

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

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

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

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



## *Greta Wilkes M.D.*

JOB TITLE: PHYSICIAN

6110 MAIN STREET SUITE A  
ZACHARY, LA 70791

Telephone  
[225 6582036](tel:225-658-2036)

Focsimile  
[225 6589788](tel:225-658-9788)

### *Profile*

In 1983, I graduated as the first African American Valedictorian of the local Zachary High School. Now as a family practice physician, I have returned home to the community that mentored and supported my career. Southern University has always been an integral part of the community. I look forward to the opportunity to continue in the care of students as well as the establishment of the Student Health Center as a standard of excellency.

### *Experience*

Medical Staff Representative to The Board Of Directors, Lane Regional Medical Center, Zachary, La 2012-2013

Chief Of Staff, Lane Regional Medical Center, Zachary, La, 2011-2012

Physician, Healing Place Medical Center, Zachary La, 2009-current

Healing Place Medical Center is a solo private practice providing primary care in both inpatient and outpatient settings.

Physician, Primary Care Group, Zachary, La 2000-2009

Primary Care Group is a group practice under the management of First Care Physicians, a General Health Systems subsidiary.

Physician, Medical Director, Capitol City Family Health Center, Baton Rouge, La, 1997-2000

Capitol City Family Health Center is a federally qualified health center providing medical care to an underserved community.

Physician, Bayne Jones Army Community Hospital, Fort Polk, La, 1994-1997  
United States Army Medical Corps Officer, Honorable Discharge at the rank of Major

Active Medical Staff Affiliations with Lane Regional Hospital, Baton Rouge  
General Medical Center, Our Lady of the Lake Regional Medical Center

### *Education*

Xavier University, New Orleans, La, B.S. Chemistry Pre-Medicine 1987

McHerry Medical College, Nashville, Tn, Doctorate Of Medicine 1991

Martin Army Community Hospital, Family Medicine Residency  
Program, Ft. Benning, Ga 1991-1994

### *Referrals*

Furnished upon request



Office of the Executive Vice President  
for Academic Affairs and Provost  
P.O. Box 9374  
Baton Rouge, Louisiana 70813

Voice: (225) 771-4095  
FAX: (225) 771-2058

November 11, 2015

Dr. M. Christopher Brown II  
Executive Vice President and Provost  
Southern University  
Baton Rouge, LA 70813

Dear Dr. Brown:

Please find enclosed a Personnel Action Form (PAF) for Dr. Pui-Man Lam, Professor, Department of Physics, College of Sciences and Agriculture, to be included in the SUBOS November 2015 Board Packet. Dr. Lam has requested a sabbatical leave of absence for Spring 2016 semester, 01/06/2016-05/31/2016.

As an SUBR theoretical physicist whose research focuses on DNA studies, specifically physics of epitaxial thin film growth and unzipping of DNA, Dr. Pui-Man Lam is one who integrates research and classroom instruction.

During sabbatical leave, he proposes to perform currently relevant statistical calculations on DNA, as well as other single-molecule biopolymers, under an external force. Moreover, he will be collaborating with other theoreticians at Emory University.

Please advise if further information is needed.

Sincerely,

VerJanis A. Peoples, Ph.D.  
Interim Vice Provost for Academic Affairs

Enclosures

205-892-1533  
REQUEST FOR LEAVE OF ABSENCE FORM  
SOUTHERN UNIVERSITY SYSTEM

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

Name of Employee: Pui-Man Lam SSN: 252-75-6453

Address: 12610 Wyndy Drive, Baton Rouge, Louisiana 70816 Phone: 225-771-5757

Title: Professor Highest Degree: Ph.D.

Birth Date: 08/19/1948

NO. OF CONSECUTIVE FISCAL YEARS ACTIVE SERVICE AT THIS INSTITUTION: 23

EFFECTIVE DATE OF LEAVE: 01/10/2016 ANTICIPATED RETURN DATE: 06/01/2016

Purpose of leave Requested (click one):

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

\*must be attending physician

TYPE OF LEAVE REQUESTED (check one):

- a. with pay x
- b. without pay \_\_\_\_\_

RECEIVED  
NOV 10 2015  
EVP+P  
OFFICE OF  
HUMAN RESOURCES  
OCT 22 2015

LENGTH OF LEAVE REQUESTED: (No. of weeks, not to exceed 36 weeks) 20

MANNER IN WHICH THIS LEAVE, IF GRANTED, WILL BE SPENT: Research in Statistical Physics

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

Teacher Retirement	Yes	<u>x</u>	No	_____
State Retirement	Yes	_____	No	_____
Group Insurance	Yes	<u>x</u>	No	_____
Elected Supplemental Benefits	Yes	_____	No	_____

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

10/16/2016  
DATE

Pui-Man Lam  
SIGNATURE OF APPLICANT

\*\*\*\*\*  
PRIOR LEAVE RECORD FROM THIS INSTITUTION:

Date of Last Leave: \_\_\_\_\_

Purpose of Last Leave: \_\_\_\_\_

TYPE OF LAST LEAVE:

With pay \_\_\_\_\_ Amount: \_\_\_\_\_

Without Pay \_\_\_\_\_

Length of last leave: \_\_\_\_\_

\*\*\*\*\*  
Tamm M  
Signature of Chairperson

Laura Steiner  
Signature of College Dean

Virginia H Peoples  
Signature of Chief Academic Officer

M. Jeff R...  
Signature of Campus Chancellor

[Signature]  
Signature of System President

11/10/2015  
DATE

11/12/15  
DATE

\*\*\*\*\*  
Signature of Appropriate Committee Chairperson

Signature of Chairman of the Board

\_\_\_\_\_  
Date

\_\_\_\_\_  
Date

JOB CLASS			
JOB CODE			
CAL ID			

**SOUTHERN UNIVERSITY SYSTEM**

**Personnel Action Form**

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

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

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

Academic  
 Temporary  
 Tenured  
 Tenured Track  
 Other (Specify) \_\_\_\_\_

Non-Academic  
 Part-time ( \_\_\_ % of Full Time)  
 Undergraduate Student  
 Graduate Assistant  
 Retiree Return To Work

Civil Service  
 Restricted  
 Job Appointment  
 Probationary  
 Permanent Status

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

**Profile of Person Recommended**

Length of Employment 1/6/2016 To 5/13/2016  
 Effective Date 1/6/2016

Name Pui-Man Lam SS# S00015404 Sex Male Race\* Asian  
(Last 4 digits only)

Position Title: Professor Department: Physics

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

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

Years Experience 37 Southern University Experience 23

Degree(s): Type/Discipline (BA-Education): PhD-Physics Institution/Location (SU-Baton Rouge): Ph.D., Washington University, St. Louis, MO Year: September 1977  
BS B.S. San Diego State University, San Diego, CA June 1972

Current Employer Southern University, Baton Rouge

**Personnel Action**

Check One  New Appointment  Continuation  Sabbatical  Leave of Absence  
 Transfer  Replacement  Other (Specify) Sabbatical Leave - Spring 2016

Recommended Salary \$34,875 Salary Budgeted \$34,875

Source of Funds State Funds

Identify Budget: 211001-22479-21000 Location Physics  
 Form Code: \_\_\_\_\_ Page 1 Item # 1

Change of: From To

Position \_\_\_\_\_  
 Status \_\_\_\_\_  
 Salary Adjustment \_\_\_\_\_

Financial Aid signature (if, applicable):

List total funds currently paid this employee by Southern University:

\*See Reverse Side

Comments: (Use back of form)

Source of Funds	Amount
Physics (211001-22479-21000)	\$69,749

\*See Reverse Side

Graduate School signature (if, applicable):

Teresa Ross 11/11/2015 Dean/Unit Head 12/11/2015  
 Supervisor Date  
[Signature] 11/11/2015 Chair/Elroy 11/21/15  
 Vice Chancellor Date  
 Director/Personnel \_\_\_\_\_ Date  
 Vice President/Finance \_\_\_\_\_ Date  
 Business Affairs/Comptroller  
 President \_\_\_\_\_ Date 11/17/15  
 Chairman/S.U. Board \_\_\_\_\_ Date  
 of Supervisors



JOB CLASS				
JOB CODE				
CAL ID				

**SOUTHERN UNIVERSITY SYSTEM**

**Personnel Action Form**

POSITION NUMBER 2F9606

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

EMPLOYMENT CATEGORY: 9-MONTH \_\_\_\_\_ 12-MONTH \_\_\_\_\_ OTHER X (Specify) FALL 2015

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

Previous Employee MICHEAL SMYSER Reason Left SICK LEAVE  
 Date Left AUGUST 12, 2005 Salary Paid \$65,822.00

**Profile of Person Recommended**

Length of Employment AUGUST 27, 2015 To DECEMBER 31, 2015  
 Effective Date AUGUST 27, 2015

Name MICHEAL SMYSER SS# S00015484 Sex M Race\* white  
(Last 4 digits only)

Position Title: Associate Professor Department: Dept. of Acct., Finc., & Econ.

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

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

Degree(s)	Type/Discipline (BA-Education):	Institution/Location (SU-Baton Rouge):	Year:
	<u>PHD FINANCE</u>	<u>FLORIDA INTERNATIONAL UNIVERSITY</u>	<u>1991</u>
	<u>MS FINANCE</u>	<u>FLORIDA INTERNATIONAL UNIVERSITY</u>	<u>1987</u>
	<u>BBA FINANCE</u>	<u>FLORIDA INTERNATIONAL UNIVERSITY</u>	<u>1986</u>

Current Employer SUBR

**Personnel Action**

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

Recommended Salary \$35941.60 Salary Budgeted \$35941.60

Source of Funds GENERAL FUNDS

Identify Budget: 211001-22206-21000 Location \_\_\_\_\_  
 Form Code: \_\_\_\_\_ Page \_\_\_\_\_ Item # \_\_\_\_\_

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

Financial Aid signature (if, applicable):

List total funds currently paid this employee by Southern University:

Source of Funds	Amount
<u>211001-22206-21000</u>	<u>\$71,883.20</u>

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

\*See Reverse Side

Graduate School signature (if, applicable):

[Signature] 10/07/2015 Date  
 Supervisor \_\_\_\_\_ Date  
[Signature] 10/11/15 Date  
 Vice Chancellor \_\_\_\_\_ Date  
[Signature] 10/13/15 Date  
 Director/Personnel \_\_\_\_\_ Date  
[Signature] 10/15/15 Date  
 President \_\_\_\_\_ Date  
[Signature] 10/7/15 Date  
 Dean/Unit Head \_\_\_\_\_ Date  
[Signature] 10/7/15 Date  
 Chancellor \_\_\_\_\_ Date  
[Signature] 10/7/15 Date  
 Vice President/Finance \_\_\_\_\_ Date  
 Business Affairs/Comptroller \_\_\_\_\_ Date  
 Chairman/S.U. Board of Supervisors \_\_\_\_\_ Date

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

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

Hispanic or Latino  Non-Hispanic or Non-Latino

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

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

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

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

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

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

**COMMENTS:** This sick leave / leave of absence EPAF is effective for 08/27/2015 to 12/31/2015. Per email from Ms. Abbey McLavy .....Dr. Michael Smyser has been approved for FMLA leave for treatment and recuperation for his illness. Human Resources has the documentation from Dr. Smyser's doctor. A copy of the EPAF is attached, which had to be restarted to add the SU Board to the list of approvers.

EMPLOYEE REGULAR WORK SCHEDULE: Mon - Fri

EMPLOYEE DIRECT SUPERVISOR: DR. GHEBREYESUS/DEAN ANDREWS 771-5640

NUMBER OF EMPLOYEES SUPERVISED, (if any) 0

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

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

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

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

TYPE

- United States Citizen/Certificate of Naturalization
- Resident Alien
- H-1 Visa (Distinguished Merit & Ability)
- J-1 Visa (Exchange Visitor Program)
- F-1 Visa (Student Emp. FT Student at S.U.)
- OPT (F-1 Visa-INS Prior Approval-"Practical Work Experience")

RECEIVED

OCT 14 2015

VICE CHANCELLOR FOR FINANCE AND ADMINISTRATION

SOUTHERN UNIVERSITY SYSTEM  
CODE: BUDGET OFFICE EXPENSES

US OCT 14 2015

RA  
H1  
J1  
F1  
F0

*W. Jones*  
FUNDS AVAILABLE

211001-22206-61013-21000

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

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

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





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## **POLICY**

**Subject: Employee Eligibility Requirements for the Affordable Care Act (ACA)**

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### **1.0 PURPOSE AND SUMMARY**

The purpose of this policy is to outline employee eligibility for health insurance under the State Employee Health Plan pursuant to the provisions of the Patient Protection and Affordable Care Act (ACA). This policy applies to all employees who are not benefits-eligible and whose appointments do not qualify them to participate in the State Employee health plan.

### **2.0 RESPONSIBILITY MATRIX**

#### **Procedure Responsibility**

#### **2.1 Procedure Responsibility**

- 2.1.1 The Associate Vice President of Human Resources is responsible for the development and maintenance of this Policy.
- 2.1.2 The Associate Vice President of Human Resources or the Campus HR Director serves as the Human Resources Officer.
- 2.1.3 Employees are responsible for following the policy statements set forth in this policy.

#### **Employer Mandate**

The university must offer health insurance coverage at the time of hire to any employee reasonably expected to work an average of at least 30 hours per week annually.

The Office of Human Resources shall be responsible for the enforcement of this administrative procedure to ensure Southern University's compliance with the ACA.

Establish measurement periods to track the hours worked for all employees not offered health care. This includes temporary adjunct faculty and part time staff, variable hour employees, seasonal/special hire and re-employed retirees.

Provide marketplace notices to existing and new employees



Ensure that the benefit coverage for all existing benefit-eligible employees meet the ACA requirements of affordable coverage and benefit value.

Establish a standard measurement period of 12-months to measure the employees' average weekly work hours and determine who is eligible for benefits.

Offer healthcare insurance benefits to any and all eligible employees who average 30 work hours or more per week during the standard measurement period.

Monitor the initiation of initial stability period for newly benefit-eligible employees.

Establish a calculation of hours for part-time faculty

Provide information about breaks in service.

Create and implement tools to help departments and employees manage average weekly hours worked.

Provide guidance to departments and employees as needed.

### **Supervisor Responsibilities**

It is important for departments to monitor any and all variable hour employees to ensure ACA compliance. If employees average 30 work hours or more per week in a measurement period, Southern University has to offer healthcare insurance to the newly eligible employees.

To ensure compliance, supervisors must:

Monitor all non-benefited employee average work hours per week over a measurement period.

Work with departments across colleges/campuses to coordinate work schedules for variable hour employees if they hold two or more positions.

Ensure that variable hour employees are compensated for every hour they work (part time faculty are paid based on the number of credit hours taught).

Understand the calculation of hours for part-time faculty.

Understand the 'break in service' rules for part-time employees.

### **Employee Responsibilities**

Variable hour employees can monitor their average weekly hours in order to continue to maintain their variable hour status.

To ensure compliance, employees must:

Communicate with supervisors about all employment at Southern University.

Report all hours worked.

Read the marketplace notices.



### 3.0 DEFINITIONS

**Seasonal employment-** any employee hired into a position for which customary employment is 6 months or less (e.g., employees hired for a semester would be considered seasonal)

**Break period** - is any time during the measurement period of at least four consecutive weeks when an employee does not receive pay. The employee may have zero work hours, be on a short break, or be terminated.

**Full-time employee** - The term “full-time employee” in this policy refers to the ACA definition of full-time employee. Under the ACA, a full-time employee is one who is employed an average of 30 or more hours of service per week. This policy adopts 130 hours of service per month as the monthly equivalent of 30 hours of service per week.

**Adjunct Faculty** - Adjunct faculty are defined as temporary part time non-tenure track teaching positions (salary based on credit hours assigned) that do not meet the definition of full-time, temporary or term appointment faculty

**Administrative Period** - A period of one month for making determinations of full-time status of on-going employees and for offering/implementing full-time employee health insurance coverage for the ensuing Stability Period. The administrative period shall also be that one month period immediately following the initial Measurement Period for newly hired variable employees.

**Health Insurance Plan Eligibility** - Full-time employees who work an average of no fewer than 30 hours per workweek are eligible for benefits to include health insurance. If a new employee is reasonably expected to work on average no fewer than 30 hours per workweek at the time of hire, the employee must be automatically treated as full-time and offered health insurance coverage within the new hire enrollment period.

**Initial Measurement Period** - A designated period of time used to determine whether a newly hired employee is full-time. Southern University’s initial measurement period for all employees employed as of September 1, 2014 will be from September 1, 2014 to November 30, 2014.

**Non-Benefit-Eligible Employee** - A non-benefit-eligible employee is one who, but for the ACA, would not have been considered full-time by an institution nor would have been considered eligible for health insurance coverage prior to January 1, 2015.

**Semester** - Southern University divides its academic year into three semesters: Fall, Spring and Summer.

**Stability Period** - An annual designated period of twelve (12) months during which Southern University will offer health insurance coverage to all full-time employees. For on-going employees, the stability period coincides with the calendar year which serves as Southern University’s health insurance plan year, January 1 to December 31.

**Standard Measurement Period** - An annual designated period of twelve (12) months used to



determine whether an on-going employee is full-time. The standard measurement period runs from January 1 through December 31.

**Variable Employee** - An employee for whom it cannot reasonably be determined at the time of hire whether the individual will be regularly scheduled to work more than 30 hours per workweek.

#### **4.0 POLICY**

Pursuant to the provisions of the ACA, the University must offer health insurance to all employees who work an average of 30 or more hours per week (or 130 per month) over a measurement period. The State of Louisiana Office of Group Benefits has the authority to establish the eligibility criteria for participation in the State Employee Health Plan.

Adjunct faculty (as herein defined for ACA purposes) who work an average of 30 hours or more weekly (or 130 per month) over a measurement period will be ACA-eligible for the State Employee Health Plan. All other employees who are not benefits-eligible (i.e. temporary, season employees) who work an average of 30 hours or more weekly over a measurement period will be ACA-eligible for the State Employee Health Plan.

#### **ACA Measurement Period**

The measurement period for current employees runs from September 1 to November 30 yearly. New hires will have their own individual measurement periods based on their hire.

In all cases, during the measurement period, the number of hours reported for all active appointments with the University will be counted toward determining ACA-eligibility. If determined to be ACA-eligible, the employee will be offered the opportunity to participate in the State Employee Health Plan and can elect coverage to be effective during the stability period as defined herein.

#### **Reporting of Hours Worked to Determine ACA Eligibility**

A determination must be made at an employee's start date whether the employee is a full time, part time, seasonal

All employees who are not benefits-eligible as herein defined will either be required to report hours worked weekly or will have hours identified, as described below, to determine ACA-eligibility during each measurement period. The rate of pay for employees appointed to salaried positions is not affected by any hours reported pursuant to this policy to determine ACA-eligibility.



Failure by employees to accurately report actual hours worked or falsification of hours worked for ACA purposes will be reviewed to determine if there may be grounds for disciplinary action, up to and including termination of employment.

### **Hourly Employees:**

By the end of each work week, hourly employees must report the number of actual hours worked each day on all active assignments using the appropriate time reporting code in the Banner system.

### **Work Study Student Employees:**

The hours worked on positions funded by Work-Study funds do not count toward eligibility for health insurance coverage under ACA. Work-Study funded employees should be appointed to positions established specifically for that purpose.

### **Graduate and Undergraduate Student Employees:**

Students should not meet ACA eligibility during the applicable measurement period because students are allowed to work 20 hours per week only. A student may become eligible if the student had a nonstudent position during all or part of the applicable measurement period.

### **Adjunct Faculty Who Are Not Benefits-eligible, Designated as Instructor of Record:**

Adjunct faculty who are not benefits-eligible are not required to track and report time for work associated with a course for which the employee is the instructor of record. Two and one fourth (2.25) hours of work time will be automatically counted for every academic credit hour for which the adjunct faculty serves as the instructor of record. This credited time includes preparation for instruction, instruction, grading; one (1) hour will be counted for required services outside of the classroom such as office hours, departmental meetings, etc. A total of 3.25 hours will be counted for each academic credit hour. For example, a 3 credit-hour course will count as 9.75 hours worked.

The data to determine these "adjunct" hours worked will be derived from faculty workload data associated with instructor of record as designated by college dean, chair, program leader and Academic Affairs.

## **5.0 Administrative Procedure**

Any employee that is reasonably expected to meet the ACA definition of full-time employee must be offered health insurance. This definition includes:



- Reasonably expected to work an average of least 30 hours per week,
- Employment has a duration of six months or longer

The Office of Human Resources will review the summaries of hours actually worked for adjunct and all other non-benefit-eligible employees on an annual basis to coincide with Southern University's calendar year, which also serves as the benefits' plan year for purposes of determining health insurance coverage eligibility.

The Office of Human Resources will review newly hired adjunct and other non-benefit-eligible employees after the initial measurement period and after an entire standard measurement period.

Once an adjunct or other non-benefit-eligible employee has been employed for an initial measurement period and an entire standard measurement period, the employee is tested by the Office of Human Resources for full-time status as an on-going employee, beginning with the immediately ensuing standard measurement period.

An employee who tests as full-time during the initial measurement period, but not as full-time during an overlapping or immediately following standard measurement period will continue to be treated full-time until the end of the stability period associated with the initial measurement period.

An employee who does not test as full-time during the initial measurement period but who tests as full-time during the overlapping or immediately following standard measurement period will be treated as a full-time employee for the entire stability period that corresponds to the standard measurement period.

## **ACA Periods**

### **Existing Employees (hired on or before 09/1/2014)**

- Initial Measurement Period for existing employees – 09/01/2014 thru 11/30/2014
- Initial Administrative Period following Initial Measurement Period – 12/01/2014-12/31/2014
- Initial Stability Period – 01/01/15-12/31/2015
- Measurement Period – 09/1/XX-11/31/XX of each subsequent year
- Administrative Period – 12/1/XX – 12/31/XX of each subsequent year
- Stability Period – 01/01/XX – 12/31/XX of each subsequent year
- 

### **Newly Hired Employees (hired after 09/1/2014)**

- Initial Measurement Period – 6 month period beginning the date of hire if hired on the first of the month or the first of the month following hire date.
- Initial Administrative Period following Initial Measurement Period – full calendar month beginning after the conclusion of the Initial Measurement Period.



Policy No.	SUS112
Revision No.	1
Date of Revision	11/10/15
Last Review Date	11/10/15
Page	7 of 2

- Initial Stability Period – 12 month period beginning at the conclusion of the Administrative Period following the initial Measurement Period for which benefit eligibility must be extended without regard to actual hours of service.
- The standard measurement for existing employees will be running in the background and the new hire will transition to the standard periods.

### **Break Information**

Unpaid time lasting less than four consecutive weeks -Continue existing measurement & stability periods. The weeks with zero hours reported are calculated in the average calculation.

Unpaid time lasting from 4 to 26 consecutive weeks-The weeks with zero hours reported are not included in the average calculation. Therefore, the average will be calculated using fewer than 52 weeks. The employee continues in the same measurement period he/she was in when the break started.

Unpaid time lasting more than 26 consecutive weeks-On returning to work, the employee may be treated as a new hire with a new 12 month measurement period that begins the month of rehire.

Unpaid Family and Medical Leave and unpaid USERRA (military) leave-These weeks are not included in the average calculation. Therefore, the average will be calculated using fewer than 52 weeks.

### **EXCLUSIONS**

None.



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# POLICY

Subject: **Drug Free Workplace Policy – Amended**

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## 1.0 PURPOSE AND SUMMARY

Recognizing that drug use poses health and safety hazards to employees/students and to the community at large, the University considers the abuse of drugs to be a very serious matter, one that cannot be tolerated in the workplace or classroom. Therefore, it is the policy of the Southern University and A & M System to maintain a drug free workplace and environment conducive to the learning process. All employees/students are notified that it is unlawful to manufacture distribute, dispense, possess, or use any illegal drug or alcohol or to abuse controlled substances in the workplace and classroom or other related areas associated with the learning process including the dormitories. Such actions are prohibited on all University property and at any other location where employees/students are conducting University business.

## 2.0 RESPONSIBILITY MATRIX

### 2.1 Procedure Responsibility

- 2.1.1 The Vice President of Human Resources is responsible for the development and maintenance of this Policy.
- 2.1.2 The Vice President of Human Resources or the Campus HR Director serves as the Human Resources Officer.
- 2.1.3 Employees are responsible for following the policy statements set forth in this policy.
- 2.1.4 Managers are responsible for following the policy statements set forth in this policy.
- 2.1.5 The Human Resources Officer or his/her designee will implement this policy.

## 3.0 DEFINITIONS

As used in this policy, the following terms have the indicated meaning and will be applicable in relation to the Drug Free Workplace policy.





1. **Drug** - any substance, other than food, which when inhaled, injected, consumed, or introduced into the body in any manner, alters mood or function.
2. **Drug Abuse** - any continuing use of an illegal drug, alcohol, or controlled substance which produces problems for the user, his/her family or society at large.
3. **Unlawful Manufacture** - to plant, cultivate, harvest, process, make, prepare, or otherwise engage in any part of the production of a drug by propagation, extraction, chemical synthesis, compounding, or any combination of the same and includes packaging, repackaging, labeling, and other activities incidental to production.
4. **Distribute** – to deal in, ship, transport or deliver. This does not include the administering or dispensing of a drug by a person authorized or qualified to do so (i.e. physician, pharmacist, etc.).
5. **Dispense** – to sell, leave with, give away, dispose of, or deliver.
6. **Possess or Possession** – having control over a thing or substance. Possession may not be inferred solely from mere access to the thing or substance through ownership or occupation of the premises upon which the thing or substance is found.
7. **Use** – the taking, partaking or utilizing of a drug or other controlled substance.
8. **Drug Abuse Offense** – corrupting another with drugs, trafficking in drugs, abusing drugs (including abuse of alcohol), possessing drug abuse instruments, permitting a dangerous drug, processing drug documents illegally, abusing harmful intoxicants, or dispensing drug samples illegally; violating any state or federal law that is substantially equivalent to any of the above offenses; violating any state or federal law in which planting, cultivating, harvesting, processing, making, manufacturing, producing, shipping, transporting, delivering, acquiring, possessing, storing, distributing, dispensing, selling, including
9. **Controlled Substance** - a drug, compound, mixture, preparation, or other substance as defined in 40:961 to 40:995 of the Louisiana Revised Code, or as defined by applicable statutes of other states and the Federal government.
10. **Reasonable Suspicion** – a belief based on objective and documented facts to lead a prudent University authorized supervisor to suspect that employee/student is using drugs or alcohol.



## 4.0 POLICY

### SCOPE

#### A. Compliance with University Substance Abuse Policy

All employees/students of the Southern University System are expected to abide by the terms of this policy. An employee/student found in violation of this policy shall be subject to appropriate sanctions and penalties. Such penalties and sanctions may include but are not limited to referral for counseling, written or oral reprimands, suspensions with or without pay, or termination, in accordance with the established rights of the employee /student, including the right to due process. All University employees/students who are engaged in employment or other work under the terms of any grant from an agency of the Federal government shall as a condition of employment be required to:

1. Acknowledge receipt of and to abide by the terms of the University's drug free policy.
2. Notify his/her administrative supervisor of any criminal drug statute conviction for a violation no later than five (5) days after such conviction any employee who fails to report such a substance abuse conviction within five (5) days will be subject to sanctions, up to and including termination of employment.
3. Upon receipt of notice under the preceding paragraph or if the University should otherwise receive actual notice of such conviction, the University shall notify the granting or contracting agency within ten (10) days after receiving such notice.
4. The principal investigator of any grant, project, or contract from a Federal agency is required to insure that each employee engaged in the performance of the grant be given a copy of this policy and be required to acknowledge its receipt.
5. No identified employee/student will be allowed on University property and at any other location where employees/students are conducting University business under the influence of drugs, alcohol, or any abused controlled substance (for alcohol use, see Student Alcohol Use).
6. Upon receipt of a notice of conviction of an employee for violation of any criminal drug statute, the University, within thirty (30) days of receiving such notice, shall:

Take appropriate Human Resources action against such an employee subject to established disciplinary procedures, up to and including termination, in accordance with requirements of due process.

#### B. Searches and Inspections

The University authorized supervisor has the right to conduct on the spot searches and



inspections of employees/students and their personal effects as described above if said supervisor has a "reasonable suspicion" or the employees/students are in violation of this policy.

C. Drug Testing Searches and inspections under this policy may also include unannounced Urine Drug Screening. This test may be used under the following circumstances:

- For pre-employment examinations.
- When an authorized University supervisor has a reasonable suspicion or just cause that an employee/student is intoxicated, using or under the influence of controlled drugs.
- When an employee/student is found in possession of a suspected controlled substance or a controlled substance is found in an area controlled by the employee/student.
- All employees who are entitled to assert a claim pursuant to the worker's compensation laws of Louisiana shall be subject to, and shall cooperate in, post-accident drug testing. With or without prior notification, any employee in an accident that occurs during the course and scope of employment shall be required to submit to drug and/or alcohol testing as soon as practicable under La. R.S. 23:1081, whether or not a compensable injury is immediately claimed by the employee, where and accident occurs under any circumstance, regardless of fault, which necessitates, or should reasonably necessitate, medical attention to the employee as determined by the employee, the employee's supervisor(s), or the department head, regardless of whether the employee actually desires, agrees to, seeks, or receives medical attention.

(La. R.S. 23:1081 and Louisiana Administrative Code Title 40, Part 1, Chapter 15 allows an employer to test an employee for drugs and alcohol when the employee receives a personal injury from an accident arising out of and in the course of his employment)

#### D. Drug and Alcohol Testing Procedures

Testing shall be performed as provided for in the Louisiana Administrative Code Title 40, Part 1, Chapter 15. Testing shall be performed at the most practical hospital or medical facility. ORM reserves the right to require employees to submit to additional testing. If warranted, a representative of the agency shall transport the employee being tested to and from the testing site.

Under no circumstance should any employee who is believed to be impaired or under the influence of any drug or alcohol be permitted to operate a motor vehicle.

#### E. Violations

Employees found to test positive or failing to promptly submit to testing under this policy may be subject to dismissal or denial of their Workers' Compensation benefits pursuant to La. R.S. 23:1081. Employees and Supervisors may also be subject to discipline, up to and including dismissal, in accordance with their agency's drug-free policy for failing to cooperate with, or to apply, the post-accident drug testing requirements outlined in this policy.

#### F. Due Process

If any disciplinary action is taken against an employee under this policy, such an employee has the right to due process. The Faculty Handbook, Employee Handbook, the Student Code of



<b>Policy No.</b>	SUS115
<b>Revision No.</b>	1
<b>Date of Revision</b>	11/10/15
<b>Last Review Date</b>	11/10/15
<b>Page</b>	5 of 10

Conduct lists these procedures.

#### G. Good Faith Effort

The University, in adopting and implementing this policy pursuant to the Drug Free Workplace Act of 1988, further certifies that it will make a good faith effort to maintain a drug-free workplace and to respect the privacy rights of its employees.

#### 5.0 ATTACHMENTS

None

# Resolution

*Whereas*, Fall Commencement Exercises are scheduled for the campus of Southern University and A&M College at Baton Rouge on Friday, December 11, 2015 at 10:30 a. m. in the F. G. Clark Activity Center; and

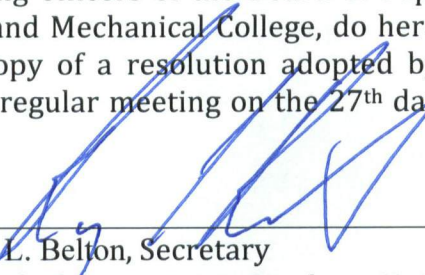
*Whereas*, there are approximately **512** prospective graduates at Southern University at Baton Rouge, who are to receive Bachelor's degrees, Master's degrees and Ph.D. degrees.

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

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

# Certificate

We, the duly qualified and acting officers of the Board of Supervisors of the Southern University and Agricultural and Mechanical College, do hereby certify that the foregoing is a true and correct copy of a resolution adopted by the Southern University Board of Supervisors as its regular meeting on the 27<sup>th</sup> day of November, 2015.

  
\_\_\_\_\_  
Ray L. Belton, Secretary  
Board of Supervisors, Southern University  
and Agricultural and Mechanical College

\_\_\_\_\_  
Leon R. Tarver II, Chair  
Board of Supervisors, Southern University  
and Agricultural and Mechanical College

## Resolution

*Whereas*, Hooding and Commencement Exercises for Fall 2015 graduates of the Southern Law Center will be on Friday, January 8, 2016 at 6 p.m. at the Smith-Brown Memorial Student Union on the Southern University Baton Rouge Campus;

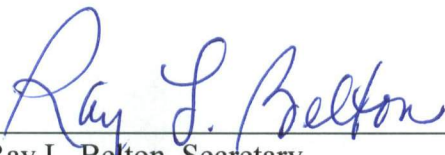
*Whereas*, there are approximately 36 prospective graduates at Southern University Law Center, who are to receive a Juris Doctor Degree.

*Now, therefore be it resolved* that the Juris Doctor Degree conferred upon the candidates for graduation at the Commencement Exercises at Southern University Law Center submitted by Interim-Chancellor John Pierre, upon the approval and recommendation of the Faculty, and Law Center administration be, and they are hereby approved.

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

## Certificate

We, the duly qualified and acting officers of the Board of Supervisors of the Southern University and Agricultural and Mechanical College, do hereby certify that the foregoing is a true and correct copy of a resolution adopted by the Southern University at its regular meeting on the 27<sup>th</sup> day of November, 2015.

  
\_\_\_\_\_  
Ray L. Belton, Secretary  
Board of Supervisors, Southern University  
and Agricultural and Mechanical College

\_\_\_\_\_  
Leon R. Tarver II, Chair  
Board of Supervisors, Southern University  
and Agricultural and Mechanical College



## *Resolution*

*Whereas*, there are approximately 126 prospective graduates at Southern University at Shreveport, who are to receive a Certificate or Associate Degree.

*Now, therefore be it resolved* that the Certificate or Associate Degree conferred upon the candidates for completion submitted by Interim-Chancellor S. Albert Gilliam, upon the approval and recommendation of the Faculty, and Southern University at Shreveport administration be, and they are hereby approved.

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

## *Certificate*

We, the duly qualified and acting officers of the Board of Supervisors of the Southern University and Agricultural and Mechanical College, do hereby certify that the foregoing is a true and correct copy of a resolution adopted by the Southern University at its regular meeting on the 27<sup>th</sup> day of November, 2015.

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Dr. Ray L. Belton, Secretary  
Board of Supervisors, Southern University  
and Agricultural and Mechanical College

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Dr. Leon R. Tarver II, Chair  
Board of Supervisors, Southern University  
and Agricultural and Mechanical College



# Moving Ahead

## A Message from the Chancellor



### Myeisha Keith Crowned Miss SUNO 2015



Miss SUNO 2015 Myeisha Keith stands next to her father, George Keith, at the Coronation Wednesday, Oct. 28 in the SUNO gym.

**W**ith the theme, "A Queen's Wonderland," Myeisha Keith was crowned Miss SUNO 2015 at the Coronation Wednesday, Oct. 28 in the SUNO Gym. The other members of the 2015 Royal Court are: Miss Senior Kala Brookin, Miss Junior Chelsea Bazile, Miss Sophomore Dericka Wallace, Miss Freshman Caitlin Keith.

### SUNO Alum Ron Gardner Honored at 2015 BASH

The SUNO Foundation honored Ron Gardner's legacy during its annual BASH at the Hyatt Regency New Orleans Friday, Oct. 30.



Mr. Gardner, who died Sept. 22 after a long illness, was the vice chancellor for Administrative, Community & Security at the LSU Health Sciences Center New Orleans. He graduated from SUNO in 1969 with a bachelor's degree in Biology and Chemistry. The New Orleans Sports Foundation donated \$10,000 to establish a scholarship for biology students in Mr. Gardner's name.



**KNIGHTS OUT AGAINST CRIME** All the student clubs and organizations came together Tuesday, Oct. 13 to host a "Night Out Against Crime" event on the Quad. The event featured music, games, free food, face painting and more.



## College of Arts & Sciences

### Dr. Lisa Mims-Devezin, Dean

► **Dr. Lisa Mims-Devezin** participated by teleconference in the Louisiana Board of Regents General Education/State Articulation September 2. She also gave the welcome address on behalf of SUNO to the Louisiana Justice Symposium on September 12. On September 29, Dr. Mims-Devezin participated in the The Addictive Behaviors Counseling and Prevention (ABCP) Program, Substance Abuse Awareness Week program.

### NATURAL SCIENCES

► **Dr. Rachid Belmasrou**, assistant professor of Mathematics, Dr. Carl P. Johnson, professor of Chemistry, Ms. Phyllis Okwan, Mathematics instructor, and Dr. Illya Tietzel, associate professor of Biology received the 2015 Faculty Role Model Awards at the 16<sup>th</sup> Annual Minority Access, Inc., Conference, Baltimore, MD on September 26. Dr. Joe Omojola, professor of Mathematics and Physics, and Dr. Murty S. Kambhampati, professor of Biology, nominated the awardees.

► **Mr. Sanj Powell**, a Forensic Science major, has received the 2015 Floyd E. McDonald Scholarship for Forensic Science under the leadership of Dr. Pamela Marshall, interim director, Forensic Science Program. Congra

► **Dr. Bashir Atteia** reviewed a paper, "Building a mathematical model synthesis of methyl ether 5-acetyl-2- pyrrolicarboxylic acid," for American Research Journal of Mathematics. He submitted an abstract, "Differential effects of Sildenafil and Tadalafil on human penile smooth muscle cells: New insights for old mechanisms," to the 2015 Southeast Regional IDeA Conference, November 11-13, 2016 and at the Beau Rivage Resort and Casino in Biloxi Mississippi. LBRN paid his registration fee of \$450. Editorial Involvement: He will serve as a Review Editor for *Frontiers in Pharmacology*, Section - Experimental Pharmacology and Drug Discovery.



► **Dr. Illya Tietzel**, together with SUNO students Diamanika Moss and Donald Brown, high school student Monteranique Ginn and colleague Dr. Christian Clement submitted an abstract for the 2016 Gulf of Mexico Oil Spill and Ecosystem Science Conference February 1-4, 2016. The abstract is about "Toxicity of Crude Oil and Nanoparticles on *Caenorhabditis elegans*." One of his mentees, Mr. Keith A. Perkins, was accepted for participation of Council on Undergraduate Research's Research Experiences for Undergraduates Symposium, which took place October 25-26, for his research about "Auditory frequency sensitivity of single neurons in the amphibian inferior colliculus and the effects of descending modulation" at LSU HSC in the lab of Dr. Hamilton Farris.

## Arts & Sciences continued

Dr. Ilysa Tietzel held workshop sessions in the College of Education & Human Development on Sept. 5 and 12 for the Education majors in preparation for the "PRAXIS Elementary Education: Multiple Subjects 5031." His sessions were aimed at preparing for "Science as Inquiry," "Life Science," and "Physical Science." The workshop series is organized by Dr. Tanisca. Wilson of the College of Education & Human Development.

► **Dr. Christian Clement** has submitted an LA BoR R&D RCS Notice of intent (Reference # 20130009247) for a full proposal to study a neurovirulent strain of Herpes Simplex virus type 1 and its effect in neuronal inflammation and neuronal damage. The purpose of this grant is to increase overall molecular research on the SUNO Campus and train students in cell/tissue culture techniques, molecular biology (including DNA, RNA analyses and Western blotting), cell biology and biochemistry. The ultimate goal is to use this grant as a pivot to deepen collaboration with LSUHSC colleagues, including Dr. W.J. Lukiw, professor of Neuroscience and Ophthalmology at the LSUHSC Neuroscience Center of Excellence to write more NIH grants (R15, R21, R01) and eventually transform the lab into a SUNO Neuroscience and Drug Delivery Center of Excellence. He also is submitting an abstract with LBRN sponsorship to the SE Regional IDeA Conference in November 11-13, 2016 at the Beau Rivage Resort and Casino in Biloxi Mississippi.

As PIs, Drs. Tietzel, Clement, Ojo (no longer at SUNO), Marshall, and Zhen are working on coordinated strategies to mentor and train more SUNO students. Under this grant, PIs have expanded the pool to include Drs. Heon Kim, Rachid Belmasrouer and Mostafa Elaasar to tap into their 3-D printing resources to benefit research and students. They have proposed and started printing casts to be tested in bacteria/other microbes transfer experiments and eventually will serve as novel designs for "clean surfaces," which are essential in interior design of aircraft and spacecraft. The research is in consonance with Dr. Clement's novel modeling of diseases/disorders, drug development, neuroscience, ophthalmology research, and generally R&D applications interests.

► **Dr. Mostafa Elaasar** sent a copy of 3+2 Mathematics and Electrical Engineering Dual Degree curriculum draft (between SUNO and UNO) to Dr. Murty Kambhampati and he disseminated the same to the mathematics and physics faculty for their review and feedback.

► **Publications:** SUNO Faculty together with other colleague collaborators, recently published a paper "Blood Vascular Changes Associated with Chronic Active Multiple Sclerosis Plaques: Detection by Anti-Human Brain Vascular Endothelia-Specific Monoclonal Antibodies" *Journal of Pharmaceutical Sciences and Pharmacology* 2015.

Dr. Clement and his collaborators have published "Evolution of microRNA (miRNA) Structure and Function in Plants and Animals: Relevance to Aging and Disease" *Front Microbiol* 2015.

## Arts & Sciences continued

### SOCIAL SCIENCES

#### ► Dr. John Penny

Dr. Penny was invited to the Sept. 1 WBOK round table discussion on crime, criminal justice, and social justice issues – a panoramic view of the socio-economic and criminal justice system in New Orleans dwelling on status of crime, courts, police and other criminal justice agencies. He engaged the audience in these topics with Dr. Peter Scharf of LSU Medical Center.

Dr. Penny, along with Southern University, hosted the Louisiana Justice Commission Symposium Sept. 12. The theme was “Mental Health and Physical Health.” Presentations were made by Mr. L.J. Young of the Orleans Parish Sheriff’s Office, Mr. Ronald McClain, J.D., L.C.S.W., and Dr. Nana Nantambu. The Symposium was well-attended by the students. On Sept. 26, Dr. Penny attended the New Hope Community Development Corporation meeting, which focused on the development of an after school tutoring and academic enrichment for Kenner youth and the New Hope Community Center.

#### ► Dr. Evelyn Harrell

The Addictive Behaviors Counseling and Prevention (ABCP) Program and the Students for the Prevention and Education of Substance Abuse hosted Substance Abuse Awareness Week Sept. 28 – Oct. 2. This year’s theme was “Mining the GAP (Grooming future Addiction Professionals).” This annual event featured a Proclamation, Substance Abuse Awareness Day (SAAD), Red Ribbon Day, and guest lectures.

On Sept. 28, Mr. Joseph Jackson, a graduate of SUNO’s Criminal Justice MA Program, spoke to Dr. Harrell’s class on “Addiction and the Criminal Justice System.” Mr. Jackson is the program coordinator for Pathways to Purpose, a reentry program in Jefferson Parish for ex-offenders.



Mr. Artemus McFarland, a SUNO graduate from the School of Social Work and the ABCP BS Program, was the keynote speaker for SAAD, on Sept. 29. Mr. McFarland is a certified addiction counselor currently employed by Townsend Addiction Treatment Center as a clinical manager in Metairie and New Orleans. Thirty students received a certificate of completion during the SAAD Certificate Ceremony. Wednesday, Sept. 30 was Red Ribbon Day. The campus was asked to wear red ribbons in support of a commitment to substance abuse prevention and awareness.

#### ► Dr. Patrick Webb

**Research:** Awaiting the receipt of proofs, for editorial purposes, of a book review that is slated for publication within a peer-reviewed journal entitled *Reasons*. The book review is based upon the text entitled, “The New Jim Crow: Mass Incarceration in the Age of Colorblindness” by Michelle Alexander (2012).

Awaiting results from peer reviewers in relation to the submission of an article for publication with



## Arts & Sciences continued

the *Journal of Argument and Critique*. The article is entitled, "Does the Degree Matter: Measuring the Extent of Professionalism within Policing."

Submitted the required modifications related to a previously submitted collaborative-based manuscript entitled, "Acting White or Acting Right: An Examination of Racial Identity among College Students within an HBCU," which was accepted for publication by the *Journal of Black Studies*. Dr. Christopher Linn, Associate Professor of Psychology, served as the co-author.

As a co-principle investigator, submitted the name of a student who characterizes an underrepresented population and has expressed interest in relation to the use of GIS capabilities within the greater New Orleans area. Dr. George Amedee serves as the principle investigator of the grant funding project.

### Service (University/Community)

Participated with the Modular Building Safety Subcommittee within the College of Arts and Sciences, Dr. Mims-Devezin, Dean/Chair.

## HEALTH INFORMATION MANAGEMENT SYSTEMS PROGRAM

### ► Conference

The 2015 American Health Information Management Association (AHIMA) Convention and Exhibit was Sept. 26-30 at the Ernest N. Morial Convention Center. The 87<sup>th</sup> annual convention's theme was "HIM without Walls." The keynote speaker for this year was Robin Roberts, "Good Morning America" co-anchor and author.

Faculty members Andrea Mignott, Pharissa Robinson, Sharon McGee, and Penny Harris were able to attend and/or volunteer at the convention. Many HIMS students attended the convention and volunteered as well. The students' presence at the convention was very strong, and many received positive feedback from the AHIMA convention staff, the Louisiana Health Information Management Association (LHIMA), and vendors.

The convention included a career fair, in which the students were provided the opportunity to network directly with national and local employers, and submit their resumes' for potential employment opportunities after graduation.

### ► Internships

Nine HIMS students have begun internship rotations at the University Medical Center of New Orleans. The students are excited about the opportunity to implement the skills they have learned throughout the program under the mentorship of HIM professionals.

## GENERAL STUDIES PROGRAM

The General Studies Team continues to work on the Callback Initiative. Dr. Deneen Lewis invited Dr. Joseph Coleman to present students in her Seminar for Major course. His topic was Narcissistic Personality Disorder. Dr. Lewis also attended a Civil Service Employee Workshop, sponsored by the Human Resources Department. She currently serves on the Safety Committee for the College of Arts & Social Sciences.

## Arts & Sciences continued

### MUSEUM STUDIES PROGRAMS

#### ► General Research

Dr. Sara Hollis attended the September meeting of the Women's Caucus for Art, which she is currently a member.



Professor Haitham Eid and Ms. Evans presented "The Museum Innovation Model: Effective Techniques and Strategies for Innovation in Museums" at the Louisiana Association of Museums (Sept. 13 - 15) in Alexandria.

Professor Eid submitted his Ph.D. dissertation and will travel to the United Kingdom to defend his thesis on Dec. 17. His dissertation investigates the concept of innovation within the museum context and proposes a model for innovation in museum called the "Museum Innovation Model." The model is based on an intensive research at three national museums in the United States and United Kingdom, including Cooper Hewitt, Smithsonian Design Museum (New York, NY), the National WWII Museum (New Orleans, LA), and Imperial War Museum (London, UK).

#### ► Campus

Dr. Hollis is preparing an exhibition of her photographs taken at SUNO from 1973 to the present for SUNO's Library.

Dr. Hollis and Professor Eid attended the Arts & Sciences College Meeting for September. She also attended the September Faculty Senate Meeting and the September Strategic Planning Committee Meeting.

Professor Eid attended the Modular Building Safety Committee-Building A, B, and C Sub-committee Meeting.

#### ► Community

Dr. Hollis attended the lecture by Dr. Leon Waters at the New Orleans Museum of Art. On Sept. 9, Dr. Hollis and Professor Eid attended the Community Coffee networking day at the Joan Mitchell Center on Bayou Road. They also attended the opening of "Kia Lavi Ye?" or "What is Life?" a Haitian art exhibition at the Arts Council Exchange Gallery Sept. 11. The exhibition is curated by Nic Brierre Aziz, the son of M.A. Museum Studies Student Mrs. Monique Aziz, a private collector who owns a valuable collection of Haitian art.

On Sept. 23, Dr. Hollis, Prof. Eid and two Museum Studies classes attended Artist Mash at the Joan Mitchell Center with a side visit to the Community Book Center on Bayou Road owned by Museum Studies student Mrs. Vera Warren Williams. The Artist Mash presented the works of four national and local artists to the New Orleans art and museum community.

## College of Business & Public Administration

Dr. Igwe Udeh, Dean

### ACADEMIC EXCELLENCE INITIATIVES

#### ► Center for Entrepreneurship Research

On Aug. 20, SUNO Chancellor Victor Ukpolo approved the creation of the Center for Entrepreneurship Research (CER) within the College of Business & Public Administration. The mission of the CER is to plan and implement high level and vigorous research on entrepreneurship; to develop current and aspiring professionals regionally and internationally through entrepreneurship education and research; to develop research tools for broad dissemination; and to contribute to the mission of the SUNO College of Business & Public Administration.

The goals of the Center are to make a major contribution to the field of entrepreneurship and innovation through research; to develop pedagogical and applied tools from research findings; to accelerate the economic impacts of entrepreneurial activities; to create new knowledge in the area of Social Entrepreneurship; to provide incubation to direct and indirect music and video creation businesses; to encourage the integration of Science, Technology, Engineering and Mathematics (STEM) into entrepreneurial research activities; and to generate external funding to support CER vision, mission and goals. The Center will be run as a cooperative by the CBA faculty and staff in collaboration with various units at SUNO.

► **Dr. Igwe E. Udeh**, Alvin James Lawson Endowed Professor and Dean, College of Business & Public Administration, was a member of a national panel of judges for the 2015 Miller Lite Tap The Future Business Plan Competition in Chicago, IL Friday, Sept. 18 to Sunday, Sept. 20. The event was in the corporate headquarters of Miller Lite in Chicago and hosted by Flowers Communications Group, a premier public relations and marketing company.

The panel reviewed written business plans from champions of six regional business plan competitions all over the United States. On Saturday, Sept. 19, each of the six regional champions was given an opportunity to pitch a plan for a \$200,000 cash award before a high panel of experts from business, media, banking, education, advertising, law and entrepreneurship.

The winner of the \$200,000 competition was Endovo, a Chicago-based startup company with an innovative education product targeted at the prison system. Their product seeks to reduce the rate of recidivism through credentialing of long term offenders during and after their incarceration.

#### ► Minimum Wage Debate

The College of Business & Public has launched the planning for the debate on the question, "Should the Congress Increase the Minimum Wage?" The debate was Nov. 3-4 during the College of Business Week. Twenty-six undergraduate students submitted applications to participate in the debate. Sixteen debate participants and four alternatives were chosen from the 26.

The College formed a Minimum Wage Debate Planning Committee consisting of 10 faculty and staff members from the CBA and the College of Arts and Social Sciences. Two faculty members from the Communication program (Dr. Sarah Jackson and Dr. Douglas Marshall) will serve as debate coaches.

## College of Business continued

Seven judges also were chosen.

The Planning Committee met Sept. 10 and 17. On Sept. 21, the director, Dr. Frank Martin, scheduled mandatory orientation meetings on Sept. 21, Sept. 28 and Oct. 1. Meeting for prospective participants. Twenty enthused students showed up for the orientation. The prospective participants received a binder of debate materials that provided background information, arguments for, and arguments against increasing the minimum wage.



Leading up to the debate, Dr. Marshall and Dr. Jackson met with the participants weekly for four weeks. By the time of the debate, students were well informed on the issues and on debate procedures.



### ► High School Recruitment Team

Three faculty members in the College of Business & Public Administration – Dr. Biruk Alemayehu, assistant professor of Public Administration; Dr. Patricia Robertson, assistant professor of Public Administration; and Dr. Robert Elliott, assistant professor of Computer Information Systems – created a recruitment team that has been visiting area high schools, community colleges and places of employment to recruit new students for their disciplines. So far this Fall semester, the team has made recruitment trips to Edna Karr High School and Warren Eastern High School, where they met with high school seniors, juniors, and even freshman and sophomores to make a case for going to college, especially to SUNO's Public Administration or Computer Information Systems disciplines. The team has been coordinating their visits with the SUNO recruitment and admissions officers. Additional trips to government agencies, community colleges, and area high schools are planned throughout the semester.

### ► National Black MBA Association Conference

Dr. Adrine Harrell-Carter, assistant professor of Business, attended the 2015 National Black MBA Association (NBMBA) Conference and Career Fair in Orlando, FL, Sept. 12-18. Dr. Harrell-Carter travelled with the SUNO NBMBA Chapter member - Anjuiel Knight; Brittany Bryant; Dwayne Hayes; Rodney Marco; Jarred Jupiter; Christian Addison; Monica Chambliss; Troy Derruise; Medina Drake; Kristen Glass. The NBMBA Conference is one of the largest career fairs in the nation targeted at African-American college students as well as any member of the association.



### ► Fall 2015 Orientation

The CBA Office of Student Services (OSS), under the leadership of Director Timotea Bailey,

## College of Business continued

hosted the Fall 2015 Orientation for New and Transfer CBA Students Thursday, Sept. 10 in the College of Business Building, Room 100. During the session, students were introduced to CBA leadership and faculty, and empowered with information to guide them in successfully navigating their curriculum and academic life. Representatives from the Center for Comprehensive Communication (tutoring), the SUNO Library, Office of the Vice Chancellor for Administration and Finance, Office of Student Activities & Organizations, and the E-Learning Department talked to the students, answered questions and shared valuable tips.



### ► Small Business Incubator Center



Construction of the SUNO Small Business Incubator Center was completed in May. The ribbon-cutting ceremony was June 3. The building can incubate as many as 10 businesses at once. It also comes equipped with one video-editing studio, one sound-editing studio, two lecture rooms, one computer lab, two conference rooms, one branch banking facility, and administrative offices for the director and staff of the Small Business Development & Management Institute (SBDMI). Tenancy negotiations with potential occupants is ongoing. For information, contact Mrs. Cynthia Beaulieu, the SBDMI Director at [cbeaulieu@suno.edu](mailto:cbeaulieu@suno.edu) or 504-286-5032.

### ► Microsoft/CompTIA A+ Certification Boot Camp

Six SUNO students, two faculty members and two SUNO staff members participated in a new eight-week intensive training to prepare for the Microsoft/CompTIA A+ certification Boot Camp Friday, Sept. 18 in the College of Business Building. This was the third Microsoft/CompTIA Boot Camp and was facilitated once again by Mr. Randy Wild. Mr. Wild holds several certifications, including Microsoft Certified System Administration; A+; CompTIA Network; and Microsoft Desktop Support Technician.



This training was the first step towards getting these students and faculty prepared to participate in the Basic MICROSOFT (MTA-MC5A) Boot Camp. Meanwhile, the fourth Basic CISCO Networking Boot Camp started Saturday, Sept. 26 with 10 students and faculty and will end on Saturday, December 5. The CISCO Boot Camp is facilitated by Mr. Sam Camarda, a highly credentialed CISCO network professional.

The two Boot Camps were made possible through a 2014 Louisiana Board of Regents grant, and are aimed at increasing the enrollment, retention, graduation and job placement rates for information technology, education, and business majors. Dr. Igwe Udeh is the Principal Investigator of this grant.



## College of Business continued

► **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 Sept. 24.

### JOURNAL PUBLICATION

Faisal Al-Khateeb Jiang Wu, Chun-Tao Chang, Mei-Chuan Cheng, Jinn-Tsair Teng, "Inventory Management For Fresh Produce When The Time-Varying Demand Depends On Product Freshness, Stock Level And Expiration Date", **International Journal of Systems Science: Operations & Logistics** (<http://www.tandfonline.com/doi/full/10.1080/23302674.2015.1068880>) July 28, 2015, pp1-10.

### CONFERENCE ATTENDANCE

Drs. Charles Briggs; Adnan Omar; Faisal Alkhateeb; David Alijani and Obyung Kwun attended the **Teaching Professor Technology Conference** in New Orleans, LA, Oct. 2-4.

Dr. Igwe E. Udeh, Dean & Professor, attended the **Southern Business Administration Association (SBAA) Conference** in New Orleans, LA October 8-10.

Drs. David Alijani, Obyung Kwun, Nabie Conteh, and Patricia Robertson attend the **International Association of Business & Public Administration Disciplines (IABPAD)** in Las Vegas, Nevada, Oct. 22-25.

Dr. Muhammed Miah attended the **Education Special Interest Group (EDSIG)** for AITP Association of Information Technology in Wilmington, NC, Nov. 1-4.

Dr. Frank Martin will be attending **SACS-COC Conference** in Houston, TX, Dec. 5-8.

### ► SBDMI Workshops/Seminars/Trainings/Meetings (August-September 2015)

Mrs. Cynthia Beaulieu, Director, Small Business Development & Management Institute, reported the following activities and achievements during August-September 2015:

- Met with committee to discuss development of Incubator proposal for Media Incubator; Aug. 4; Dr. Udeh, Ms. Baily, Dr. Frank Martin, Dr. Omar & Cynthia Beaulieu
- Notary Class Beginning; Aug. 25 and 29; seven participants; the Small Business Incubator Center. Class prepares participants to pass the Louisiana Notary Exam scheduled Dec. 5; Ms. Diana Thomas, Ms. Cynthia Beaulieu and Ms. Suzan Jackson Esq, Attorney, Instructor
- Conference Call HBCU-CDAC; Aug. 5; Discuss planning for upcoming HBCU-CDAC Innovation and Economic Development Conference scheduled February 2016, which will be in New Orleans; Ron Butler, Director, Board Members & Cynthia Beaulieu.
- Live Broadcast of WBOK Radio program; August 6, 13, 20 & 27 "SUNO Small Business Institute Network," sponsored by SUNO Small Business Incubator and Louisiana Economic Development. The show offers valuable tools and information designed to help New Orleans' small business owners take their business to the next level as well as assisting those individuals wishing to start a business. The show provides resources and information essential to small businesses. The show airs every Thursday 2:30-3 p.m. on WBOK 1230 AM Radio. Ms. Cynthia Beaulieu, Director of SBDMI is the host, co-host is Mr. Dorian Nunez.

## College of Business continued

- Meeting with LED & SCORE; August 6<sup>th</sup>; Met with representatives from both organizations to discuss collaboration between SBDMI, Incubator and SCORE to do Monthly seminars for clients from both organizations;
- Conference call meeting with representatives from District 2; Ms. Tiffany Crawford, Executive Director, Mr. Edward West, Director One Vision, One Voice; Ms. Diana Thomas & Ms. Cynthia Beaulieu.
- Attended Trade Show; Sept. 11; Hispanic Chamber of Commerce; Ms. Diana Thomas & Ms. Cynthia Beaulieu.
- Conference call; Aug. 14; Insurance Continuing Education (CE); Mr. Sherman Pittman, & Ms. Cynthia Beaulieu. Submitted all applications and outlines for the 12 (CE) Classes that will be offered by SUNO-SBDMI upon approval from the State of Louisiana Insurance Commission.
- Attended Black MBA Meeting; Aug. 11; Held at UNO to talk about the services of the SBDMI & Small Business Incubator; 40 individuals present; Ms. Diana Thomas & Ms. Cynthia Beaulieu.
- New Business Workshop; Aug. 12; New Small Business Incubator Center, 10 a.m. & 6 p.m.; six participants present; Ms. Diana Thomas (facilitator).
- Conference call with Douglas Melancon about SUNO-SBDMI Hospitably Project Aug. 14; Mr. Douglas Melancon, Absolute Staffing Solutions, Diana Thomas & Ms. Cynthia Beaulieu. Waiting on approval for on-line application to the Louisiana Workforce Commission (LWC) for Hospitality Curriculum so that individuals can register for the SUNO-SBDMI Hospitality Training through Jobs One.
- Attended CBA Monthly Meeting; April 15, CBA Executive Conference Room; Dr. Udeh, Faculty, Staff & Ms. Diana Thomas
- Meeting to discuss ordering Media Equipment for the Small Business Incubator Center, Aug. 15.; Mr. Edward West, Ms. Cynthia Beaulieu (facilitators)
- Nxlevel Orientation; Aug. 18; four participants present, seminar to register individual in the NxLevel Entrepreneurial Training Class to develop their Business Plan.
- Meeting for SUNO BASH committee, Aug. 20. Met to plan this year's BASH at Sean Bruno's Office on Elysian Fields; Committee & Cynthia Beaulieu.
- Notary Classes Begin Aug. 25 & 29; seven participants, the Small Business Incubator Center. Class prepares participants to pass the Louisiana Notary Exam scheduled Dec. 5; Ms. Diana Thomas, Ms. Cynthia Beaulieu and Ms. Suzan Jackson Esq, Attorney, Instructor.
- Attended CBA Monthly Meeting; Aug. 26; CBA Executive Conference Room; Dr. Udeh, Faculty, Staff & Ms. Diana Thomas (facilitators).
- Meeting with LED-SCORE, Aug. 27, met to discuss collaboration with SBDMI & SCORE; 10 participants & Cynthia Beaulieu (facilitators).
- LED Advisory Committee Conference Call, Aug. 31, call to determine new guidelines for all State Intermediaries; Committee & Cynthia Beaulieu (facilitators).
- Meeting to Develop SBDMI/Incubator Upcoming schedule of Seminars/Workshops, ongoing; Ms. Diana Thomas & Ms. Cynthia Beaulieu (facilitators).
- Met with three perspective rental clients at Small Business Incubator Center, ongoing; Ms. Diana Thomas & Ms. Cynthia Beaulieu (facilitators).
- IWTP Program, ongoing; working on new IWTP Application and Letter to HR Directors in the community; Ms. Corine Herman & Ms. Cynthia Beaulieu (facilitators).
- Small and Emerging Business Development (SEBD); ongoing; three Assessments; Ms. Cynthia Beaulieu.

## College of Business continued

- SEBD One-on One; (5); Call-in Clients; Ms. Cynthia Beaulieu & Ms. Diana Thomas (facilitators).
- Counseled incubator clients; Ms. Cynthia Beaulieu, Ms. Diana Thomas (facilitators).

### OFFICE OF STUDENT SERVICES (OSS) AUGUST-SEPTEMBER 2015 REPORT

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



- The Office of Student Services (OSS) led CBA in a bell ringing (10 rings to mark each year) and litany to commemorate the 10<sup>th</sup> anniversary of Hurricane Katrina and the progress SUNO/CBA has made.
- OSS along with the CBA Dean, met with the Chancellor weekly to provide updates and discuss retention and graduation rate strategies related to the GRAD Act; 59% of 2014 CBA cohort members were retained.
- OSS provided advisement and registration support for new CBA students during monthly University Orientation activities.
- OSS represented CBA at first Veterans Administration Career Fair for VA employees.
- OSS contacted each new CBA student individually by email, phone and/or visiting a class to personally invite them to the CBA New Student Orientation.
- The OSS hosted an orientation program for new CBA students. Students were introduced to CBA leadership and faculty; empowered with information from the Center for Comprehensive Communication (tutoring), the Library, E-Learning, CBA and Student Activities. The CBA curriculum sheets were reviewed and explained to ensure each student remains on-track. Personalized curriculum sheets were prepared for each new student.
- The OSS prepared graduation application packets for 100 potential graduates (undergraduate and graduate) for Fall 2015 and Spring 2016 and met with most of the candidates.
- The OSS revised the CBA advisee list by alphabet and provided an updated advisee list to each CBA faculty member with cohort membership indicated.
- The OSS is proactively seeking to maximize graduation potential for 2010 cohort by closely monitoring and tracking their progress. The hope is that 18% will be reached.
- The OSS worked to resolve registration/scheduling conflicts and registration issues particularly for graduating seniors and 2010 Cohort.
- OSS participated in the planning committee for the first CBA debate on the federal minimum wage, scheduled in November.
- OSS updated CISP and PADM brochures for informational and recruiting purposes.



## College of Education & Human Development

### Dr. Mwalimu Shujaa, Dean

#### ACCREDITATION

##### ► Teacher Education

Dr. Willies Jones submitted Institutional Report (IR) Addendum in response to the Offsite BOE Report.

Dr. Jones has been gathering and analyzing data from the Teacher Education Department for SACS standard 3.1.1.1 Academic Programs.

Dr. Louise Kaltenbaugh:

1. Prepared and submitted the NCATE Activities Agenda for the NCATE visit Oct. 25-27 to the Chair, Dr. Willie Jones III
2. Contacted five former certification-only teachers and established date and times for them to be observed by the NCATE Team
3. Sent memos to seven arts and sciences faculty requesting their attendance for the Monday evening meeting with NCATE
4. Sent memos to top administrators requesting their availability to meet with the NCATE team members on Monday, Oct. 25
5. Contacted key parish officials – Jefferson, Plaquemine, and St. Bernard - requesting their attendance at the Monday evening meeting for NCATE.
6. Met with Dr. Lisa-Mims Devezin to review names for faculty invitations for the NCATE interview sessions.
7. Met with Dr. Hegwood and Ms. Payne to review process for submitting their RTP portfolio. Met with Dr. Tanisca Wilson to provide assistance with the Praxis workshops and with the upcoming Title III end of year report.

#### GRANT SUBMISSIONS

##### ► Teacher Education

Dr. Kaltenbaugh is currently meeting with Dr. Cynthia Singleton. They are working on submitting a NSF Robert Noyce Proposal, Track 1. This is a STEM grant proposal.

Dr. Jones and Dr. Jenita Hegwood submitted a grant proposal for the Believe and Prepare Educator Preparation Grant for the amount of \$200,000. The letter of intent was due Aug. 31. The four-page application was due Sept. 18.

Ms. Celina Carson completed Final HMHB Program reports to Grantors. HMHB enrolled 150 students. COE/HD candidates and faculty member instructed lessons in Math, Reading Literacy, Ago-ecology Science, which included a vegetable garden project, Life-skills, and Physical Education.

Ms. Carson chaired weekly meetings with the 2015 Healthy Minds-Healthy Bodies Learning Institute Committee in preparation for the next phase of the Program.

##### ► Child Development and Family Studies

Dr. Diane Bordenave participated in multiple meetings in preparation for NCATE accreditation visit;

## College of Education continued

including Sept. 1, 2 and 15. She also responded to multiple data requests in preparation for NCATE accreditation visit.

### WORKSHOPS, CONFERENCES AND SCHOLARLY ACTIVITIES

#### ► Teacher Education

Dr. Kaltenbaugh submitted three Applications for Teaching Certificates for three Certification-Only Candidates who completed the program.

Dr. Kaltenbaugh is conducting the 80-Hour Workshop on Saturdays from 1-5 p.m. and planned a workshop for October with a group in Washington D.C.

Dr. Kaltenbaugh attended three faculty development meetings and two faculty committee meetings.

Dr. Kaltenbaugh met with Mr. Warren Bell, director of the Honoré Center to discuss upcoming events, curriculum issues, and progression for Honoré students. She also met with two Honoré students to review their program of study and assist in planning for their spring registration.

Dr. Kaltenbaugh teaches three classes – EDSN 350 – Reading in the Content Area, ELED 226 – Content Knowledge for Elementary Praxis exam, and ELED 498 –Internship I for Elementary Teachers. She also is the director of the Certification-Only Program. She meets with two students who are doing independent study with her every Thursday evening after her 7:15 to 8:30 class and every Saturday from 11 a.m. until noon.

Dr. Kaltenbaugh met with four interns, conducted pre-conferences, completed four classroom observations, and conducted four post-conferences.

Dr. Jones was invited to attend Tougaloo College's SACS accreditation visit to give feedback regarding its newly approved Master of Arts in Teaching and Master of Arts in Child Development degree programs. The meeting was Sept. 16.

#### ► Child Development and Family Studies

Dr. Bordenave attended the Raising of America screening presented by Healthy Start of New Orleans at Delgado Community College on Sept. 22.

Dr. Bordenave participated in a conference-call training conducted by BoR/LDOE about ETS reporting Sept. 22.

Dr. Bordenave completed HDFS masters course descriptions for HDFS 503 (Quantitative and Statistical Application in HDFS) and HDFS 601 (Children, Youth, and Adults with Special Needs) Sept. 25.

Reviewed four manuscripts for publication in American Research Journals Sept. 24.

Ms. Carson enrolled and participated in three courses in alignment with the Program of Study for her doctoral degree at Southern University and A&M College, College of Science and Agriculture.

## Education & Human Development continued

the 2015 Survey of Doctorate Recipients (SDR) for the National Science Foundation on Sept. 21.

### ► ALTERNATIVE CERTIFICATION

Dr. Kaltenbaugh responded to nine e-mails for Certification-Only Inquirers, provided information regarding program via e-mail.

Dr. Kaltenbaugh responded to 17 telephone calls for Certification-Only Inquirers and provided information over the telephone.

Dr. Kaltenbaugh met and interviewed 11 potential Certification-Only candidates to enter the program for spring, 2016.

Dr. Kaltenbaugh updated the Overview Sheet as to Requirements regarding entering the program and Praxis tests.

Dr. Kaltenbaugh responded to four former certification only candidates regarding the following: (1) Updated letter for Practitioner License; (2) Two transcript assessments to determine course requirements for add-ons to certification – one in English and one in Social Studies; and Letter of Recommendation for an Early Childhood Teaching Position.

### OTHER UNIVERSITY-RELATED ACTIVITIES

Dr. Mwalimu J. Shujaa in collaboration with his daughter, Kenya J. Shujaa, completed the general editorship of *The SAGE Encyclopedia of African Cultural Heritage in North America*. The encyclopedia, which contains 350 signed entries, provides an accessible ready-reference on the retention and continuity of African culture within the United States and North America. The official publication date is July 2015.

The encyclopedia's conceptual framework holds, first, that culture is a form of self-knowledge and knowledge about self in the world as transmitted from one person to another. Second, that African people continuously create their own cultural history as they move through time and space. Third, that African descended people living outside of Africa also are contributors to and participate in the creation of African cultural history.

The encyclopedia includes the work of authors who reflect a cross-section of the Southern University System. Dr. Romanus Ejiaga, for instance, contributed four articles, including one in which he presented an explanation the African world view concept. Dr. Ejiaga's other contributions focus on Africanisms identifiable in African American names; the continuing evolution of aesthetics in African dance in North America; and the World Festival of Black Arts and Culture.

Dr. Peter Breaux (SUBR) explains how the Louisiana Creole language was created by Africans brought directly from the Senegambia region between 1719 and 1731. Dr. Owusu Bandele (SUAGC) authored two agriculture-related entries that inform readers about the introduction of African foods, both indigenous and nonindigenous, to the Americas and the wealth of agricultural knowledge that enslaved Africans brought to North America.

## School of Social Work

### Dr. Ronald Mancoske, Interim Dean

#### ► Bonnie Alston, Director of Field Education.

On Sept. 21, the Field Education Unit Sponsored an In-service Training/Workshop for current BSW and MSW Field Supervisors titled, "Measuring Student Success in Field Placement: Strategies, Instruments and Conversations." The Field Unit with Clause Montegut also sponsored a session titled, "The Integrative Learning Plan."

These workshops provided an interactive process for supervisors to gain knowledge and skills in measuring supervisee success in current practices. Faculty members also attended the session (Dr. Yazeed, Mr. Blanchard, Mr. Montegut, and Dr. Ira A. Neighbors).

#### ► Dr. Carey Yazeed

Selected as a workshop presenter for the National Association of Black Social Workers 2016 annual conference, topica; "Who's That Girl: Women, Trauma and Success." Dr. Yazeed presented a workshop (Sept. 13) to the Baton Rouge Chapter of Top Teens of America titled "Respect and Social Media."

#### ► Mr. Edgar Blanchard

Conducted a meeting of the "Men of Social Work." The group elected officers as well as set a calendar of activities for this semester. The group scheduled a Business of Fashion Seminar titled, "Where Fashion Meets Business." It also initiated a "Neck Tie and Dress Shirt" drive.

#### ► Claude Montegut

Facilitated the Sept. 21 Field Education Unit's Field Supervisors workshop. The workshop was presented to 75 credentialed social work professionals representing a mixture of 54 mental health, social services and other human services organizations/agencies within a 100-mile radius of the campus. The workshop afforded these professionals and SUNO Alumni an opportunity to network and visit the campus.

#### ► Dr. Ira A. Neighbors

Spoke at Tulane University School of Social Work inauguration of the first New Orleans Association of Black Social Worker's (NOABSW) student chapter. He also presented at the BSW Seminar for Majors workshop.

#### ► Dr. Derrick Freeman

Participated in a "Male Involvement Seminar" for male students and guardians at Mary Bethune Elementary School in New Orleans. The goal was to support parent involvement and PTA relevance for males connecting children's success in school and in life and share with male students and men the benefits of family engagement. Dr. Freeman attended the full-day training with louisianachildren.org titled, "Child Welfare Law Advanced Institute Multi-Disciplinary Training: The "Red Book." Specialist in child welfare law presented on child welfare law and practice on skills in representing children, parents and state agencies in abuse, neglect and custody proceedings.

#### ► Dr. Jill E. Murray

Secured a donation for ten \$40 tickets for students to attend the annual fundraiser for Hagar's House, a nonprofit organization that provides transitional housing for women and their children. Dr. Murray

## Social Work continued

also secured \$700 from outside the SUNO community for Social Work students to participate in the Gentilly Fest Bike Easy Bicycle Second-Line in October at Pontchartrain Park. The Bicycle Second-Line seeks to create a stronger community in the Gentilly area. Dr. Murray took students on a field trip to the "Purchased Live" exhibit at the Historic New Orleans Collection where they examined the role of slavery in the development of City of New Orleans. The exhibit included original documents and artifacts from the slave trade in New Orleans.

### ► Dr. Rebecca Chaisson

Presented "Women as Knowledge Architects: Indigenous Philanthropy in Ogutu and New Orleans" at the Law and Society Conference in Seattle, Wash. She presented a seminar on "Cultural Competency/Cultural Relevancy" for Drug Court Staff. Dr. Chaisson moderated the Katrina @ 10 program where she facilitated the development of digital stories of MSW students. The stories will be developed into a single DVD for showing at another time during the semester (students are: Tia Jackson, Tara Jones, Anthony Batiste, & Janae Thomas). Drs. Rebecca Chaisson, Harry Russell, Ben Robertson and Lyndia Green-Faust, Esquire will present a workshop "Forensic Social Work: Dismantling an Unjust Justice System" at the National Association of Black Social Workers Conference in New Orleans March 24, of 2016.

### ► Dr. Harry Russell

Chaired the faculty search committee that recommended the selection of new faculty in the School of Social Work. He also chaired the DSW Committee, which has reviewed start-up activities and applicant intake information packet, applications, general program information, course syllabi.

Dr. Russell chairs the outcome committee addressing program outcome measures, institutional effectiveness, livetext, and CSWE accreditation. Dr. Russell (along with Dr. Mancoske and Ms. Alston) participated in planning for the PROJECT 1 Juvenile Court Program to help negotiate and coordinate field placements and potential research project for both students and faculty. As a result, Juvenile court has become a field placement site for six of our students.

### ► Dr. Ronald J. Mancoske

Conducted an accreditation site visit for the BSW Program Texas Southern University.





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### CHANCELLOR'S REPORT

**Dr. Adell Brown, Jr.**

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**Presented to:**

**Board of Supervisors**

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

**Adell Brown, Jr.**  
Interim Chancellor

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Vice Chancellor for Extension

**Linda Batiste**  
Director of Finance

**Christopher Rogers**  
Director of Technology Services

#### Editors

Bridget Udoh  
Donna C. Badon  
LaKeeshia Giddens Luak

A. O. Williams Hall  
P.O. Box 10010  
Baton Rouge, LA 70813  
Tel: (225) 771-2242  
Fax: (225) 771-2861

Website: [www.suagcenter.com](http://www.suagcenter.com)

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

## Southern University Ag Center's Fast Track Program Acknowledged for Innovation at Nation Extension Directors and Administrators (NEDA) Conference

As the result of a highly competitive process, the Southern University Agricultural Research and Extension Center's (SUAREC) Fast Track Gardening Program was selected from a field of 151 entries reported to a research team at Ohio State University. The research project is an ECOP project to develop a Cooperative Extension Innovation Inventory. That inventory was the basis for the 2015 NEDA meeting and was designed to show how Cooperative Extension is positioned for excellence in its second 100 years.

The SUAREC provides agricultural training to incarcerated and adjudicated youth. Training topics include communication and life skills, as well as horticultural and work force skills. Instruction involves both classroom and hands-on activities including the establishment of horticultural garden plots. Instructors utilize a community gardening curriculum that was developed by the SUAREC. Certificates are awarded upon successful completion of the program; they can be utilized to support applications at any horticultural-related establishment and for judge presentation at court to display program participation and compliance.

This program has been implemented at three facilities. Jetson Center for Youth (JCY) was the pilot program that began in May, 2011 until the closure of the facility in January, 2014. Gardening classes were conducted twice a week. In response to Jetson's abrupt closure, the program was established at THRIVE of Baton Rouge, a public charter boarding school that serves adjudicated students. Weekly classes at THRIVE began in May, 2014 and presently continue. A garden at THRIVE was established and is currently



Standing from left, SUAREC Extension Associate Stephanie Elwood and Vice Chancellor for Extension Dr. Gina Eubanks pose for a photo during the NEDA Conference in St. Louis, MO.

maintained by the school's students. We have also initiated a gardening program at the Bridge City Center for Youth in New Orleans, Louisiana. Several of the juveniles from JCY were transferred there, and provide leadership in the project.

Future plans include formalizing a memorandum of understanding with horticultural-related establishments to allow the program's graduates to obtain work opportunities upon release. The program will also endeavor to establish internship/work release opportunities for selected trustworthy youth to afford

work-related opportunities even while they are incarcerated.

On October 12-14, 2015, Extension Associate, Stephanie Elwood and Vice Chancellor of Extension, Dr. Gina E. Eubanks traveled to St. Louis, MO to represent the SUAREC's Fast Track team at the NEDA Conference. The program began in 2011 with the initial leadership of Christie Monroe. The team consists of Stephanie Elwood, Kelli Hollins, Mila Berhane, Dr. Owusu Bandele, Yemane Ghebreiyessus, and Dr. Kasundra Cyrus.

Elwood and the Office of Technology & Communications at the SUAREC also participated in a Twitter Town Hall during the NEDA Conference. The Fast Track Gardening Program was one of four topics selected to be featured during the town hall.

The SUAREC will also host a Twitter Town Hall on December 3 from 2 p.m. – 3 p.m. (CST).

## Hammond High Magnet School Pro Start Program

Hammond High Magnet School (H.H.M.S.) Pro Start Program's Culinary Arts students: Kyarah Golden, Kayleigh Kerner, Jayilen Handy, L.J. McKinley, Rayne Raleigh, Derrick Jackson, Madison Fisher, and Kenneth Collins prepared fresh local grown vegetables, salad, and shrimp pasta on October 27 at the school. Hopefully the youth can appreciate the importance of locally grown food they produced in September from seeds and transplants. Youth can enjoy delicious garden-based treats in the classroom and learn about the importance of including veggies on their plates.

Tangi Pro Start students learned to plant, nurture and harvest vegetables from their own raised beds. Youth also learned about nutritional choices and choosing a healthy lifestyle through diet and physical activity. Gardening ties into therapeutic exercises, earth, science, and math. The youth made the transition from school to farm when they took produce home to their families and shared with their high school faculty staff.



SU Ag Center Extension Agent Ahmad Robertson, Hammond High Magnet School Pro Start Program Culinary Arts Students and teacher Mrs. Drago display a harvest from the school's garden.

The youth harvested Georgia Collards, Redlight Swiss Shard, Buttercrunch Lettuce, Pak Choi, Red Sails Lettuce, Bell Peppers and Shallots. Cool season herbs included: Chives, Cilantro, Dill, Fennel, Parsley, and Chervil were added to the herb garden.

The Garden to Culinary Arts Kitchen program is an opportunity for H.H.M.S. Pro start students to grow fresh fruits and vegetables in their school gardens with the goal of supplying their harvest to the cafeteria to be used at lunch service.

Teacher Mrs. Drago has built a professional kitchen in a cozy, friendly and comfortable

atmosphere to share her passion for cooking with the students.

For more information on the H.H. M.S. Pro Start Program, contact the Ahmad Robertson at the St. Helena or Tangipahoa Extension Service, 305 E Oak St., Amite, by calling (985) 748-5462, (225) 222-4136, or email [ahmad\\_robertson@suagcenter.com](mailto:ahmad_robertson@suagcenter.com)

## The Southwest Center for Rural Initiatives Helps Youth Participate in 4-H National Youth Science Day

The Southwest Center for Rural Initiatives (SCRI) sponsored 4-H National Youth Science Day (NYSD) events for over 600 students during the month of October. Youth in St. Landry, Beauregard, and Acadia Parishes joined youth across the world in the eighth annual 4-H National Youth Science Day Experiment, which combined

cars, calculators and cell phones to show how physics principles influence a pressing problem among U.S. teens. This year's experiment was titled 'Motion Commotion.'

Students from Northeast Elementary School in St. Landry Parish; Singer Elementary, East Beauregard

Elementary, and Merryville High School in Beauregard Parish, and Church Point Middle School in Acadia Parish, participated in the events.

Students conducted the two-part 'Motion Commotion' experiment using every day materials – including a toy car, modeling clay, a ruler, calculator and a cell phone – to explore physics in the real-world.

In the first phase of the experiment, youth constructed a simulated runway to analyze the speed, momentum and kinetic energy of a car in motion, and explored the science behind the car's collisions. In the second phase, they led an experiment that uses the same physics principles to demonstrate the consequences of distracted driving.

"Providing youth in rural areas with an interactive and engaging science experiment is always a joy; however, it's imperative to also provide the students with a lesson they will need and utilize for a lifetime," said Dr. Wanda Burke, Director of SCRI.

"4-H has aimed to teach students science for over a century, it is important that students in the 10-parish rural areas that the SCRI covers have the same access to STEM activities," said Krystle Washington, Science Day Event Organizer. "When going into these communities, we [Goldie Jordan and William Augustine] are looking at future scientist, engineers, physicist, etc. and it's amazing to see the excitement on their faces as we expose



Top, Krystle Washington prepares students for the first phase of the 'Motion Commotion' Experiment. Bottom, students conduct experiment.

them to the world of science in a fun and interactive way," added Washington.

In addition to the experiment, Washington also adds a public speaking portion at the summation of the project. A student has to use scientific terms to adequately explain what took place throughout the experiment to their peers.

4-H NYSD is the world's largest, youth-led science experiment. The national day is dedicated to engaging kids with science through a hands-on, interactive learning experience that gets youth excited about science, technology, engineering and mathematics (STEM).

The SCRI is a satellite campus of the Southern University Ag Center located in Opelousas. During the upcoming weeks, the Center will bring the 4-H National Youth Science Day experience to the remainder of its 10 parish region.

Television coverage of the event held at Northeast Elementary School aired on KATC 3 on October 15, 2015. The Daily World Newspaper carried the event under its' campus news section on October 27.

To view the video, click the following link,

<http://www.katc.com/clip/11927116/national-4-h-day-celebrated-at-northeast-elementary>

## SCRI Partners with STL Proud

Extension Educator Krystle J. Washington has joined the St. Landry Preventing Rx Overuse and Underage Drinking (STL PROUD) Coalition.

The organization, formerly known as the St. Landry Parish Children & Youth Services Planning Board, includes approximately 20 non-profit organizations, state agencies, local municipal

governments, and businesses which service the needs of children and youth in St. Landry Parish. STL PROUD targets the 12-25 age group.

“While representing the Southwest Center by serving on the St. Landry Parish Children & Youth Services Planning Board; I have been afforded the opportunity to work closely and become a part of the STL PROUD coalition. It is imperative that individuals within St. Landry Parish who participate in underage drinking and prescription abuse have access to STL PROUD so we can build and develop stronger communities. It is truly an honor to serve on the STL PROUD coalition to actively and positively impact the community,” said Krystle Washington.

St. Landry Parish has been selected by the Louisiana Partnerships for Success as one of 10 high need parishes in the state to address the priorities of underage drinking, prescription drug misuse/abuse, and depression. In addressing these priorities, the St. Landry Parish Children & Youth

Services Planning Board has branded itself as the STL PROUD Coalition. In highlighting the acronym STL PROUD, the intent is to bring positive presence in addressing the ills of underage drinking and prescription drug misuse/abuse.



Krystle Washington addresses the STL PROUD Coalition during a recent meeting.

Rather than the messaging of “don’t do this” and “stop doing that,” the STL PROUD Coalition seeks to build a sense of pride among the targeted age populations to be addressed and hopefully, seeing a sense of pride will permeate the whole parish, while addressing the issues of underage drinking and prescription drug misuse/abuse. There is the belief that ‘The Power of Change’ is at work in the parish. We are “One parish pulling together to change our future!”

For more information on STL PROUD, please visit their website, at <http://www.stlproudcoalition.com/>.

For more information on how you can be involved, give suggestion, or questions/ concerns; contact Krystle J. Washington at [Krystle.Washington@suagcenter.com](mailto:Krystle.Washington@suagcenter.com).

## SU Ag Center Teams Up With LSU AgCenter to Conduct Honey Bee

More than 30 current and budding honey bee enthusiasts from diverse Louisiana parishes convened at the Breaux Bridge Extension Office on October 16 to learn about the challenges and opportunities in honey bee-keeping.

The goal of the training was to mitigate against recent bee loss in the state. The discussions centered on colony collapse disorder, mites, pesticides, management,



Steven Bernard, owner, shows and tells about his honey bee business

seed treatment and diseases. Sebe Brown, LSU area agent taught, about pollinator protection. Following the presentation, participants traveled to Bernard's Apiaries for a bee yard live demonstration and honey facility operation tour led by the facility's

owner, Steven Bernard.

Some suggested solutions included seed treatment with neonicotinoids and effective communication with

all partners involved in spraying cultivated fields with chemicals that may impact the lives of bees.

All trainees received resource information on bees, wasps, and other stinging creatures.

The training was coordinated by DeLane Ross, SU Ag Center extension agent, St. Martin and Iberia Parishes, and sponsored by LSU AgCenter and Sustainable Agriculture Research & Education (SARE).

## NIFA Recognizes Outstanding Contributions on Annual Day of Appreciation

WASHINGTON, Oct. 22, 2015 – The U.S. Department of Agriculture’s (USDA) National Institute of Food and Agriculture (NIFA) announced NIFA Partnership Award recipients and Hall of Fame inductees, honoring those whose exemplary work has helped the agency fulfill its mission of investing in and advancing agricultural research, education, and extension.

“We place high value on the teams of researchers and other individuals who have enacted positive change on the future of agriculture and science through their work,” said Sonny Ramaswamy, NIFA Director. “They, and dedicated NIFA employees, have made contributions to this agency and its mission that will have long-standing impacts on the work we do to help address our nation’s most pressing challenges.”

Three categories of the 2015 NIFA Partnership Awards were presented to the lead institution of grantee projects that have created outstanding impacts:

- Mission Integration of Research, Education, and Extension, awarding teams that work across all three of NIFA’s mission areas to produce positive outcomes in agriculture, the environment, communities, or people.

The Useful to Usable Team from Purdue University improved the usability of climate information to guide agricultural production in the Midwestern

United States Corn Belt. This team of biophysical and social scientists produced climate-based decision support tools to assist cereal crop farmers and agricultural advisors throughout their purchasing, marketing, and activity planning. These tools are free and publicly available at [AgClimate4U.org](http://AgClimate4U.org)(link is external).

- Multistate Efforts, granted to awardees whose projects are responding to critical needs important to each project leader’s state.

The Stronger Economies Together (SET) Initiative, a project run cooperatively between USDA Rural Development and Mississippi State University, aims to help rural counties overcome the economic challenges that they face. SET guides collaborations within multi-county regions, helping them to develop regional economic plans based on self-assessments of strengths and assets. Over 1,500 organizations across 54 regions in 30 states are currently engaged in plans to address needs and strengthen assets such as rural healthcare, agritourism, and entrepreneurship.

Innovative Programs and Projects, awarding teams that use a unique combination of resources and disciplines to enact positive outcomes in response to important regional or national issues.

The Bayou Recyclers program from Southern University and A&M College works to convert trash to treasure using aquaculture waste (AW),

such as shellfish parts, and burnt corn gluten meal, a corn byproduct intended for use as fertilizer, but inadvertently burnt during transport. The team has developed ways of turning what has been a major Louisiana waste problem into low cost feed and fertilizer, for example, by solar drying AW and developing methods for increasing its crude protein content.

Additionally, four individuals were inducted into the NIFA Hall of Fame to recognize their contributions to the agency's mission:

- Dr. Meryl Broussard, NIFA Associate Director for Programs, was honored for his character and commitment to excellence in upholding NIFA's mission throughout his more than 30 years of service at the agency and its predecessors. Dr. Broussard provided agency-wide leadership throughout the planning and establishment of NIFA as mandated under the 2008 Farm Bill and served as the agency's first full-time National Program Leader in aquaculture, launching many of the first research and extension aquaculture programs.

- Mr. Delbert Foster, South Carolina State University Executive Director of 1890 Research and Extension, was recognized for his leadership and contributions to land-grant universities. He has served as a liaison between 1890 land-grant university programs at SC State and NIFA, Clemson University, and the Budget and Control Board of South Carolina. Additionally, Mr. Foster is a member of the 4-H National Board of Directors and chairs the Extension Committee on Organization and Policy of the Association of Public Land-grant Universities (APLU).

- Dr. Ralph Otto, former NIFA Deputy Director for Food and Community Resources, was honored for his 37 years of federal service, 24 of which were with NIFA and its predecessor agencies. Before joining the Extension Service in 1990, Dr. Otto worked in the USDA's Office of International Cooperation and Development as a program leader for the Technical Assistance Division – Asia and Middle East – and as director of the International Training Division.

- Dr. Steven Slack, Ohio State University (OSU) Associate Vice President for Agricultural Administration and Director of the Ohio Agricultural Research and Development Center, was recognized for advancing agricultural research and extension throughout his more than 40 years of faculty and administrative service. Prior to serving as an administrator at OSU, Dr. Slack was an accomplished plant pathologist at the University of Wisconsin and Cornell University. He has also provided leadership to several boards of the APLU, is a fellow and past president of the American Phytopathological Society, and is a fellow elected into the American Academy for the Advancement of Science.

NIFA invests in and advances agricultural research, education, and extension and seeks to make transformative discoveries that solve societal challenges. To learn more about NIFA's impact on agricultural science, visit [nifa.usda.gov/impacts](http://nifa.usda.gov/impacts) or follow us on Twitter [@usda\\_nifa](https://twitter.com/usda_nifa)(link is external), [#NIFAimpacts](https://twitter.com/NIFAimpacts)(link is external).

## SU Ag Center Helps Rural Citizens Improve Economic & Community Development



Standing from left are SU Ag Center employees Gloria London, Nicolette Gordon, Eual Hall, Frankie Poland, SU Dean of the College of Business Dr. Donald Andrews, Ahmad Roberson, Tiffany Franklin, Ellen McKnight and Linda E. Brown.

On October 30, USDA Rural Development State Director for Louisiana Mr. Clarence Hawkins, his

assistant Mr. Lee Jones, and other members of his agency came to observe and strengthen efforts of the

Louisiana Alliance Cultivating Economic Success (LACES) Civic Forum meeting in Amite, LA. The Southern University Agriculture Research and Extension staff assisted more than 75 members

from the Stronger Economics Together (S.E.T.) group working to improve economic and community development initiatives in the southeast region comprised of four parishes - East Feliciana, St. Helena, Tangipahoa and Washington.

The focus and assessment of the LACES gathering was to display a regional snapshot of the area's demography, human capital, labor force, industry and occupation. The purpose of the snapshot is intended to inform the region's leaders, organizations and residents of the key attributes of the region's population and economy. The idea is to utilize the stock of the region's important assets and investments to soften the resistance of challenges faced and use data in hand, regional leaders and organizations in a better position to invest in the mix of strategies that will foster the growth of the economy and farther provide a higher quality of life for residents of the region.

## SU Ag Center & AHF Honors Outstanding Mature Girlz Club Honor Roll

The Southern University Agricultural Research & Extension Center (SUAREC), and the AIDS Healthcare Foundation (AHF) are working together to incentivize Outstanding Mature Girlz (O.M.G.) Club members that maintained an 3.5 – 4.0 grade point average for the first six weeks of the academic school year.

On Friday, October 9, 2015 – fifteen O.M.G. club members traveled to AMC Theatre at the Mall of Louisiana to see, "He Named Me Malala." This documentary



looks at the events that led to a vicious attack by the Taliban on Malala Yousafzai, a young women's rights activist in Pakistan.

"Not only are we rewarding young ladies for their academic excellence, but hopefully this movie will spark insight to make social changes in their communities," said Nicolette Gordon, Assistant Area Agent, SU Ag Center. "I want them to see the great lengths that young courageous women have endured for something we often take for granted."

The O.M.G. Club meets every second Wednesday at Kentwood High Magnet School under the



leadership of Nicolette Gordon. For more information on how you can be involved, contact Nicolette via email at

nicolette\_gordon@suagcenter.com or in the Tangipahoa Parish Extension Office at 985.748.9381.

## Twenty Louisiana Students Traveled to Mississippi to Rally & March over State Flag

Students from Kentwood High Magnet School and St. Helena College & Career Academy, along with Southern University Ag Center's Assistant Area Agent Nicolette Gordon, Youth Coordinator Toni Melton, and St. Helena College & Career Academy's Civics teacher Idella Smith, traveled to Jackson, Mississippi on October 11 to participate in the One Flag for All Mississippians March and Rally.



Standing from left are, South Carolina State Rep. Jenny Horne, Civil Rights Activist Myrlie Evers-Williams, Former SU SGA President & Rapper David Banner and Sharron Brown.

Carolina State Representative Jenny Horne, Rapper & Former Southern University SGA President David Banner, and Civil rights activist Myrlie Evers-Williams, to show support of Initiative 55, which calls for the removal of the Confederate battle emblem

from the State of Mississippi's Flag.

The march began at the intersection of J.R. Lynch and Rose Street and ended at the steps on the south side of the Mississippi State Capitol, where the rally lasted from 3:40 p.m. to 5 p.m.

The 20 students were engaged during their Civics classes on the importance of letting their voices be heard, and the many ways they can get involved to do so. This sparked their interest in participating in the history making event.

"We shouldn't have a flag that represents a bad time in our history," says Sharron Brown, who proposed Initiative 55. Brown is also starting to collect signatures for the initiative, and she's hoping to see it on the state's ballot in 2018.

The march and rally were organized by local leaders across the United States and was led by South

## SU System President Honored

Southern University System Board of Supervisors members Raymond Fondel and Rev. Samuel Tolbert, Jr. along with SU Ag Center Assistant Area Agent for Calcasieu and Jefferson Parishes Carol Sensley participated and attended a networking luncheon and



From left are, SU System Board of Supervisors members Raymond Fondel, SU Ag Center Extension Agent Carol Sensley, SU System President/ Chancellor Dr. Ray Belton and SU Board of Supervisors member Rev. Samuel Tolbert.

reception honoring SU System President/ Chancellor Dr. Ray Belton on October 12, 2015 at Greater St. Mary Missionary Baptist Church in Lake Charles, Louisiana.

## St. Helena Arts & Technology Academy School Garden

On October 5, 2015 the St. Helena Arts & Technology Academy (S.H.A.T.A.) revealed its model demonstration school garden. SU Ag Center Area Agents for St. Helena & Tangipahoa Parishes Ahmad R. Robertson, Sr. and Nicolette Gordon; Louisiana Master Gardeners Roger Olsen, Carol Kliff, and Quincy Walker; USDA NRCS Brandon Bates, and Samuel Terry demonstrated best management practices for a winter garden.

The St. Helena College & Career Academy Junior Master Gardeners and 4-H Club members William Lloyd, Jermil Myles, Regina Hughes, JQualene Singleton, Sam Banks, Scott Galmon, Savannah Fisher, Charleston Topps, Tridarian Dehon, Jamarcus Morris, Caranisha Franklin, Jewellisha Muse, Shern Martin, Tyrell Ricard, Kyla Bryant, Teanna Lee, Abrieanna Brumfield, and Quajane Ross; along with Outstanding Mature Girlz Club members Brianna Banks, Kevelyn Brown, Chritearra Brumfield, Symone Bryer, Diamond Burton, Chhya Frazier, Jacoda Green, Ashifa Jackson, and Ariel Scott supervised the S.H.A.T.A. Fifth grade students.

Mr. Terry Guy, Agricultural teacher at St. Helena College & Career Academy is doing an outstanding job in preparing future agriculture leaders with Supervised Agriculture Experience Programs. St. Helena Arts & Technology Fifth grade teachers Mrs. Rosetta Garner, Mrs. Shevonda Williams, and Mrs. Crystal Jones provided students with hands-on training on plant spacing, location, transplanting, irrigation, mulching and the cultivating of fifteen vegetable plots. S.H.A.T.A science students get an introduction to sound, electricity, plants, animals,

and the three states of matter (solid, liquid, and gas). The students explored life science, earth science, and physical science.



Students learn about plant spacing.

The primary purpose of the garden is to showcase flowering plants, and vegetables that perform well in our climate and soils with minimal maintenance. Demonstration gardens showcase plants and sustainable gardening techniques appropriate to local areas and provide learning opportunities for home gardeners, landscape planting and maintenance procedures.

The gardens include annual display beds of Louisiana recommended plant varieties. Cool season vegetables such as: Georgia collards, Packman F1 Broccoli, Ruby Perfection F1 Cabbage, Early Platinum Dynasty Lettuce, Buttercrunch, Paris Island Romaine & Arugula, Kale Toscano, Cauliflower Snow Crown F1, Mustard Red Giant & Florida Broadleaf, and Swiss Chard Bright Lights will be displayed in the raised beds. Cool season herbs: Chives, Cilantro, Dill, Parsley, and Chervil will highlight the herb garden. The entrance arbor tunnel will display Louisiana Super Plants, Snap Dragons, and Amazon Dianthus. Planting ideas for homeowners will be plentiful at the demonstration garden; it will include plants that are attractive, affordable, and readily available. These plants can easily be incorporated into home landscapes.

School gardens are a wonderful way to use the schoolyard as a classroom, reconnect students with the natural world and the true source of their food. It also teaches students valuable gardening and agriculture concepts and skills that integrate with several subjects, such as math, science, art, health and physical education, and social studies, as well

as several educational goals, including personal and social responsibility.

"The St. Helena Parish School District is very pleased to have Ahmad R. Robertson Sr. and all his colleagues provide engaging, hands-on educational experiences for our students that connect to the real world," said Dr. Kelli Joseph, Superintendent of St. Helena Parish Public Schools.

Are you looking to volunteer in a school garden? Whether you are interested in a one time commitment or are looking for an ongoing volunteer opportunity. S.H.A.T.A. youth need your help. Our greatest volunteer need is for support with our education programs, and leading gardening activities with small groups of students. The students will perform garden maintenance from 9:30 a.m. to 11:30 a.m., Monday thru Friday.

## Orleans Parish holds 4-H Program

National 4-H week was held on October 4th- October 10th. St. Peter Claver's 4-H club meeting was facilitated by Assistant Extension Youth Development Agent Krystal Sugulleh Stewart along with the club's volunteer

leader. 4-H youth club members participated in elections of officer leader positions. Youth practiced and enhanced their public speaking skills by presenting their election speeches in front of their



4-H Club Members

peers. Youth officer leaders for St. Peter Claver's 5th, 6th and 7th grade Science classes were elected. The club members concluded their 4-H club meeting by creating a 4-H poster that states what 4-H Grows in Orleans Parish. As displayed on the poster, 4-H grows friendships, minds, kindness, diversity, helping hands, service and leaders. Youth 4-H club members posed for a photo with the National 4-H Week Slogan #4-H Grows Here in Orleans Parish.

## SU Ag Center Partners with Two Local Nursing Homes to Spread Holiday

Not everyone who lives in a retirement community gets visitors, and the Southern University Ag Center has teamed up with the St. Helena Parish Nursing Home & Kentwood Manor to help bridge that gap. "Adopt-a-GP," which is a short acronym for Grand Parent, is a community service project used to pair a teenager in the community, with one elderly person. Teens will visit and spend time with them during the holiday season playing games, dancing, creating crafts, and hanging holiday décor.

"I'm very excited about the partnership," said Nicolette Gordon, SU Ag Center's, Assistant Area

Agent. "Grand-parents are the fabric of wisdom, and this type of volunteer opportunity can definitely be more rewarding primarily because of its mutual benefits."

Students participating in the Jag Leader, and O.M.G. Club organizations in Tangipahoa & St. Helena Parishes attended a training on November 11th & 12th during their regular club meetings time to discuss, "Working with the Elderly."

For more information on how you can partner to enhance our Adopt-a-GP! Community Service

## SU student Sally Ross selected as HBCU All-Star Scholar by White House Initiative

Baton Rouge native, Sally Ross, always knew it was her destiny to attend Southern University A&M College.

That destiny was taken a step further when she was offered a scholarship and open arms into the Urban Forestry program.

"It was a field that I was most interested in," Ross said.

As a senior and in August 2015, Ross was selected to be a 2015 HBCU All-Star Scholar by the White House Initiative for Historically Black Colleges and Universities (HBCUs).

Ross was ranked 83rd out of 450 students that applied for the selection. Becoming an 18% of university students that won the award.

"I am very honored to be the 2015 HBCU All-Star for Southern University," Ross said. "As the HBCU All-Star, I will be able to showcase the advantages of an HBCU education, represent the interests of HBCU students and achieve dreams in the public and educational realm."

Before her accolades, Ross was a student at Glen Oaks High School in the Upward Bound Program when she met a woman of inspiration, Janana Snowden, Ph.D. of the

Southern University Agricultural Research and Extension Center, in which widened Ross's expectations.



Sally Ross, standing on the right, poses for a photo with her mentor, SU Ag Center Research Scientist Janana Snowden.

"She was someone young and pursuing something amazing and I was attached to her. I really admire and respect her,"

Ross said.

In the program, Ross lived on the campus throughout the summer and latched onto Snowden; and since then,

Ross has matriculated inside the university and has become an adult.

"Southern taught me how to be an adult and an adult that wants to make a change in the world," she added. "But I wish I could show the Agricultural Center the work I have done outside of campus."

Ross has worked as an intern for the Oak Ridge National Laboratory in Tennessee for three consecutive summers since 2013. While there, she has worked in the field of Forestry Management.

After graduating in December, Ross wants to pursue a Master's degree in Public Administration with a concentration in Public Policy at Southern University.

Ross said she doesn't have a dream job because she didn't want to minimize her options as a hard worker.

This semester Ross said that it's her time to shine.

## Let's Make Better Food Choices

The SU Ag Center's Families First-Nutrition Education and Wellness System Program (FF-NEWS), continues to cultivate partnerships with inner city social service programs and organizations. On October 26, 2015, East Baton Rouge & East Feliciana Parish Nutrition Educator, Marquetta Anderson, educated the participants at Bishop Ott's Women's Shelter on the importance of making better food choices.

Following the lesson, Mrs. Anderson opened the floor for questions and a group discussion. The ladies were especially interested in daily water



Nutrition Discussion at Bishop Ott's Women's Shelter

intake recommendations, reading nutrition labels, and how to decipher whole grains.

"We appreciate the work that the SU Ag Center and Mrs. Anderson do here at the shelter. She has been coming to us, consistently, for over a year and were glad to have her," said Ms. Reid, Daytime Program Coordinator.

While Mrs. Anderson prepared their fresh fruit salads, the ladies shared what changes they planned on making in their diets and food selection going forward.

Contact us with questions or comments regarding our programs at [ellen\\_mcknight@suagcenter.com](mailto:ellen_mcknight@suagcenter.com).

## SU Ag Center Launches Nutrition Curriculum for Schools and Communities

The Southern University Ag Center's Families First -Nutrition Education and Wellness System (FF-NEWS) recently launched its fall nutrition curriculum in schools and communities across the state.

East Baton Rouge and East Feliciana Parish Nutrition Educator, Kiyana Kelly, reviewed MyPlate and USDA Dietary Guidelines with 9th -12th graders at East Feliciana High School on Oct. 22.



Nutrition Education

After the presentation and class discussion, students participated in a hands-on food demonstration preparing fresh fruit parfaits. "I like trying new things when Ms. Kelly comes to our class," said sophomore Kenan Moore.

Moore shared that he was also a Junior Horse Show Posse rider with the SU Ag Center and is considering a career in Agriculture.

## SU Ag Center receives letter of intent to Fund 4-H National Mentoring Program

The Southern University Ag Center has received a letter of intent from the National 4-H Council in the amount of \$115,920 to fund the Center's 4-H National Mentoring Program.

The SU Ag Center's 4-H National Mentoring Program seeks to rebuild broken family units who have been impacted by parental incarceration. The program engages youth ages 5 to 17 in interactive

family activities that include the incarcerated parent and the caregiver.

For additional information about the Southern University Ag Center's 4-H National Mentoring Program contact the grant's Principle Investigator Tiffany Wilkerson-Franklin, at [tiffany\\_franklin@suagcenter.com](mailto:tiffany_franklin@suagcenter.com); Co- Principle Investigator Milissia John-Baptiste, at [milissia\\_jbaptiste@suagcenter.com](mailto:milissia_jbaptiste@suagcenter.com) or by calling 225-771-2242.

## Extension Educator Forms Community/ Professional Development Partnerships in Six Parishes

Professional Development is a cornerstone of Community Development. Krystle J. Washington, Extension Educator, has formed a partnership with: Acadiana Works, Louisiana Workforce Commission, Acadia Parish Business and Career Solution Center, Evangeline Parish Business and Career Solution Center, St. Landry Parish Business and Career Solution Center, St.

Martin Parish Business and Career Solution Center, and Vermillion Parish Business and Career

Solution Center to provide a series of professional development workshops on resume' writing and

editing, interview etiquette, and how to dress for success.



From left, Brenda Higdon, Krystle Washington and Michael Morris

After initially meeting with Michael Morris, Director/ Workforce Investment Board Member of the St. Landry Parish Business and Career Solutions Center and Brenda Higdon, Workforce Development Supervisor; a needs analysis was conducted and it

was deemed necessary to provide professional development for adults in the various parishes.

The workshops are set to begin within the coming weeks

## Southwest Center does Bullying/ Conflict Resolution Seminars at area school

On October 30, Krystle Washington, Extension Educator, educated over 200 students at the Magnet Academy for Cultural Arts (MACA) on the many

forms of bullying, how to take an active role from being the bully, bystander, or victim, and effective ways to resolve conflicts that occur in everyday life.

Krystle stated, "I highly commend MACA for taking the state standards (Under Act 861 enacted in 2012, which states that school employees are required to participate in four hours of training to learn how to detect, prevent and end bullying) which only requires teachers to learn how to end bullying, and being more proactive to involve and empower students to also take a stand against bullying.

"The students at MACA are extremely talented, and it was amazing to see the theater students come up with a skit to role play how to effectively stop bullying and resolve conflicts without belligerence and violence," said Washington.

October is National Bullying Prevention Month.

For more information; please contact Krystle J. Washington at [Krystle\\_Washington@suagcenter.com](mailto:Krystle_Washington@suagcenter.com).

## **Educator seeks to make impactful change to community through the youth at Opelousas Jr. High School**

On October 13th, Krystle Washington (Southwest Center for Rural Initiatives) met with students in the Century 21 after school program at Opelousas Jr. High. The objective and purpose of the meeting was to expose the youth to character education and leadership development through an engaging lesson on creative writing, anti-



**Youth character education and leadership development**

bullying, and conflict resolution.

Students were initially asked to think of a time where they were the bully, target, or bystander. They were then given a "My Story Journal" to briefly chronicle the event. Lastly, students shared and mutually came up with better ways they could have handled the situation they presented on (conflict resolution).

"Before beginning the lesson, I knew that once I had their attention, I would be able to get them to participate and provide feedback in an engaging and thought provoking manner," said Washington.

The main goals that were accomplished were: students were able to work on their writing skills, realize their potential to become leaders amongst their peers, and improve their character through education.

"Community development starts at the youth level, because they are our leaders for tomorrow," said Washington. "When assessing the youth and community intersection, I always reflect on the words of Frederick Douglas, "It is much easier to build strong children, than repair broken adults," she added.

## **Agribusiness Council of Louisiana Leadership holds Forum in New Orleans**

The Agribusiness Council of Louisiana Leadership Forum: Leadership and Action, held its annual forum on Wednesday, October 21 at the USDA-ARS- Southern Regional Research Center in New Orleans. The primary goal of this organization is to enhance the competitiveness of Louisiana Agriculture in the 21st Century.

This year's forum was themed: Ag Leadership & Animal Rights as a Mainstream Phenomenon.

Dr. Bernard Rollin, University Distinguished Professor of Colorado State University delivered the keynote address, and Dr. Douglas Steele, Director, Texas AgriLife Extension Service discussed, "Leadership Issues & Efforts from Other Locations/States."

Approximately 75 people from across the state of Louisiana attended the meeting. Dawn Mellion-

Patin, Ph.D., Agriculture Specialist, served on the planning community for the forum. Other participants from the SU Ag Center included Renita Marshall, DVM; Zanetta Augustine, Extension Associate; and Christopher Rogers, Director of Technology and Communications Services.

The Agribusiness Council consists of a group of progressive individuals whose primary purpose is to expand the scope of Louisiana Agriculture by promoting Research, Education, Business Climate and Trade.

This forum was sponsored by the Agribusiness Council of Louisiana, the Audubon Nature Institute, LSU AgCenter, USDA, the Louisiana Egg Commission, the Southern University Ag Center, and Louisiana Department of Agriculture and Forestry.



## FACULTY AND STAFF ACCOMPLISHMENTS AND ACTIVITIES



Roselle Hibiscus

Southern University Ag Center Scientists Drs. Yadong Qi, Vanessa Ferchaud and Kit L. Chin published a new research article on Roselle hibiscus in the Biomedical Chromatography journal. The paper is entitled, "Variations in chemical fingerprints and major flavonoid contents from

the leaves of thirty-one accessions of *Hibiscus sabdariffa* L." This research identified 6 flavonoids as the major antioxidant compounds in leaves of the

Roselle hibiscus. Based on these compounds profiles and contents, the scientists discovered that 27 out of 31 accessions have a great similarity, while the other 4 accessions are somewhat different from the main group. This study will be useful for product development and quality control in utilization of Roselle hibiscus leaves. The article can be viewed and downloaded at the following web link,

<http://onlinelibrary.wiley.com/doi/10.1002/bmc.3623/epdf>.

For more information, please contact Yadong Qi at [yadong.qi@suagcenter.com](mailto:yadong.qi@suagcenter.com).

## PUBLICATIONS

SUAREC scientists, **Drs. Xiaobing Liu, Kit L. Chin** and **Yadong Qi** have published a research article in the International Journal of Plant Production 9(4):561-579, entitled "Mapping soybean physiology research based on the web of science", 10/2015. The article is available online at <https://scisoc.confex.com/scisoc/2015am/webprogram/Paper91493.html>

SUAREC scientists, **Drs. Yadong Qi** and **Kit L. Chin** have research collaboration with Dr. Jin Wang of SFA Key Laboratory of Bamboo and Rattan Science and Technology, International Centre for Bamboo and Rattan < Chaoyang District, Beijing, People's Republic of China and published a hibiscus research paper entitled "Variations in chemical fingerprints and major flavonoid contents

from leaves of thirty-one accessions of *Hibiscus sabdariffa* L." in Biomedical Chromatography 09/2015. The article can be viewed and downloaded at the following web link,

<http://onlinelibrary.wiley.com/doi/10.1002/bmc.3623/epdf>.

SUAREC has formed a scientific medicinal marijuana research consortium with SU-BR to develop a marijuana research capability and research endeavor that can address the issues and concerns of the SUS clientele. This consortium consists of **Drs. Adell Brown, Interim Chancellor, Kit L. Chin, Janana Snowden, Yadong Qi, Renita Marshall** and **Ms. Ursula Ransburg** from SUAREC and **Drs. Rao Uppu, S.N. Murthy, Sanjay**

Batra from the Department of Environmental Toxicology and SU Health Research Center and

Drs. Cheryl Taylor and Madan Kundu from the School of Nursing.

## *Upcoming Events*

**December 3:** Southern University Ag Center's Twitter Town Hall. The event will be held from 2 p.m. – 3 p.m. (CST).

**December 17:** Southern University Agricultural

Research & Extension Center's 1<sup>st</sup> Scholarship Gala themed, "Sowing Seeds for Future 1890 Scholars: Growing the Next Generation." The gala will be held at L'Auberge Baton Rouge at 8 p.m. for more information, contact Alice Dyson at 225-771-2143.



### THIRD ANNUAL FINANCIAL AID OPEN HOUSE

The SULC Office of Financial Aid hosted the 3rd Annual Open House on Monday, October 7, 2015. There were close to 100 students in attendance. A total of 55 students participated in the financial aid questionnaire drawing, a fun and educational way to win a door prize.

The first year students had an opportunity to meet their financial aid counselors and ask questions one-on-one. Federal financial aid literature was distributed to assist in educating students on the following federal and SULC financial aid topics and procedures:

- ◆ Entrance Counseling
- ◆ Exit Counseling
- ◆ Direct Loan Basics for Students
- ◆ Your Federal Student Loans-Learn the Basics and Manage your Debt
- ◆ SULC Financial Aid pamphlet: Help to get you there
- ◆ Financing Your Legal Education



Highlights from Financial Aid Open House

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#### SPECIAL POINTS OF INTEREST

- Administration & Staff News
- Faculty News
- Alumni News



### Alumni share bar exam preparation and test-taking strategies with current students.

Pictured from left are recent grads William Wilson, Jazmine Torres, Britney Pennywell, Katrena Porter, and Summar Kasem, who shared their successful bar prep strategies with SULC students on October 27.



### ADMINISTRATION & STAFF NEWS

**Michelle Jackson, executive assistant to the chancellor,** attended the American Council on Education Women's Regional Leadership Forum in Miami, Florida, October 28-30, 2015. The forum provided emerging women leaders in higher education with opportunities to hone leadership skills in critical areas such as fundraising, risk management, crisis response, and strategic planning.

**Interim Chancellor John Pierre** addressed "10 years later--Lessons learned when trying to assess disasters caused from Hurricane Katrina" at the 15th Annual Central Louisiana (CENLA) Lagniappe CLE seminar, presented by the Avoyelles Parish Bar Association, in Marksville, Louisiana, Friday, November 6.

**Rahim A. Smith, '10,** has joined the Law Center as an academic counselor and law instructor in the Office of Academic Support Programs and Academic Counseling, effective October 1. Smith was formerly employed at the Law Office of Walton A. Barnes, II APLC. Previously, he worked as an intern for Turner Sports. An Emmy-Award winning producer, Smith participated in projects such as: Summer Goodwill Games in 1998, New York City; the Winter Olympics 1998, Nagano, Japan; and Inside the NBA from 1998 through 2007.



### Professor and former pupil reunite at Taylor Porter Law Firm

Taylor Porter welcomed its newest associate Kelley R. Dick, Jr., '15, left, the former law student of Taylor Porter partner Preston Castille, Jr. SULC adjunct professor. Castille also taught current Taylor Porter attorneys Cindy Amedee, '08; Katia Bowman, '08; and Ne'Shira Millender, '14, magna cum laude.

## RECRUITING REPORT

### October 2015 Recruitment Visits:

- Alabama A&M University – Huntsville, AL
- University of Alabama – Tuscaloosa, AL
- Auburn University – Auburn, AL
- Faulkner University – Montgomery, AL
- Florida State University – Tallahassee, FL
- Florida A&M University – Tallahassee, FL
- Benedict University – Columbia, SC
- Morris College – Sumter, SC
- South Carolina State University – Orangeburg, SC
- Clafin University – Orangeburg, SC
- Allen University – Columbia, SC
- LSAC Houston Law Forum – Houston, TX
- Cecil Humphrey Law School (Pre-Law Fair) – Memphis, TX
- Morehouse College – Atlanta, GA
- LSAC Atlanta Law Forum – Atlanta, GA
- University of Georgia – Athens, GA
- Clark Atlanta, Spelman & Morehouse (AUCC) – Atlanta, GA
- Philander Smith College – Little Rock, AR
- Phi Alpha Delta Law Conference/Fair – Washington, DC
- Mid-Atlantic Law Fair (Howard University) – Washington, DC
- Louisiana State University – Shreveport, LA
- Louisiana State University – Alexandria, LA
- Louisiana State University – Baton Rouge, LA
- LSU Law School (Pre-Law Fair) – Baton Rouge, LA
- Southern University Law Center (Pre-Law Fair) – Baton Rouge, LA
- Huston-Tillotson University – Austin, TX
- Dillard University – Baton Rouge, LA
- Xavier University – New Orleans, LA
- Southern University New Orleans – New Orleans, LA
- LATINOJUSTICE/PRLDEF (Pace University) – New York, NY

## FALL CONVOCATION

Antonio "Tony" Clayton, '91, senior partner in the law firm of Clayton, Fruge', and Ward, gave advice on building and maintaining a successful legal career as featured speaker for the SULC 2015 Fall Convocation on Wednesday, October 21, 2015.

Clayton is a successful prosecutor and high profile attorney, in addition to being an author, former judge, and longtime appointee on the Southern University Board of Supervisors. He is willing to share with law students lessons learned since his law school days that have benefitted him in the practice.

The Plaquemine, Louisiana, native and Oscar, Louisiana, resident began his private law practice in 1991, after earning a degree in political science at Southern University Baton Rouge and the juris doctor at the Law Center. In the ensuing years, his legal career expanded into the public sector as he served in such capacities as prosecutor in the Parish of East Baton Rouge and special prosecutor for the 18th Judicial District Court.

In 1997, attorney Clayton became one of the youngest judges in Louisiana when appointed by the Louisiana Supreme Court as an ad hoc district judge. Clayton was inducted into the 2015 SULC Hall of Fame.



Antonio "Tony" Clayton, '91

## FACULTY NEWS

**Prof. Michelle Ghetti** will contribute her criminal law expertise next spring to the 2016 Spring Judicial College Conference in Lafayette, Louisiana, when she and other panelists will discuss cases highlighting statutes and case law in the areas of criminal law and procedure. The annual conference will be held in April 2016.

**Prof. Chris Odinet** was recently elected secretary of the board of directors of the Central States Law Schools Association (CSLSA). The organization hosts a scholarship conference each fall bringing together law professors from across the region to share ideas and current research projects on a broad range of topics. Click here for more information: <http://www.cslsa.us>. Odinet gave a presentation during a junior faculty scholarship exchange in Boston, Massachusetts, on Friday, October 16, 2015, titled "Cities as Consumers." His current research project involves exploring and analyzing the lending environment for municipal borrowers from a consumerist approach. The exchange was hosted by the University of Massachusetts School of Law.

**Prof. Tracie Woods and SBA President Patrick J. Harrington** have been appointed to serve on the Louisiana "Task Force on Higher Education Disciplinary Process for Sexual Assault on Campus." They are a part of the 15-member task force that was created by Senate Resolution 11, authored by Senator J. P. Morrell, to study the post-secondary education disciplinary process for campus rape and sexual assault in Louisiana.

## ALUMNI NEWS

**Eric Claville, '06**, director of the **Hampton University Pre-law Institute**, is co-host for a new radio talk show, "The Claville Report: Policy, Law, and Politics." "The Claville Report" will air every fifth Friday at noon and aims to educate African Americans in the Hampton Roads area on the effects that laws, politics, and policies have on their lives.

**Merrick Cosey, '13**, recently joined the Office of General Counsel for the U.S. Environmental Protection Agency (EPA) at its headquarters in Washington, D.C. As attorney-advisor within EPA's Employment and Labor Practice Group, Cosey will provide legal advice to agency management concerning adverse employment actions and labor relations matters. In addition, he will represent the agency in defense litigation associated with these actions.

**Kimberly Slay Holmes, '86**, is now assistant commissioner for the Minnesota Department Revenue. In that capacity, Holmes supervises all civil and criminal tax litigation for the state of Minnesota.

**Deidre Deculus Robert, '00**, has been appointed by Louisiana Bar President Mark Cunningham to the Corporate Counsel and Government Lawyer Task Force. The purpose of the task force is to propose strategies for the LSBA to engage corporate counsel and government attorneys more effectively.

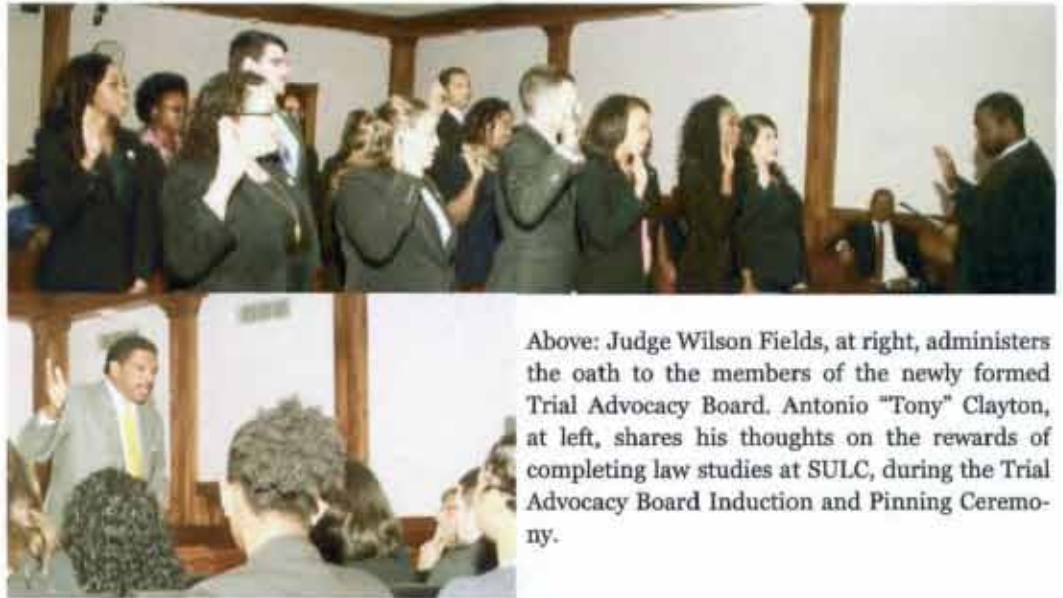
**Judge-Elect Tarvald Smith, '95**, will be sworn in to the newly created Baton Rouge City Court at-large seat, at 3 p.m., Wednesday, November 25, at City Court. Smith was recently elected to the bench, garnering an overwhelming 52 percent of the vote and avoiding a runoff election by defeating four opponents. A solo practitioner and served as the public defender for Baker, Louisiana. Smith also served as a member of the East Baton Rouge Parish School Board for almost 12 years.

**Erin Monroe Wesley, '02**, executive vice president and chief operating officer, Baton Rouge Area Chamber, will be honored as one of 11 Baton Rouge Area volunteer activists for 2015 by the Emerge Center, at an awards luncheon, 11 a.m., Friday, November 13. The awards luncheon honors those who give of their time and talents to organizations across the community, and raises critical funds for the center.

## NEW TRIAL ADVOCACY BOARD

Prestige, autonomy, and wealth were three rewards that Antonio "Tony" Clayton, '91, encouraged the New Trial Advocacy Board to look forward to when they graduate from law school. Clayton was the guest speaker at the Induction and Pinning Ceremony of the first Southern University Law Center Trial Advocacy Board, on October 12. Seventeen third-year students were individually recognized with a certificate and pinned by their respective recommending trial advocacy professors.

The event highlighted the newly formed board with Prof. Shenequa Grey, Trial Advocacy Board faculty advisor, as the mistress of ceremony. The new board was designed "to give new lawyers a competitive edge in the future," Grey explained. The purpose of the Trial Advocacy Board is to offer a select group of students opportunities to target and sharpen their trial advocacy skills.



Above: Judge Wilson Fields, at right, administers the oath to the members of the newly formed Trial Advocacy Board. Antonio "Tony" Clayton, at left, shares his thoughts on the rewards of completing law studies at SULC, during the Trial Advocacy Board Induction and Pinning Ceremony.

## MARITIME LAW SOCIETY EVENT

**Maritime Law Society Lunch & Speaker**--Maritime attorney Jerry Dodson, a senior partner at Dodson & Hooks, APLC, addressed a luncheon hosted by the Maritime Law Society on September 23. The lunch was sponsored by Dodson & Hooks, APLC. Pictured from left: Daryl Causey, Society president; Interim Chancellor John Pierre; Dodson; Troy Parria, Society vice president; and Christine Wells, Society secretary.



## STUDENT NEWS



**Third-year students Rachel Dunaway and Ashleigh Mazerac** have been selected to receive the 2015 Baton Rouge Bar Foundation (BRBF) Scholarship.

This scholarship, which is jointly sponsored by the Baton Rouge Bar Association, Inc., and the Baton Rouge Bar Foundation, is awarded to an upper-class student on the basis of financial need, academic achievement, community service and exemplary character.

**Tiffany Monroe, a second-year Evening Division student,** recently passed the U.S. Patent Bar Exam. Monroe received official word from the U.S. Patent Office that she is a registered patent agent as of October 6, 2015.

Her goal is to eventually work as a patent attorney for the U.S. Patent and Trademark office. At the 2004 National Society of Black Engineers conference in Dallas, she attended a seminar presented by an engineer who had gone to law school and was working as a patent attorney. Some 10 years later, Monroe is on that same path.



**Third-year student Brittany Tassin** is a volunteer legal intern in the legal department at the Sexual Trauma Awareness and Response (STAR) Center. Read about Tassin's volunteer work for positive change in the STAR newsletter at: <https://brstarcenter.wordpress.com/2015/11/06/agents-of-change-brittany-tassin/>.

**Southern University and A&M College**  
**Chancellor's Report**



*to the*

**Southern University Board of Supervisors**

**November 27, 2015**  
**J. S. Clark Adm. Bldg.**  
**Baton Rouge, LA 70813**



# Southern University and A&M College at Baton Rouge

## CHANCELLOR'S REPORT



### SIGNIFICANT ACHIEVEMENT/ACCOMPLISHMENTS

#### Department of Rehabilitation and Disability Studies Receives Grants Totaling \$13.1 million



(Left to Right) Dr. Alo Dutta, associate professor, Department of Rehabilitation and Disabilities Studies is principal investigator, and Dr. Madan M. Kundu, professor and chair is project director for a \$12.5 million Department of Ed grant.

The Department of Rehabilitation and Disabilities Studies recently received \$13.1 million in grants to fund the campus' Vocational Rehabilitation Technical Assistance Center for Targeted Communities (VRTAC-TC) (Project E3).

The center was awarded \$2.5 million per year for five years, 2015-2020, a total of \$12.5 million, and funded by the Rehabilitation Services Administration, U.S. Department of Education.

The center is designed to improve vocational rehabilitation (VR) outcome of persons with disabilities from traditionally marginalized communities.

Project E3's team will provide intensive and focused technical assistance to all 80 State-Federal Vocational Rehabilitation

agencies and 20 targeted communities across the U.S. and its territories.

The anticipated outcome will increase vocational rehabilitation participation of persons with disabilities from these targeted communities leading to greater quality of employment outcome.

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Dr. Madan M. Kundu, chair and professor, SUBR Department of Rehabilitation and Disabilities Studies serves as the project director and Dr. Alo Dutta, associate professor, is the principal investigator.

"We will have the opportunity to work on a national project to better the advantage and get Southern on the map, so that we can serve the whole country dealing with people with disabilities. There are 80 state vocational rehabilitation agencies so they will get some services from us," Dr. Kundu stated.

This national project is a collaboration of SUBR, University of Wisconsin-Madison, University of Wisconsin-Stout, George Washington University, University of Illinois at Urbana-Champaign, and the Council of State Administrators of Vocational Rehabilitation.

In addition, the department received a \$600,000, three-year (2015-2018) research grant from the National Institute on Disability, Independent Living, and Rehabilitation Research, U.S. Department of Health and Human Services.

Project CLAIM is designed to provide differential academic and employment-support services to transition SUBR students with disabilities leading to improved college completion and employment outcome.

The project will be implemented in collaboration with the Departments of English and Mathematics, and the Office of Disability Services on the Baton Rouge campus.

### **SUBR Army ROTC Class of 1990 Donates \$1.5K to Jaguar Battalion**

The Army ROTC class of 1990 donated \$1.5K to SU's Jaguar Battalion. The meet and greet was organized to welcome SU's former cadets and introduce them to 25 current cadets at SUBR. Each cadet was assigned a mentor from the group of alumni to help assist them as they navigate their way through college and after graduation.



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"It's fantastic. It's a privilege. It's been really invigorating in the time already, to meet the cadets, meet the staff, and come back to what I think are Howard halls," said Colonel Charles Dalcourt, Active Duty Officer and Chief of Aviation at the U.S. Army Central.

Colonel Dalcourt shared how his mentorship as an Army ROTC cadet at SU positively impacted his career. According to him, "The time here at Southern gave a great foundation. One of the biggest things is integrity. Going through challenges and experiencing different things worrying, you have to stand tall and be confident in your abilities. You have to display competence, and all of those were our watchwords and hallmarks in the program here."

During the meet and greet, SU's Army ROTC class of 1990 donated \$1.5K to SU's Army ROTC program. "The primary thing is for [the cadets] to realize the value of what they're getting at SU," said Colonel Dalcourt. "Particularly, the added features of the ROTC program that encourages and will allow them to better embrace leadership roles and greater responsibility be it civilian or military life. After almost 30 years of being in the military, or associated with the military, it's been a fantastic foundation that this place establishes."

With the donation and the mentorship support, SU's Army ROTC class of 1990 is looking forward to partnering with their mentees and seeing the ROTC program grow.

## **2015 Urban Forestry Conference**

Members of Southern University's Urban Forestry Program recently participated in the Society of American Foresters National Convention held in Baton Rouge. The group contributed three scientific oral presentations, one organized scientific session, eight poster presentations and one organized urban forestry educational tour.



The Society of American Foresters (SAF) is the largest and oldest forestry society in the nation. The convention was held at the Baton Rouge River Center in Louisiana (November 3-8) and was titled, "Recreating Forestry, the Confluence of Sciences, Society, and Technology."

Dr. Zhu Hua Ning, Professor of Urban Forestry served on Louisiana SAF, the National Convention Organizing Committee. Other participating Urban Forestry faculty members included Dr. Kamran Abdollahi, Urban Forestry Program Leader, Dr. Fulbert Namwamba, Dr. Yadong Qi.

Overall, 20 graduate and undergraduate students participated and presented the latest cutting edge research and teaching findings to more than 1200 registered national convention participants.

The SAF Leadership, the National Association of University Forest Resources Programs (NAUFRP), the USDA Forest Service (USDA-FS) and the USDA-NIFA were extremely supportive and praised the SU Urban Forestry Program for its contributions to the state and the nation for over 23 years.