Item J.1. McNeese State University’s request for approval to appoint Dr. Wade Anthony Rousse as Vice President for University Advancement effective July 1, 2020.

EXECUTIVE SUMMARY

The University requests approval to appoint Dr. Wade Anthony Rousse as Vice President for University Advancement effective July 1, 2020 at an annual salary of $152,250. The staff recommends approval.

RECOMMENDATION

It is recommended that the following resolution be adopted:

NOW, THEREFORE, BE IT RESOLVED, that the Board of Supervisors for the University of Louisiana System hereby approves McNeese State University’s request for approval to appoint Dr. Wade Anthony Rousse as Vice President for University Advancement effective July 1, 2020.
June 4, 2020

Dr. James B. Henderson, President
University of Louisiana System
1201 North Third Street
Suite 7-300
Baton Rouge, LA 70802

Dear Dr. Henderson:

McNeese State University requests approval to appoint Dr. Wade Anthony Rousse as Vice President for University Advancement.

Please place this item on the ULS Board of Supervisors’ agenda for consideration and approval at the June 25, 2020 meeting.

Thank you for your attention in this matter.

Sincerely,

Dr. Daryl V. Burckel
President

Attachments
WADE ROUSSE, PHD

1220 Pithon St. APT#2
Lake Charles, LA

Telephone: (Cell) 928 308 6452
Email: wrousse1@mcneese.edu

PROFESSIONAL OVERVIEW:

- PhD in Economics, Master’s Degree in Economics, MBA and Bachelor’s Degree accompanied with 25 years of progressive and diverse work experience
- A proven leader, with over a decade of senior level administrative responsibilities in the private sector, and various administrative roles in higher education
- A career, which has provided the experience for an understanding of economics, financial markets, business, and technical operations
- A diplomatic and articulate communicator able to expeditiously ascertain needs, evaluate action plans, and implement solutions
- Exceptional analytical and quantitative skills; established track record in developing and implementing enhancement measures, as well as econometric modeling
- Research interests are in the areas of Macroeconomics, Finance, the U.S. Payment System, and Regional Economics

EDUCATION:

UNIVERSITY OF ILLINOIS AT CHICAGO
Chicago, Illinois
PhD in Economics, 2009
Master’s Degree in Economics, 2006

UNIVERSITY OF NEW ORLEANS
New Orleans, Louisiana
Master of Business Administration, 2002

NICHOLS STATE UNIVERSITY
Thibodaux, Louisiana
Bachelor of Science Degree in Business, 1993
EMPLOYMENT:

**McNeese State University**
Lake Charles, Louisiana

Dean of the College of Business at McNeese State University
- Since arriving on campus in July, most of my time has been expended in preparation of the upcoming AACSB accreditation visit.
  - Developed a monthly call with the peer-review-team (PRT) chair
  - Attended the AACSB accreditation conference, and been very involved in the conversation regarding the 2020 AACSB standards
  - Met with as many stakeholders as possible to make certain to accurately reflect the strategic planning, assurance of learning, curriculum development, hiring procedures, and other accreditation issues are accurately reported in the continuous-improvement-review (CIR) report.
  - Constructed the entire CIR report
  - Planned the campus visit, which will take place March 22\(^{nd}\) – 24\(^{th}\)
- Defined expectations for Departments, and built these expectations into the annual review process of our staff
- Reorganized personnel (as best possible given our constraints) in an attempt to match skill-sets with necessary tasks

**Northern Arizona University**
Flagstaff, Arizona

Note: During my tenure at Northern Arizona University, I held several positions and often dual appointments. Positions, and associated tasks are listed below:

**Associate Dean for Accreditation and Operations** at The W.A. Franke College of Business

- Plan, conduct, and manage faculty development activities, College research symposia, brown bags and other activities designed to enhance College teaching and scholarly effectiveness
- Serve as the Dean’s office representative for Business Division faculty evaluations and Statement of Expectations (SOE) development
- Manage and prepare reports required for accreditation processes – primary responsibility for the Association to Advance Collegiate Schools of Business (AACSB) accreditation and provide support for School of Hotel and Restaurant Management accreditation
Wade Rousse, PhD

Associate Dean for Accreditation and Operations responsibilities continued...

- Work with the Associate Dean for Academic Affairs to oversee winter and summer term scheduling and promoting of classes and managing revenue
- Coordinate with the Dean in developing the college budget, enhance reporting, analysis, and forecasting of the college’s finances
- Oversee all College support services functions
- Serve as a member of the Dean’s leadership team
- Represent the college at the University level as assigned

Interim Director of the Alliance Bank Economic Policy Institute

- Manage all four units of the Institute. The four units consist of The Center of American Indian Economic Development, the Arizona Hospitality Research and Resource Center, The Rural Policy Institute, and the largest Road Scholar program in the U.S.
- Administer a team, which hosts an Economic Outlook Conference. The Conference is in its 43rd year, and sells out at 500 attendees on an annual basis. Keynote speakers have included Robert Reich, Gene Sperling, and this year will be David Walker
- Broke-down “silos” and took advantage of synergies to create a more efficient and far reaching Institute
- The Institute concentrates on unique data collection, research, and economic development for tribal and other rural communities, as well as financial literacy, and lifelong learning
- Deliver Economic Outlook speeches to state and regional community leaders and stakeholders
- Directed a team to secure an Economic Development Administration (EDA) grant and match of $200,000/year for 5 years. This is a $1 million funding source
- Managed the budget and the staff (approximately 50 employees). Set the vision and strategic goals to aggressively expand both the budget and the staff
- “Fee for service” was driven by business relationships and partnerships. These relationships opened to doors to perform Economic Impact Analyses, Feasibility Studies, and choice experiments to estimate demand curves for the private sector. Clients recently attracted to our services
Interim Director of the Alliance Bank Economic Policy Institute responsibilities continued...

- include Salt River Project, Coconino County, Arizona Office of Tourism, Flagstaff Medical Center, Snowbowl, and the Navajo and Hopi Nations
  - NOTE: For more information regarding the Alliance Bank Economic Policy Institute Director's responsibilities at Northern Arizona University please see this link:
    http://franke.nau.edu/abboc/who_we_are/

Area Coordinator of Economics

- Coordinate Area meetings, assessment activities and planning activities.
  - Ensure completion of assessment reports each year
  - Mentor faculty members as necessary
  - Serve as a resource for faculty dealing with student issues
    (academic dishonesty, disruptive behavior, etc.)
- Review marketing materials for the area
- Monitor and review area funds, including approval of expenditures from area funds, disbursement to faculty for professional development where appropriate, etc.
- Work with the Associate Dean’s office on the schedule of classes. This includes drafting the initial schedule and working out conflicts, ensuring that faculty rotate through less desirable days and times and that the courses are offered when required by athletics and other constituencies.
- Assist the Career Development Office with tracking of student job placement.
- Curriculum Issues
  - Review and Approve syllabi prior to each term for all faculty
    (including part-time faculty) in the area to ensure compliance with master syllabi
  - Engage areas in discussion about curricular changes needed, if any, work with Area representative to the FCB Curriculum Committee to move changes through and sign off on paperwork for the UCC.
  - Review 8-term plan and other advising materials each year.
Wade Rousse, PhD
Page Five

Area Coordinator of Economics information continued...

- Assist the Office of Academic Success and the Dean’s Office with course substitutions and other articulation issues.
- Provide feedback to the Dean on annual Statement of Expectations for faculty in the area.

Executive in Residence

- A member of the Intercollegiate Athletic Committee and chair of the Fiscal Integrity subcommittee, a member of the Finance Advisory Council, a member of the Teaching Academy, and a leader in assessment programs for the Economic Department
  - NOTE: For more information about the responsibilities of an Executive in Residence at Northern Arizona University please see this link: http://franke.nau.edu/real-world-connections/
  - Northern Arizona University Campus Recognitions:
    - In 2016 was selected to be the Faculty Homecoming Coach of the game, in 2017 was voted by the Promotion and Tenure committee as The W.A. Franke College of Business Teacher of the Year

EMBRY RIDDLE AERONAUTICAL UNIVERSITY 2014 to 2015
Prescott, Arizona

Visiting Assistant Professor of Economics

- Course taught: Engineering Economics
  - After spending only a year as a Visiting Professor, ERAU offered an accelerated track to tenure. However, I elected to take NAU’s Executive in Residence position.
  - Campus Recognition: Only spent one year in Prescott, but was voted by the graduating class to be their Faculty Marshall at commencement.
CAJUN CAPITAL HOLDINGS LLC  
Belle Chasse, Louisiana  
2010 to 2015  
PRESIDENT & CEO

- Solely responsible for all investing, trading, and hedging strategies
- Deliver quarterly economic outlooks to Class A shareholders, and provide annual strategic guidance
- Market advisor to the Federal Reserve Bank of Chicago
- Due to extraordinary monetary policy and zero interest rates, volatility in equity markets were driven down to unprecedented levels. As a result, it became difficult to attract pension funds and endowments to our alternative investment strategy. This, in conjunction with my desire to play an instrumental role in higher education, is why we decided to close the firm.
- For the original investors, the partners of the firm, this endeavor yielded positive returns

FEDERAL RESERVE BANK OF CHICAGO  
Chicago, Illinois  
2008 to 2010  
ECONOMIC OUTREACH / POLICY RESEARCH SPECIALIST

- A member of the Financial Markets group, which is responsible for conducting research of major markets, and various areas of the U.S. Payments System
- Represented the Federal Reserve through the Speakers Bureau; meet with community, business and education groups making economic outlook presentations
- Assisted the President’s speechwriter in clarifying economic issues
- Served as Coordinator of the College Fed Challenge program

UNIVERSITY OF ILLINOIS AT CHICAGO  
Chicago, Illinois  
2004 to 2009  
VISITING LECTURER / ADJUNCT PROFESSOR

- Taught Macro and International Economics in the Executive MBA Program
- Taught Principles of Macro Economics, Intermediate International Economics, and Undergraduate Econometrics
SEA AND SEA MARINE
Cut Off, Louisiana
Sea and Sea was a marine transportation company, which owned and operated vessels that serviced the Oil and Gas industry in the Gulf of Mexico.

- Hired immediately out of college as a blue-collar laborer; learned business from the ground up, and eventually became a partner
- Assisted in reducing a long-standing turnover problem and created a standardized hiring process
- Tasked with safety issues and sales accountability
- Key player in setting strategic company direction

Results:
- Landed lucrative contracts by selling company’s dedication to personal service
- Taken on as a partner and co-founder of Maritime Logistics in 1999
- Drove revenue into the millions in first year of operation
- Was a key player in implementing the sale of the company

RESEARCH and PUBLICATIONS:
- “The Economic Impact of Post Fire Flooding: Bill Williams Mountain” with Thomas Combrink, prepared for Coconino County Flood Control District: May 2018
- “The Economic Contribution of the Navajo Generating Station on the City of Page, Arizona” with Thomas Combrink, and Ryan Fitch, prepared for The Salt River Project: August 2017
- “The Economic Contribution of the Wine Industry on the State of Arizona” with Thomas Combrink, and Ryan Fitch, prepared for The Arizona Office of Tourism: June 2017
Research and Publication information continued...

- “Financial Integration, Trade Openness, and Macroeconomic Volatility” University of Illinois – Chicago, PhD dissertation

**AFFILIATIONS:**

- American Economic Association
- Western Economic Association International
- Financial Management Association International
- Former member of Coconino County’s Workforce Development Board
- Former member of Northern Arizona Healthcare’s Board of Directors Finance and Investment Committees
- Faculty Initiate for Delta Sigma Pi
- Former member of the Chicago Mercantile Exchange
Item J.2. Northwestern State University’s request for approval to reappoint Ms. Frances Conine as Interim Vice President for the Student Experience and Dean of Students effective July 1, 2020.

EXECUTIVE SUMMARY

The University requests approval of the reappointment of Ms. Frances Conine as Interim Vice President for the Student Experience and Dean of Students effective July 1, 2020 at an annual salary of $122,400. The staff recommends approval.

RECOMMENDATION

It is recommended that the following resolution be adopted:

NOW, THEREFORE, BE IT RESOLVED, that the Board of Supervisors for the University of Louisiana System hereby approves Northwestern State University’s request for approval to reappoint Ms. Frances Conine as Interim Vice President for the Student Experience and Dean of Students effective July 1, 2020.
June 1, 2020

Dr. Jim Henderson, President
University of Louisiana System
1201 North Third Street, Suite 7-300
Baton Rouge, LA 70802

Re: Re-Appointment of Frances Conine as Interim Vice President for the Student Experience and Dean of Students - June 2020 Board Meeting

Dear Dr. Henderson:

Northwestern State University is requesting that the following item be placed on the agenda for approval at the June 2020 Board meeting:

Re-appointment of Frances Conine as Interim Vice President for the Student Experience and Dean of Students at an annual salary of $122,400 for the period July 1, 2020 - June 30, 2021.

Please find attached Ms. Conine’s resume and transcript.

Thank you for your consideration of this request.

Sincerely,

[Signature]

Dr. Chris Maggio
President

Attachments
Frances Conine

Friedman Student Union, 318-357-5230, fconine@tamu.edu

Professional Summary

Thirty-five years in higher education administration, student conduct and student development, housing and student services, planning and assessment, budgeting, auxiliary services, program development, grant development, teaching to include: Ed. Psychology, Freshmen Orientation, Counseling Skills, Career Development, Clinical Supervision, Graduate Practicum, Supervision, Counseling and student development in mental health, career development and academic advising, Threat Assessment, and Behavioral Intervention.

Education

Master in Education, Counseling, Delta State University, 1984
M.S., Sociology, Auburn University, Auburn, Alabama, 1977
Licensed Professional Counselor, State of Louisiana LPC Board of Examiners, 1989
Licensed Marriage and Family Therapist, State of Louisiana LPC Board of Examiners, 2004
Certified Clinical Counselor Supervisor, State of Louisiana LPC Board of Examiners, 1997
Certified Mediator, Donald Gering Institute, University of Utah, June 2000

Experience

Dean of Students, Title IX Coordinator, Auxiliary Services Liaison, & Instructor, Northwestern State University, 2013-present
- Responsible for supervision and assessment of Student Affairs (Counseling and Career Services, Disability Services, Health Services Title IX, Student Support Services (TRIO), Student Union, Student Activities, Greek Life and First Year Experience); oversees compliance and policy; directs Student Conduct and administers Student Code of Conduct; hears complaints and acts as student advocate for students on campus; supervises Center for Inclusion and Diversity and programming; oversees Student Handbook; directs threat assessment and behavioral intervention; oversees all committees in Student Affairs.

Executive Director of Student Development, Student Conduct, & Instructor, Northwestern State University, 2011-2013
- Responsible for student Judicial Affairs and records, administration of the Student Code of Conduct, supervised Counseling, Career Services, Health Services, Disability Services and Tutoring, Testing, and Student Support Services.

Director of Student Services and Judicial Affairs, Northwestern State University, 1998-2011
- Responsible for Housing, Student Judicial Affairs and records, administration of the Student Code of Conduct, supervised Counseling, Career Services, Health Services, Disability Services and Tutoring, Testing, and Student Support Services.

Adjunct Faculty, College of Education, Northwestern State University, 1996-present
- Instructor for Educational Psychology, Child Development, Freshman Orientation, Career Orientation, Personal Development, Graduate Career Development, Graduate Introduction to Counseling Skills, Graduate Supervision of Counseling Lab.

Director of Counseling and Career Services, & Instructor, Northwestern State University of Louisiana, 1989-1998
- Directed three counselors and numerous graduate interns; responsible for programming, teaching, counseling and supervision of all counseling staff; hosted career fairs and conducted on campus interviews for students, programmed for career development and placement assessment for all areas.

Executive Director of Northwestern State University at England Air Force Base, Alexandria, Louisiana, 1986-1989
- Directed Northwestern's satellite campus on England Air Force Base, recruited, enrolled, and advised students, assisted in providing financial aid, developed schedules, hired faculty and developed contracts, scheduled rooms, provided internships, worked with the Air Force to provide appropriate course work for service men and women, worked with local community to provide needed course work, acted as liaison to Natchitoches campus for resources.
Accomplishments/Honors

Outstanding Staff Member, Northwestern State University SGA, 2010
Senior Warden, Trinity Episcopal Vestry, 2008-2010
Dr. Dan Seymour Award, Louisiana College and University Student Personnel Association (LACUSPA), 2009
State President, LACUSPA, 2004-2006
Presbyterian Service League of Natchitoches, 1994-1995
State LADE 1985 Officer, Louisiana Association of Developmental Education (LADE), 1984-1985
Outstanding Developmental Educator, LADE 1985
Outstanding Graduate Student, Delta State University, 1981
Awarded and managed Trio, FIPSE, Title III, Highway Safety Grants in Higher Education
Presented at State and National Conferences for Higher Education Administration and Counseling
Edited and authored articles for state and local higher education organization publications
Developed RFPs and assisted in selection of NSU Auxiliary Services
Collaborated with academics to develop an improved program for Academic Integrity at Northwestern State
Collaborated campus wide to develop a sustainable program for Threat Assessment and Behavioral Intervention
Item J.3. Northwestern State University’s request for approval to reappoint Dr. Francene Lemoine as Interim Dean of the College of Arts and Sciences effective July 1, 2020.

EXECUTIVE SUMMARY

The University requests approval of the reappointment of Dr. Francene Lemoine as Interim Dean of the College of Arts and Sciences effective July 1, 2020 at an annual salary of $122,400. The staff recommends approval.

RECOMMENDATION

It is recommended that the following resolution be adopted:

NOW, THEREFORE, BE IT RESOLVED, that the Board of Supervisors for the University of Louisiana System hereby approves Northwestern State University’s request for approval to reappoint Dr. Francene Lemoine as Interim Dean of the College of Arts and Sciences effective July 1, 2020.
June 22, 2019

Dr. Jim Henderson, President
University of Louisiana System
1201 North Third Street, Suite 7-300
Baton Rouge, LA 70802

Re: Re-Appointment of Dr. Francene Lemoine as Interim Dean, College of Arts and Sciences and Professor June 2020 Board Meeting

Dear Dr. Henderson:

Northwestern State University is requesting that the following item be placed on the agenda for approval at the June 2020 Board meeting:

Re-Appointment of Francene Lemoine as Interim Dean, College of Arts and Sciences and Professor, at an annual salary of $122,400 for the period July 1, 2020 - June 30, 2021.

Please find attached Dr. Lemoine’s current vita and transcript.

Thank you for your consideration of this request.

Sincerely,

Dr. Chris Maggio
President

Attachments
Francene Jeansonne Lemoine, Ph.D.
Interim Dean, College of Arts and Sciences
Professor, School of Biological and Physical Sciences

Home Address
224 Celina Drive
Natchitoches, LA 71457
(318) 352-2538

Work Address
Northwestern State University
College of Arts and Sciences
Room 128 Caspary Hall
Natchitoches, LA 71497
Phone (318) 357-4330 or (318) 357-5805
Fax (318) 357-4255
Email lemoine@nsula.edu

Academic Appointments
Northwestern State University
College of Arts and Sciences
Natchitoches, LA
July 2019 – present
Interim Dean

Northwestern State University
School of Biological and Physical Sciences
Natchitoches, LA
July 2015 – June 2019
Director

Northwestern State University
Department of Biology, Microbiology, and Veterinary Technology
Natchitoches, LA
August 2018 – present
Professor

Northwestern State University
Department of Biology, Microbiology, and Veterinary Technology
Natchitoches, LA
August 2010 – 2018
Associate Professor

Northwestern State University
Department of Biological Sciences
Natchitoches, LA
September 2006 – July 2010
Assistant Professor
Lemoine, Curriculum Vitae

Education
University of Louisiana System
Management & Leadership Institute
August 2018 – May 2019

Duke University Medical Center
Department of Molecular Genetics and Microbiology
Durham, NC
Postdoctoral Fellow
Advisor: Dr. Thomas D Petes

University of North Carolina at Chapel Hill
School of Medicine, Lineberger Comprehensive Cancer Center
Chapel Hill, NC
Sept 2002 – Feb 2005
Postdoctoral Fellow
Advisor: Dr. Thomas D Petes

Baylor College of Medicine
Interdepartmental Program in Cell and Molecular Biology/ Department of
Molecular Virology and Microbiology
Houston, TX
Aug 1997 – July 2002
Mentor: Dr. Susan J Marriott
Ph.D. in Cell and Molecular Biology, July 2002
Dissertation Title: Dysregulation of Cell Cycle Progression and Genomic
Stability by the Human T Cell Leukemia Virus Type 1 (HTLV I) Oncoprotein, Tax

University of Southwestern Louisiana
Department of Biology
Lafayette, LA
June 1993 – May 1997
B.S. in Biology, May 1997

Grants and Fellowships
Undergraduate Enhancement Grant. Louisiana Board of Regents, 2007
Project Title: Establishment of Modern Genetics and Molecular Biology
Laboratories
Principal Investigator: Zafer Hatahet
Co-investigator: Francene J Lemoine

Special Fellow Career Development Award, Leukemia & Lymphoma Society, 2006
Lemoine, Curriculum Vitae

Project Title: Characterization of Chromosome Fragile Sites in Yeast
Project Number: 3427-07
Principal Investigator: Francene J Lemoine

Northwestern State University Enrichment Fund Program Proposal Stimulus Award, 2006
Project Title: Identification and Characterization of Yeast Chromosome Fragile Sites
Project Number: NEF PS 06-07 003
Principal Investigator: Francene J Lemoine

Ruth L. Kirschstein National Research Service Award, National Institutes of Health, 2005
Project Title: Characterization of Chromosome Fragile Sites in Yeast
Project Number: 1 F32 GM076993-01
Principal Investigator: Francene J Lemoine

Sigma Xi Grant-In-Aid of Research, 2000

Undergraduate Summer Research Fellow, NSR/EPSCoR I.A Molecular Evolution Center, Department of Biology, University of Southwestern Louisiana, 1995

Professional Associations
American Society for Microbiology
Association of Southeastern Biologists
Louisiana Academy of Sciences
National Science Teachers Association

Honors
Northwestern State University Alumni Association Excellence in Teaching Award, Northwestern State University College of Science and Technology, 2010

National Research Service Award (NIH) Postdoctoral Trainee, Lineberger Comprehensive Cancer Center, University of North Carolina at Chapel Hill School of Medicine, 2002-2004

National Research Service Award (NIH) Predoctoral Trainee, Department of Molecular Virology and Microbiology, Baylor College of Medicine, 1998-2000

Claude W Smith Award for Academic Excellence, Interdepartmental Program in Cell and Molecular Biology, Baylor College of Medicine, 1997, 1998, 2000
Andrew R Rice Outstanding Science Graduate Award, Department of Biology, University of Southwestern Louisiana, 1997

Magna Cum Laude Graduate, University of Southwestern Louisiana, 1997

Publications


Mieczkowske, PA, FJ Lemoine, and TD Petes. 2006. Recombination between retrotransposons as a source of chromosome rearrangements in the yeast Saccharomyces cerevisiae. DNA Repair. 5(9-10): 1010-1020.


References

Dr. James Henderson
President
University of Louisiana System
Baton Rouge, LA
(225) 342-6950
Jim.Henderson@lala.gov

Dr. Henderson was President of Northwestern State University when I was first appointed to an administrative position. We also interacted extensively when I participated in the UL System’s M&I T program.

Dr. Susan J. Marriott
Professor
Department of Molecular Virology and Microbiology
Baylor College of Medicine
Houston, TX
(713) 798-4440
susanm@bcm.edu

Dr. Marriott was my graduate mentor during my doctoral work.

Dr. Steven Horton
Executive Director
Louisiana School for Math, Science, and the Arts
Natchitoches, LA
(318) 357-2500
shorton@lsmsa.edu
Dr. Horton was the Dean of the College of Arts and Sciences at Northwestern State University when I was first appointed to an administrative position. He was my direct supervisor for 2 years.

Ms. Frances Conine
Vice President of the Student Experience, Dean of Students
Northwestern State University
Natchitoches, LA
(318) 357-5285
conine@nsula.edu

Ms. Conine served as my on-campus, administrative mentor during my M&LI program experience. We have worked on many projects together when I was Director of the School of Biological and Physical Sciences as well as while I have been Interim Dean of the College of Arts and Sciences.

Dr. Caprice Leyoub
Executive Director of Development
University of Louisiana System
Baton Rouge, LA
(225) 219-0275
caprice.leyoub@ulsystem.edu

Dr. Leyoub is the Director of the UL System’s M&LI program. We worked closely together during the 9-month experience and beyond.

Dr. Michael Buckles
Dean of the College of Liberal Arts
McNeese State University
Lake Charles, LA
(318) 475-5192
mbuckles@mcs.neese.edu

Dr. Buckles was one of my M&LI classmates. We worked closely together during the 9-month experience.

Mr. J. Colby Lasyone
Director of Professional Development
Lone Star College
Houston, TX
(281) 881-3041
j.colby.lasyone@lonestar.edu

Mr. Lasyone was a former student. He later worked as an Instructor for the School of Biological and Physical Sciences while I was Director.

Mr. Millard Mangrum
Assistant Professor
Department of Biology, Microbiology, and Veterinary Technology
Northwestern State University
Mr. Mangrum was a colleague in the School of Biological and Physical Sciences for 7 years. Once I became Director, I was his direct supervisor.

Ms. Abigail Poe
Current Student, Beta Beta Beta President
Northwestern State University
NatchITOCHES, LA
(816) 812-8730
apoe059889@nsula.edu
Ms. Poe is a current student in the School of Biological and Physical Sciences. She has taken classes that I instruct, and she serves as the president of a recognized student organization that I advise.

Ms. Patricia Reed
Current Student, Baptist Campus Ministry President
Northwestern State University
NatchITOCHES, LA
(318) 470-1078
preed068250@nsula.edu
Ms. Reed is a current student in the School of Biological and Physical Sciences. She has taken classes that I instruct, and she was a student worker in the main School office when I was Director.
BOARD OF SUPERVISORS FOR THE
UNIVERSITY OF LOUISIANA SYSTEM

PERSONNEL COMMITTEE

June 25, 2020

Item J.4. Northwestern State University’s request for approval to appoint Dr. Michael Snowden as Interim Vice President for Diversity and Inclusion effective August 3, 2020.

EXECUTIVE SUMMARY

The University requests approval to appoint Dr. Michael Snowden as Interim Vice President for Diversity and Inclusion effective August 3, 2020 at an annual salary of $125,000. The staff recommends approval.

RECOMMENDATION

It is recommended that the following resolution be adopted:

NOW, THEREFORE, BE IT RESOLVED, that the Board of Supervisors for the University of Louisiana System hereby approves Northwestern State University’s request for approval to appoint Dr. Michael Snowden as Interim Vice President for Diversity and Inclusion effective August 3, 2020.
June 22, 2020

Dr. Jim Henderson, President
University of Louisiana System
1201 North Third Street, Suite 7-300
Baton Rouge, LA 70802

Re: Appointment of Dr. Michael Snowden as Interim Vice President for Diversity and Inclusion - June 2020 Board Meeting

Dear Dr. Henderson:

Northwestern State University is requesting that the following item be placed on the agenda for approval at the June 2020 Board meeting:

Appointment of Dr. Michael Snowden as Interim Vice President for Diversity and Inclusion at an annual salary of $125,000 for the period August 3, 2020 - June 30, 2021.

Please find attached Dr. Snowden’s resume and transcript.

Thank you for your consideration of this request.

Sincerely,

[Signature]

Dr. Chris Maggio
President

Attachments
Vice President for Diversity & Inclusion
Job Description

Reports to: University President

The Vice President for Diversity and Inclusion is responsible for the executive leadership and management of Northwestern State University’s diversity and inclusion matters, such as leading strategic diversity planning for the University and ensuring successful creation and implementation of policies, programs, and projects. The Vice President will work with the University President, Cabinet members, Deans, academic leaders, and other stakeholders to advance diversity, equity, and inclusion as integral components defining Northwestern State University.

Duties and responsibilities:

- Researches, develops, recommends, and executes creative strategies to foster the University’s diversity goals.
- Reviews current practices and policies, assessing and analyzing the extent to which they support or hinder the University’s diversity goals.
- Collects and analyzes statistical data to evaluate the University's population in accordance with diversity standards and goals.
- Responsible for planning to include diversity and inclusion in all University policies, programs, and services for students, faculty, staff, and visitors.
- Responsible for the University's Diversity Plan.
- Lead efforts to develop and implement programs and initiatives to promote a diverse, multicultural, equitable, ethical, and inclusive campus aligned with Northwestern State University’s mission and vision.
- Collaborate with campus leaders to create, implement, and maintain infrastructure around inclusive excellence.
- Assist in the promotion of student success through inclusive access and transformative learning experiences.
- Serve as a member of the President’s Cabinet.
- Work with other University leaders to evaluate and advance diverse and inclusive initiatives and programs designed to ensure fair and equitable treatment and success of students, faculty, staff, and visitors.
- Enhance outreach programming and initiatives to increase the impact and understanding of diversity and inclusion through a collaborative effort with campus leaders and student organizations.
- Provide strategic, integrated direction and consultation to senior administration regarding major institutional issues regarding diversity, inclusion, equity initiatives, and cultural understanding and competency.
- In conjunction with Human Resources, develop and build upon current efforts to recruit and retain a diverse workforce.
- Assist in Northwestern’s efforts to recruit, retain, and graduate a diverse student body.
- Maintains knowledge of diversity-related issues, legislation, and best practices.
- Performs other duties assigned by the President.
Required Skills/Abilities

- Excellent verbal and written communication skills including proven dispute resolution skills.
- Excellent organizational skills and attention to detail.
- Strong analytical and problem-solving skills.
- Proficient with Microsoft Office Suite or related software.

Education and Experience:

- Master’s Degree in Counseling, Business Administration, Psychology, Human Resource Management, Student Personnel Services, Higher Education, Sociology, Social Work, or other field related to diversity or cultural studies. required. Doctoral degree preferred.
- Minimum 3-5 years of professional experience in diversity, equity and inclusion related roles and responsibilities
JUSTIFICATION

For almost two years, the University of Louisiana System has worked on inclusive excellence in all nine institutions. Additionally, at Northwestern, the Diversity and Inclusion Planning Team and the University Diversity Committee have recommended a Chief Diversity Officer be hired in order to help with all matters related to inclusive excellence and to assist in implementation of the Strategic Plan directly related to diversity, equity, and inclusion.

The interim appointment of Dr. Snowden will meet the needs of the University. He comes to Northwestern with many years of experience in higher education and in particular with many years of service and expertise in matters related to diversity, equity, and inclusion. Also, he has experiences with Title IX and ADA matters. He will bring with him the vast knowledge and experience that Northwestern is seeking.
EMployment History

McNeese State University (MSU)
McNeese State University is an evolving comprehensive university with the primary educational mission to provide a wide range of baccalaureate and carefully selected graduate curricula, distinguished by academic excellence. Fundamental to this mission is the faculty commitment to excellence in teaching, research and creative scholarly activity. At McNeese, students can choose from more than 75 degree programs offered by the Colleges of Business, Education, Engineering and Technology, Liberal Arts, Nursing and Science, the Division of General and Basic Studies, and the Doré School of Graduate Studies. There are students from 56 parishes, 34 states and 49 countries.

- Creating an atmosphere of diversity, equity and inclusion for the campus
- Provide administrative and supervisory responsibility for the Office of Inclusive Excellence
- Manage the development and implementation of the affirmative action plan and program
- Providing leadership and oversight of the University’s Equity and Inclusion Policy, Inclusion Policy for Employees with Disabilities, Anti-Bullying Policy, the Prohibition Against Retaliation Policy, the Vets 100 Report, and any other related EEO policies, procedures, and requirements
- Managing the Title IX administration which consist of complying with federal and state regulations
- Diversity trainer for faculty, staff, students, and student organizations
- Receives and investigates complaints of discrimination
- Provide council for the President, Vice Presidents, and other university administrators

Accomplishments:
Initiated the Office Name change from Office of Equal Opportunity to Office of Inclusive Excellence
Establishment of the Black Faculty Staff Council
Establishment of Foundations Accounts for Black Faculty Staff Council Initiatives
Established Training Partnership with DiversityEdu
Established Committee on Diversity and Equity Initiatives
Established Bias Incident Report Mechanism
Selected for the 2019 University of Louisiana Management &Leadership Institute
Selected for 2013 Leadership Southwest Louisiana Class
Completed the Campus Title IX Coordinator and Administrator Training and Certification Course
Selected for a three-year appointment on the NCORE® National Advisory Council (NAC)
Director of Multicultural Affairs
April 1999 – July 2011

Armstrong Atlantic State University (AASU)
AASU is a dynamic part of the University System of Georgia. Acclaimed for academic excellence since its founding in 1935, AASU offers undergraduate and graduate degrees in the College of Arts and Sciences, College of Education, College of Health Professions, and the School of Graduate Studies. The university community includes 7,500 students and 250 full-time faculty. The campus is located in Savannah, GA.

- Provide support services to assist students achieve educational goals
- Implement programming for the improvement or attainment of academic skills necessary to perform adequately in the classroom
- Promote and deepen students understanding of culture and heritage
- Educate the campus community on issues of diversity and multiculturalism
- Create avenues that allow majority students to gain an understanding of their unique culture and heritage
- Establish, maintain, and promote effective relations with relevant campus offices and external agencies
- Provide encouragement and support systems to assist minority students in their acclimation to the institutional culture
- Conduct student leadership, personal and social skills training for minority students
- Serve as an ombudsperson
- Implemented the Minority Student Leadership Summit
- Plan and implement programs for history focus months including African American and Native American History
- Assist with minority student recruitment as requested
- Supervise a graduate assistant and student workers
- Manage the student development budget

Accomplishments:
Established the Early Alert Support Environment (EASE) Program to provide mentoring relationships between faculty and students
Established the Tutoring Each Student for Academic Motivation (TEAM) Program to improve academic student progress
Established the Multicultural Academic Achievement Scholars (MACAS) Program to recognize and highlight the academic excellence of minority students
Established the Diversity Dialogue series to focus on movies, videos, guest speakers and panel discussions with a multicultural perspective that starts discussions that lead to understanding, tolerance, and respect

Educational Coordinator
July 1997 – April 1999

University of Minnesota Morris (UMM)
UMM is the undergraduate liberal arts campus of the University of Minnesota. UMM’s mission is unique as an academically rigorous, public undergraduate liberal arts college. Since opening in 1960, UMM has repeatedly received national recognition for its distinctive mission and strong academic quality. The campus is located in Morris, MN.

- Planned, organized, implemented, and evaluated academic assistance for minority
students
- Assessed minority students’ academic problems and worked in conjunction with the faculty and the Academic Assistance Center in selecting and arranging tutors
- Monitored academic progress of minority students
- Provided academic advising for all freshmen minority students
- Facilitated the transfer of second year students to faculty advisors in cooperation with the advising office
- Managed the Minority Student Program (MSP) orientation
- Worked with the Minority Experience Committee as a policy review board member
- Coordinated, maintained, and supervised the operation of the MSP computer room
- Supervised five student assistants
- Coordinated the Minority Mentorship Program and worked collaboratively with the coordinator of the Alumni Mentorship Program
- Served as Advisor to Black Student Union and IMANI, a support group for African American males
- Coordinated the Gateway Program, a summer enrichment initiative
- Managed and maintained the Gateway Program budget of $45,000 per year
- Contracted with food services, housing, and plant services
- Conducted training sessions for student workers
- Planned cultural activities for new students in the Gateway program
- Developed academic strategies for Gateway students
- Administered and evaluated Summer Gateway programs

Accomplishments
- Established the University of Minnesota Morris Gospel Choir
- Coordinated receptions for students with outstanding academic credentials
- Served as a role model for African American and other minority males
- Assisted IMANI, (a Swahili word that means faith) an organization for men of color focusing on career goals, educational concerns, and long-range life planning.

Graduate Assistant Office of Disability Services

August 1994 – July 1997

University of Southern Mississippi
The campus is located in Hattiesburg, MS and has a population of 17,000 students. USM, the state’s only dual campus institution, is a comprehensive doctoral/research extensive university committed to uncompromising quality in teaching, service, research, economic development, and creative activity

- Arranged test accommodations for students
- Coordinated activities for Disabilities Awareness Week
- Provided escort accommodation services to students
- Consulted with faculty members to assist with classroom accommodations
- Provided on-going evaluation and assessment of Disability Services’ effectiveness
- Coordinated tutoring services for students
- Coordinated student worker assignment schedule
EDUCATION

University of Southern Mississippi

**Doctor of Philosophy**
Educational Administration with an emphasis in Higher Education

**Dissertation:** “A Comparative Analysis: African American Students’ Perspectives on Collegial Experiences in Historically Black and Historically White Colleges and Universities in Mississippi”

**Master of Education**
Educational Administration and Leadership with an emphasis in Higher Education

**Bachelor of Science**
Business Administration with an emphasis in Human Resource Management

CERTIFICATIONS AND TRAINING

**2017**
National Association of Diversity Officers in Higher Education’s (NADOHE) Standards of Professional Practice Institute (SPPI)

**2015**
Certification of Professional Education, Professional Development and Training Institute, **CERTIFIED AFFIRMATIVE ACTION PROFESSIONAL (CAAP Level I)**, American Association for Access, Equity, and Diversity

**2014**
Certification of Completion for participating in Investigating and Adjudicating Faculty Sexual Misconduct: Title IX Considerations, PaperClip Communications

**2013**
Certificate of Completion for participating in New ADA Accessibility Standards: What do They Mean for Your Campus’ New and Existing Facilities, PaperClip Communications

**2013**
Certification of Attendance – Technical Assistance Program Seminar, EEOC Training Institute

**2013**
Certificate of Completion – Online Course: Title IX Coordinator Training, The National Association of College and University Attorneys

**2012**
Certification of Attendance – Technical Assistance Program Seminar, EEOC Training Institute

**2012**
Certification of Completion for successfully completing the Campus Title IX Coordinator and Administrator Training and Certification Course, Association of Title IX Administrators

UNIVERSITY SERVICE

**2011 – 2012**
*Chair, Graduation Rates for Black Student Athletes Committee, MSU*
The Graduation Rates for Black Student Athletes Committee has been established to make recommendations about solutions to increase graduation rates for Black student-athlete

2011 – Present  
*Member, Disabilities Services and Compliance Task Force, MSU*  
The Disabilities Services and Compliance Task Force has been established to make recommendations concerning ADA compliance and DOJ settlement agreement progress

2000 – 2011  
*Member, Institutional Review Board, AASU*  
Review all research projects with the authority to approve, disapprove, and require modification in all human subjects

1999 – 2011  
*Member, Disabilities Committee, AASU*  
Address standards and criteria for accommodating students with disabilities (i.e. building codes & regulations)

1999 – 2011  
*Ex-Officio, Multicultural Affairs Committee, AASU*  
Serve as a resource in issues relative to minority student experiences

1999 – 2011  
*Member, Student Recruitment, Advisement, and Retention Committee, AASU*  
Provide information to campus community on best practices and strategies to enhance retention

1999 – 2005  
*Member, Pathways to Teaching Advisory Committee, AASU*  
Screen applications, evaluate student readiness to participate in Pathways and conduct student interviews to assist future teachers of underrepresented populations

**ORGANIZATIONS AND AFFILIATIONS**

Member, American Association for Access, Equity, and Diversity (AAAED) (2012 – present)

Member, National Association of Diversity Officers in Higher Education (NADOHE) (2012 – present)

Member, National Conference on Race and Ethnicity (NCORE) National Advisory Council (2012 – 2016)

Board Member, Saint Joseph/Candler African American Health Information and Resource Center (2011 – 2005)

Participant, Mid-Managers Institute, NASPA Region III/SACSA (2004)

Participant, Leadership and Mentorship Institute, AAHE Black Caucus (2003)

Member, Southern Association for College Student Affairs (SACSA)

Member, Multicultural Affairs Committee of SACSA

Member, Georgia College Personnel Association (GCPA) (1999 – 2003)

Member, Kappa Alpha Psi Fraternity, Inc.

**PROFESSIONAL PUBLICATIONS**


PROFESSIONAL PRESENTATIONS

“Establishing an Affinity Group” Universities of Louisiana 3rd Annual For Our Future Conference (January 30, 2020) Monroe, LA

“Creating the Atmosphere for Inclusive Excellence” Universities of Louisiana 2nd Annual For Our Future Conference (February 15, 2019) Lafayette, LA

“What’s Your Role as the Chief Diversity Officer?” National Conference on Race and Ethnicity (May 26, 2015) Washington, DC


“Cultural Competencies of Student Affairs Professionals: A Critical Examination and Discussion.” Southern Associations for College Student Affairs (November 4, 2006) Jacksonville, FL


“Facilitating Diversity: Past Practices...Future Implications.” Southern Association for College Student Affairs (November 12, 2001) Orlando, FL


“It’s Not What You Call Me, But What I Answer To.” Southern Association for College Student Affairs (November 4, 2000) Savannah, GA

“The Gateway Program: Creating a Climate of Success.” Minnesota Indian Education Association (November 6, 1998) Fond Du Lac Tribal and Community College Fond Du Lac, MN

KEYNOTE ADDRESSES

“Strange Fruit: The Untold Story of Lynching in Louisiana” – Southwest Louisiana Genealogical and History Library Lecture (May 7, 2019) Lake Charles, LA

“The Legacy of Dr. Martin Luther King, Jr.” – Brown Bag Lecture Series for the City of Lake Charles’ Leadership Team for Community Diversity and Inclusion (January 16, 2019) Lake Charles, LA

“Black History: Celebrating the Pride, Pageantry, and Perseverance” – Brown Bag Lecture Series for the city of Lake Charles Leadership Team for Community Diversity and Inclusion (February 21, 2018) Lake Charles, LA

“Judged by Character” – PPG GC WLC/MLC Leadership Development Event (November 16, 2011) Lake Charles, LA

“What’s My Motivation?” – A.E. Beach High School Step-team Induction Ceremony (October 27, 2006) Savannah, GA

“Making the Right Decision – Creating a Comfortable Culture” 100 Black Men of Savannah College Program (May 24, 2003) Savannah, GA

“Pathway to Success” – AASU Pathway Christmas Banquet (December 14, 2001) Savannah, GA


“Master of the Game” – 100 Black Men of Savannah Rites of Passage Program (May 21, 2000) Savannah, GA

AWARDS AND GRANTS

2010    Weave a Dream Department of Cultural Affairs Grant $5,000
2007    SACS A Bobby E. Leach Award
2003    AASU Outstanding Advisor Award
2002    AASU Student Government Association Student Service Award
2001    Kappa Alpha Psi Savannah Alumni Chapter Man of the Year
1998    Outstanding Young American Outstanding Young Man of America
1997    American Express Minority Alumni Mentorship Programs $15,000
1996    USM Afro-American Student Organization Advisor’s Awards
Item J.5. University of Louisiana at Lafayette’s request for approval to reappoint Dr. Geralyn McClure Franklin as Interim Dean of the B.I. Moody III College of Business Administration effective July 1, 2020.

EXECUTIVE SUMMARY

The University requests approval to reappoint Dr. Geralyn McClure Franklin as Interim Dean of the B.I. Moody III College of Business Administration effective July 1, 2020 at an annual salary of $210,000. The staff recommends approval.

RECOMMENDATION

It is recommended that the following resolution be adopted:

NOW, THEREFORE, BE IT RESOLVED, that the Board of Supervisors for the University of Louisiana System hereby approves University of Louisiana at Lafayette’s request for approval to reappoint Dr. Geralyn McClure Franklin as Interim Dean of the B.I. Moody III College of Business Administration effective July 1, 2020.
June 4, 2020

J.5.

Dr. James B. Henderson
President
University of Louisiana System
1201 North Third Street, Suite 7-300
Baton Rouge, LA 70802

Dear Dr. Henderson:

In previous actions by the Board of Supervisors for the University of Louisiana System, Dr. Geralyn McClure Franklin was approved to serve as Interim Dean of the B.I. Moody III College of Business Administration, effective July 1, 2019 through June 30, 2020.

I am requesting Board approval to extend Dr. Franklin’s interim appointment, effective July 1, 2020 through August 15, 2020. Her curriculum vitae is attached.

Please place this item on the agenda for the June 2020 meeting of the Board of Supervisors. Thank you for your consideration.

Sincerely,

E. Joseph Savoie
President

Attachment
GERALYN MCCLURE FRANKLIN, Ph.D.
Founder/Higher Education Consultant, GMF Academic Advisors, LLC
P.O. Box 285/1095 CR 471, Etoile, TX 75944
(936) 371-0549  geralynfi@aol.com

BIO

Geralyn McClure Franklin (PhD, University of North Texas) is an innovative and experienced academic leader who served as dean or interim dean of business at four higher education institutions in the United States for 13 1/2 years and then as dean of the College of Business and Economics at the United Arab Emirates University for two years before retiring in June 2016. Dr. Franklin then began consulting with universities and business schools globally as well as supporting several start-up ventures through her own start-up, GMF Academic Advisors, LLC. At the request of Provost Jamie Hebert, Dr. Franklin joined the University of Louisiana at Lafayette in July 2019 for a one-year appointment, recently extended by six weeks, as interim dean of the B.I. Moody III College of Business Administration. She is charged with preparing the college for its AACSB continuous improvement/reaffirmation review in October 2020.

Dr. Franklin has engaged faculty, staff, students, alumni, and others to set new, and even transformational, directions for the business units she has headed. She has led efforts to secure external funding for scholarships, professorships, support of academic programming, faculty and staff development, building renovations, and general unit needs. Additionally, one of Dr. Franklin’s past schools was successful in achieving initial business accreditation from AACSB International, the premier accrediting body of business programs globally. Another college expedited the initial accreditation process while she was dean and later received initial accreditation, and two colleges achieved maintenance or continuous improvement accreditation under her leadership. Dr. Franklin also has experience with two US-based regional accrediting bodies, SACS and WASC.

As an academic, Dr. Franklin has published more than 80 journal articles and 50 conference proceedings on human resource management, employment law, and small and entrepreneurial issues. In addition, she has co-authored five textbooks, most recently Employment Regulation in the Workplace, 2nd Edition (M.E. Sharpe, 2014).

Professionally, Dr. Franklin has been involved in numerous organizations and served in many leadership roles. She is active in AACSB International, previously serving two elected terms on the board of directors, as a peer review team member, and as a mentor and currently serving as a peer review team chair. Dr. Franklin served in leadership positions for the International Council for Small Business (ICSB) from 2012-2020 including as president in 2018-2019.

EDUCATION

Ph.D.  University of North Texas
Major: Personnel and Industrial Relations (Management)
Minor: Applied Economics
Dissertation: "The Third Party Hearing Examiner Appeals Process Under the Texas Municipal Civil Service Act: Perceptions of Selected Fire Fighter, Police Officer, and City Officials"
M.B.A.  Stephen F. Austin State University  
Major:  General Business

B.B.A.  Stephen F. Austin State University  
Major:  Broadfield Business

PROFESSIONAL EMPLOYMENT EXPERIENCE

Founder/Higher Education Consultant.  GMF Academic Advisors, LLC, Etoile, Texas,  
October 2016 to date.  Founder of academic-focused consulting firm that specializes in strategic  
initiatives that allow institutions and academic units primarily outside the United States to  
achieve their goals through global benchmarking and accreditation attainment.  Also provides  
strategic and operational support, often with an emphasis on human resources, to start-up  
ventures.  Periodically serves as search consultant for Higher Education Leadership Search.


ACADEMIC EMPLOYMENT EXPERIENCE

Interim Dean of the B.I. Moody III College of Business Administration (one-year  
administrative appointment).  University of Louisiana at Lafayette, Lafayette, Louisiana, July  
2019 to August 2020.  Full-time, temporary administrative appointment responsible for  
approximately 70 full-time faculty members, 30 part-time faculty members, 17 full-time staff  
members, 24 graduate assistants, and 12 student assistants in 4 academic units and the Small  
Business Development Center supporting almost 1,900 undergraduate students and more than  
1,000 graduate students (MBA and MS in Accounting).

Primary Charges:  Leading the College in preparing for its AACSB continuous improvement  
review and virtual peer review team visit in business and accounting in October 2020  
Ensuring the College’s structure, policies, processes, and procedures are  
effective and efficient to ensure the success of the new incoming dean

Dean of the College of Business and Economics (three-year administrative appointment,  
reduced to two years, based on my request, for family reasons).  United Arab Emirates  
University, Al Ain, UAE, August 2014 to June 2016.  Full-time administrative appointment  
responsible for more than 75 full-time faculty members and 21 staff members in 4 academic  
units supporting some 2,800 undergraduate students and 250 graduate students (MBA, MPA,  
and DBA).

Primary Charges:  Leading the College’s strategic planning process to include the  
development of goals, initiatives, and action plans to strengthen the image  
and brand as the nation’s leader in business education  
Ensuring continuous improvement in the College’s strategic and  
operational activities that support student learning and success through a  
high-quality learning environment and a systematic process of curriculum  
review and outcomes assessment  
Providing direction for the move to the 2013 AACSB International
business and accounting accreditation standards and preparing for the 2018-2019 continuous improvement reviews
Guiding the recruitment, retention, and professional development of faculty and staff to provide the best student learning experience
Reestablishing relationships for graduate programming in Abu Dhabi and developing marketing and recruitment strategies for the MBA and MPA
Reengaging MBA graduates to form a CBE Alumni Association
Supporting the University’s WASC accreditation effort

Interim Dean of the Nelson Rusche College of Business and Professor of Management (with tenure). Stephen F. Austin State University, Nacogdoches, Texas, July 16, 2012 to August 2014 (Retired from State of Texas Higher Education). Full-time administrative appointment initially responsible for 55 full-time faculty members, 8 part-time faculty members, 10 full-time staff members, and 41 graduate and student assistants in five academic units engaged with 1,809 majors. Later, responsible for 50 full-time faculty members, 4 part-time faculty members, 10 full-time staff members, and 27 graduate and student assistants in four academic units supporting 1,520 undergraduate and 100 graduate majors.

Primary Charges: Providing direction for the Rusche College 2013-2018 Strategic Plan to include an emphasis on image and branding
Providing leadership for a successful AACSB International maintenance/continuous improvement accreditation review in Fall 2013
Gaining a working knowledge of the Accreditation Board for Engineering and Technology (ABET) to support accreditation of Computer Science programs housed in the Rusche College
Reorganizing and actively engaging the Executive Advisory Board in the life of the College to include increasing their financial support and the development and implementation of an alumni outreach program
Launching the Rusche Renovations project to enhance the McGee Building that houses the College
Initiating the “Rusche Reconnect” program to reconnect with the College’s more than 20,000 living alumni
Directing the development and beginning the implementation of the Rusche Recruitment and Retention Plan

Associate Dean for Student Services, MBA Director, and Professor of Management, Nelson Rusche College of Business (with tenure), Stephen F. Austin State University, Nacogdoches, Texas, March 1, 2012 to July 15, 2012. Full-time administrative appointment responsible for 2 full-time staff members, 2 graduate assistants, and 1 student assistant.

and

Associate Dean for Student Services of the Nelson Rusche College of Business and Professor of Management (with tenure), Stephen F. Austin State University, September 1, 2011 to February 29, 2012. Full-time administrative appointment accountable for 1 full-time staff member and 2 graduate assistants.

Primary Charges: Establishing Rusche Student Services as the “go to” office for students
Renewing focus on advising and retention of probation and suspension students
Revamping the undergraduate academic advising process by providing better training to faculty advisors and using professional advisors for initial admission and certain retention purposes

Increasing the marketing of student support opportunities to include academic support along with career and professional development support

Launching a new Rusche website

Initiating the use of social media to better connect with students

Overseeing MBA admissions and advising

Professor of Management (with tenure), University of Dallas, Irving, Texas, November 25, 2010 to August 30, 2011; on “most-deserved sabbatical”, per President Thomas Keefe in e-mail to University community on October 25, 2010, on my leaving the business deanship at the end of the graduate teaching term in November. Retooled to teach in human resource management, employment law, entrepreneurship, and sports and entertainment management at the graduate and/or undergraduate levels; continued to provide support for the AASCB International initial business accreditation effort.

Dean of the College of Business and Professor of Management (with tenure), University of Dallas, Irving, Texas, provided input and direction from hiring on January 7, 2009 to official full-time start of employment on May 20, 2009 to November 24, 2010 (end of Graduate School of Management Fall 2010 term). Responsible for administration of the College of Business including the Graduate School of Management and all activities related to recruiting, admissions, advising, records, etc. (approximately 1,200 graduate students and 130 undergraduate students). Accountable for 34 full-time faculty members, 41 part-time and adjunct faculty members, 30 full-time staff members, 7 part-time staff members, and 40 graduate and student assistants.

Primary Charges: Providing leadership to ready the College to expedite the AASCB International initial accreditation in business process (early third year report accepted December 2010; College was accredited in Fall 2012 ahead of original schedule)

Developing and implementing marketing plans for awareness and branding (marketing plan was in initial stage)

Restructuring and retraining enrollment management personnel

Identifying and implementing mechanisms to stabilize and ultimately begin growing graduate business enrollment (plans and revamped structure and personnel support in place and in early stages of implementation in light of AASCB effort) Note: Although these were difficult times for part-time graduate business program enrollments, the College exceeded the budget contribution goals in 2008-2009 (with my limited input) and 2009-2010 (under my leadership and direction) and was on track to meet or exceed the budget contribution goal in 2010-2011 (under my leadership and direction through November 2010).

Secondary Charges: Integrating Graduate School of Management into the University of Dallas’ Catholic, liberal arts culture

Developing fund raising plan for College to achieve strategic initiatives

Creating culture for graduate student programming and events and tying this to alumni outreach

Networking and friend raising to re-introduce the College Advisory
Council and initiate cooperative partnership agreements for graduate and certificate programs
Establishing and utilizing an Undergraduate Student Advisory Council and Graduate Student Advisory Council
Overseeing curriculum reviews and revisions for the undergraduate program that emphasizes the liberal arts nature of the institution and for the graduate program to provide for a competitive advantage
Supporting the University’s SACS reaccreditation effort

Dean of the College of Business and Professor of Management (with tenure), University of South Florida St. Petersburg, St. Petersburg, Florida, July 2006 to May 2009. Responsible for decentralized general operations of the College (grew from 1,600 to more than 2,000 undergraduate students and 120 to more than 200 graduate students) and faculty relations. Accountable for 39-41 full-time faculty members, 8-21 part-time and adjunct faculty members, 6-7 staff members, 1-2 graduate assistants, and 2-8 student research assistants. Also, responsible for a Small Business Development Center satellite office and counselor. Courses taught at the undergraduate and graduate levels: Internship.

Primary Charges: Getting College of Business through AACSB International maintenance of accreditation in both business and accounting (completed successfully in Fall 2007), the first separate AACSB accreditation review from USF College of Business in Tampa. This involved formulating a written document for the College’s 2002-2007 Strategic Plan as well as reviewing and revising the mission, values, vision, and goals and developing the College’s 2007-2012 Strategic Plan. In addition, the College reiterated the 2002-2007 participating/supporting and academically qualified/ professionally qualified definitions and adopted new definitions for 2007-2012.

In conjunction with USF Foundation and USF St. Petersburg Development Office, developed a plan to raise private donor funds (matched 1-1 by State of Florida) to purchase land, reuse portion of existing building on land purchased, and provide new construction for a College of Business.

Secondary Charges: Providing leadership in the University’s effort to respond to SACS accreditation concerns and be removed from probationary status (2008-2009); achieved July 2009
Developing fund raising plan for College to meet strategic initiatives
Restructuring and enhancing the College of Business Advisory Council
Securing a Small Business Development Center office in the College as well as funding for a three-year period from University resources; office is satellite of USF Tampa SBDC (office opened on February 1, 2007)
Establishing the College’s Undergraduate Student Advisory Committee
Promoting image development for College by adopting a logo, publicity campaign, etc.
Preparing and implementing the College’s plan for civic engagement and community outreach in consideration of the University’s efforts

Kudos: College’s P/S and AQ/PQ Qualification Processes as well as Dean’s External Outreach Activities cited as “Best Practices” by AACSB
International documents, based upon the recommendations of the Fall 2007 AACSB Peer Review Team.

Dean of the School of Business and Professor of Management (with tenure). The University of Texas of the Permian Basin, Odessa, Texas, July 1999 to July 2006. Responsible for general operations of the School (grew from more than 350 to more than 800 undergraduate students and from 40 to more than 100 graduate students) and faculty relations. Accountable for 17-21 full-time faculty members, several part-time and adjunct faculty members, 1 administrative assistant, 1 business advisor/academic counselor, 2-3 student assistants, 2-3 graduate assistants, and 7-10 research assistants. Also, responsible for the operation of the Small Business Development Center (SBDC), a program federally funded by the U.S. Small Business Administration and state funded by a State of Texas line item, including oversight of a director, associate director, counselor, administrative support staff member, and one to two student assistants. Courses taught at the undergraduate level: Personnel Functions and Human Resource Management. Course taught at the graduate level: Human Resource Management.

Primary Charge: Getting School of Business into AACSB International accreditation process (1999-2000); Precandidacy Status (September 2000); Candidacy Status (September 2001); and ultimately AACSB International Accredited (December 2005, one year earlier than typical five-year candidacy process). This involved recruiting and mentoring 13 of 20 of the current full-time faculty members, leading the faculty through a major program and curriculum review, and the development and implementation of various processes and procedures. The School also developed its first strategic plan, assessment plan, intellectual contributions plan, recruiting plan, and promotions plan.

Secondary Charges: Restructuring and enhancing the School of Business Advisory Council Establishing the School of Business Student Advisory Council Promoting image development for School by adopting a logo, publicity campaign, etc.
Enhancing donor relations through relationship building with the School’s main donor family, School Advisory Council, alumni, and others. From 2004-2006, funding was received for four endowed scholarships as well as numerous annual scholarships.
Establishing Center for Entrepreneurship; first donor grant ($75,000) received Fall 2002; UT System funding ($75,000) received Fall 2004 Naming of the Center for Entrepreneurship as The Jan and Ted Roden Center for Entrepreneurship Received commitment ($100,000) to fund new faculty position in entrepreneurship as of Fall 2005 but deferred until Fall 2006, due to faculty restructuring; was seeking additional $100,000 per year for two years at time of departure Establishing international programs with an entrepreneurship focus Working cooperatively to implement a Bachelor of Science in Industrial Technology degree program and seeking and receiving funding from the UT System and private foundation Helping to secure a total of $140,000 in matching funds for the SBDC Program for fiscal years 2001, 2002, and 2003 as well as a State line item

Kudos:
References from AACSB International “Peer Review Team Report”, October 2005, pg. 12: “The team was especially pleased with the collegiality of the faculty and its commitment to serve the needs of its market through a variety of delivery methods and site accessibility measures. This is particularly impressive and noteworthy. The dean is tireless, enthusiastic and respected. She is an outstanding role model and a terrific motivator. The School of Business should be commended for involving all of its faculty in the development and delivery of quality undergraduate and graduate instruction. The School of Business presents itself in a professional, proactive, impressive manner in all its displays, materials and promotional items.”

References from The Washington Advisory Group report on “Research Capability Expansion” at UT Permian Basin and in the School of Business for the UT System Regents found at http://www.utsystem.edu/news/wag/Report/WAGReportUTPB5-7-04.pdf: “In addition, the UTPB business dean, one of the most published scholars at that University, has set a standard of research and refereed research publication that is a model of her colleagues across the campus (p. 4). We were impressed with the energetic leadership of the dean of the School of Business and with her own active engagement in scholarly activity. She demonstrates what faculty must do to assume greater responsibility for scholarship” (p. 45).

Division Director of Management and Marketing and Professor of Management (with tenure), The University of Texas at San Antonio, San Antonio, Texas, July 1998 to July 1999. Responsible for general operations of the Division (approximately 2,000 undergraduate students) and faculty relations. Accountable for 35+ full-time faculty members, 20+ part-time and adjunct faculty members, 1 administrative assistant, 1 administrative secretary, 2 graduate assistants, and 5 student assistants. Courses taught at the undergraduate level: Personnel Administration and Human Resources Law.

Primary Charge: Creating collegial atmosphere in Division where faculty had diverse backgrounds and expectations.

Chair of the Department of Management, Marketing, and International Business and Professor of Management (with tenure), Stephen F. Austin State University, Nacogdoches, Texas, September 1996 to July 1998. Responsible for general operations of the Department (approximately 1,000 majors and 800 minors) and faculty relations. Accountable for 20+ faculty members, 2+ part-time faculty members, 1 administrative assistant, 2 graduate assistants, and 6 student assistants. Courses taught at the undergraduate level: Human Resource Management, Employee and Labor Relations, and Career Planning. Graduate level courses: Seminar in Human Resource Management and Problems in Employee and Labor Relations. Miscellaneous duties: Faculty Advisor for student groups participating in the Small Business Institute Program.

and
Chair of the Department of Management and Marketing and Associate Professor of Management (with tenure as of September 1994), Stephen F. Austin State University, Nacogdoches, Texas, August 1994 to August 1996. Responsible for general operations of the Department (approximately 800 majors and 600 minors) and faculty relations. Accountable for 20+ faculty members, 1 secretary, 2-3 graduate assistants, and 6 student assistants. Courses taught at the undergraduate level: Human Resource Management and Labor Relations. Miscellaneous duties: Chapter Advisor for the Society for the Advancement of Management.

Primary Charges: Re-establishing collegial atmosphere in Department  
Assisting in creation and implementation of an interdisciplinary degree in International Business  
Assisting in preparation for AACSB reaccreditation, which included major curriculum review and restructuring of intellectual contributions of faculty 
Assisting in preparation for a SACS review

Point of Interest: When selected as Chair of the Department in 1994, nine of the 20+ faculty members had been my undergraduate or graduate faculty.


Public School Teacher, Cushing High School and Nacogdoches Middle School, 1982 to 1985.
HONORS AND AWARDS

Winner, President’s Distinguished Service Award, International Council for Small Business, June 2015


Recipient, 2011 James G. (Jerry) Hunt Sustained Outstanding Service Award, Southern Management Association, November 2011

58th Justin G. Longenecker Fellow, United States Association for Small Business and Entrepreneurship, January 2010

Recipient, President’s Outstanding Service Award, United States Association for Small Business and Entrepreneurship, January 2009

Nominee, Chancellor’s Outstanding Teaching Award, The University of Texas of the Permian Basin, April 2005

Co-Winner, Distinguished Paper Award, Association for Small Business and Entrepreneurship, March 2004

Co-Runner-Up, Distinguished Empirical Paper Award, Small Business Institute®, February 2004

Co-Nominee, United States Small Business Administration Best Paper Award, Student-Faculty Authored, United States Association for Small Business and Entrepreneurship Conference, January 2004

Recipient, Thomson Learning/South-Western Southwest Academy of Management Outstanding Educator Award, March 2003

Co-Winner, Distinguished Applied Paper Award, Small Business Institute®, February 2003

Co-Winner, TechKnowledge Point Best Paper Award for Technology Applications for Entrepreneurship, United States Association for Small Business and Entrepreneurship, January 2002

Co-Winner, Homer L. Saunders Best Paper Award, Association for Small Business and Entrepreneurship, March 2001

Fellow, Small Business Institute Directors’ Association, February 1999

Recipient, Homer L. Saunders Mentor Award, Small Business Institute Directors’ Association, February 1999

Co-Winner, National Business Association Distinguished Empirical Paper Award, Small Business Institute Directors’ Association, February 1999
Co-Winner, Distinguished Paper Award, Academy of Strategic and Organizational Leadership, October 1997

Fellow, Association for Small Business and Entrepreneurship, March 1997

Co-Winner, Distinguished Paper Award, Southern Academy of Legal Studies in Business, March 1995

Co-Nominee, Distinguished Paper Award, Small Business Institute Directors’ Association, February 1995

Co-Runner-Up, Distinguished Paper Award, Small Business Institute Directors’ Association, February 1993

Nominee, Beta Gamma Sigma Outstanding Faculty-Student Seminar Competition, 1992-1993

Faculty Advisor, Region VI Small Business Institute Graduate Case of the Year Competition Winner, United States Small Business Administration, 1992-1993

Co-Winner, Distinguished Paper Award, Southern Business Law Association, March 1992

Co-Third Place, Distinguished Paper Award, Southwestern Small Business Institute Association, March 1992

Co-Third Runner-Up, Distinguished Paper Award, Small Business Institute Directors’ Association, February 1988

PUBLICATIONS

Most Recent Books


Other Books

Employment Regulation in the Workplace: Basic Compliance for Managers, M.E. Sharpe, 2010 publication date. (with Robert K. Robinson and Robert Wayland)


Management, Dame Publications, 1997 publication date. (with Robert Albanese and Peter Wright)

Human Resource Management, Dame Publications, 1995 publication date. (with Leon C. Megginson and M. Jane Byrd)
Most Recent Refereed Journal Articles


Other Refereed Journal Articles


**National Business Association Distinguished Empirical Paper Award Winner at 1999 Small Business Institute Directors’ Association Conference**


"Sexual Harassment at Wire Bender Corp. (A, B, & C)," *Case Research Journal*, Volume 19, No. 2 (Spring 1999), pp. 97-104. (with John E. Oliver and Tammy Burn Hiller; teaching notes available)


**Distinguished Paper Award Winner at the 1997 Academy of Strategic and Organizational Leadership**


"Teamwork Developed a Successful Appraisal System," *HR Focus*, Vol. 69, No. 8, (August, 1992), pp. 3-4. (with Ron Sorensen)

"To Flex or Not to Flex?" *NBDC Report*, No. 138, (May, 1992), pp. 1-4. (with Cynthia K. Hiza)


**Refereed Article in a Book**


**Refereed Monograph**


**Non-Refereed Journal Articles**


**Textbook Supplement**


**Reprints of Refereed Articles**


Most Recent Refereed Proceedings


Other Refereed Proceedings


"Diversity in Small and Large Work Environments: Why the Semantic Ambiguity?" *Proceedings*, United States Association for Small Business and Entrepreneurship/Small Business Institute®, 2005, CD. (with Chad Hartnell, Robert K. Robinson, and Joseph R. Bell)


"Employee Dress Code Policies: Guidelines for Family Businesses," Proceedings, United States Association for Small Business and Entrepreneurship, 2004, CD. (with Dee Dee Ogrin) Nominee for United States Small Business Administration Distinguished Student-Faculty Paper Award


"The Internet as an Information Conduit: A Transaction Analysis Model of Small Business Internet Use," Proceedings, United States Association for Small Business and Entrepreneurship, 2002, CD. (with Franz T. Lohrke) TechKnowledge Point Best Paper Award for Technology Applications for Entrepreneurship


Nominee for Distinguished Paper Award


Research In Progress

Miles, M. P. and Franklin, G. M. AACSB Accreditation: Perceptions of Students, initial planning for research in process.

Franklin, G. M. A Comparison of Emiratization Practices in the UAE with Affirmative Action in the USA, initial planning for research in process.

Most Recent Paper Presentations

Other Paper Presentations


"Hiring the Right People: Approaches for Small Employers," Association for Small Business and Entrepreneurship, Albuquerque, New Mexico, 2005. (with Jenny Waggoner)


"An Exploratory Study of Sexual Behavior in Accounting Firms: Do Male and Female CPAs Interpret Sexual Harassment Differently?" Western Regional American Accounting Association, Jackson, Wyoming, 1996. (with Dave L. Nichols, Robert K. Robinson, and Brian J. Reithel)


Most Recent Professional Presentations


**Other Professional Presentations**


"Faculty Qualification for AACSB: Academically Qualified (AQ) and Professionally Qualified (PQ) Bridge Programs," AACSB International Associate Deans Conference/Data Management Conference, Tampa, Florida, December 2007. (with Victor J. Cook, Jr.)


"Criteria for Determining Academically and Professionally Qualified Faculty," Southwestern Business Deans’ Association Meeting, Santa Fe, New Mexico, February 2006. (with Charlotte Jones, Shirley Regan, and Phil Rice)

"Dealing with Difficult Faculty: What's a Dean to Do?" AACSB International Deans Conference, Small School Network Affinity Group Preconference, February 2005, Orlando, Florida. (with Charles A. Bullock)

"AACSB International Accreditation: Deans Speak on What Faculty Members Should Know," United States Association for Small Business and Entrepreneurship/Small Business Institute®, February 2005, Indian Wells, California. (with Danny R. Arnold, McRae C. Banks, Charles A. Bullock, Douglas T. Grider, and Brian J. Reithel)


"Violence in the Workplace: What's a Small Business To Do?" Association for Small Business and Entrepreneurship, Las Vegas, Nevada, March 2002. (with Delaney J. Kirk)


"Adventures in Online Distance Education: The University of Texas System Consortium MBA Online Program," AACSB–The International Association for Management Education Continuous Improvement Symposium, Tampa, Florida, September 2000. (with Betsy Boze and Corbett Gaulden)


"The Small Business Institute in Colleges of Business: 1970s Innovation in 2000 and Beyond," AACSB–The International Association for Management Education Continuous Improvement Symposium, Minneapolis, Minnesota, September 1999. (with Charles H. Matthews and Marlin C. Young)

"The History of the Small Business Institute Program," AACSB–The International Association for Management Education Continuous Improvement Symposium, St. Louis, Missouri, September 1996. (with Gwen F. Fontenot, Neil E. Seitz, and Marlin C. Young)


"Accommodating the New Minority: How the Business Professor Can Work with the Student with a Disability--Practical Suggestions for the Classroom and Beyond," Southern Management Association Meeting, New Orleans, Louisiana, 1992. (with Jill Zimmerman and Kenneth J. Lacho)


Most Recent Other Presentations


**Other Presentations**


"Overview of The University of Texas of the Permian Basin and the School of Business," Texas Society of Certified Public Accountants High School Educator Conference, Odessa, Texas, February 22, 2006. (with Debra J. Carroll)


"Teaching and Curriculum: Evaluating Student Performance (How Do You Design a Class So that You Can Determine If They Have Learned What You Wanted Them to Learn?)," Southwestern Federation of Administrative Disciplines Second Annual Doctoral Consortium, San Antonio, Texas, March 2000. (with Brian J. Reithel)


"Service to the Profession," Southern Management Association Doctoral Student/New Faculty Consortium, Atlanta, Georgia, 1997.


SPONSORED RESEARCH PROJECTS

Small Business International Exporting Survey, Stephen F. Austin State University Mini-Grant, $1,000, and University of Southern Mississippi, Gulf Coast Faculty Grant, $1,000, 1996-1997. (with Vinay B. Kothari and Franz T. Lohrke)


Reasonable Woman Survey, Stephen F. Austin State University Mini-Grant, $1,000, 1992-1993. (with Robert K. Robinson and Brian J. Reithel)


PROFESSIONAL MEMBERSHIPS AND SERVICE

AACSB International
Conference Chair, AACSB Europe, Middle East, and Africa Accreditation Conference, May 2016
Member, AACSB Europe, Middle East, and Africa Affinity Group, 2015-2016
Conference Advisory Committee Member, AACSB Europe, Middle East, and Africa Annual Conference, October 2015
Board Member, 2004-2007 and 2010-2013
Audit Committee, 2011-2012
Conference Advisory Committee Member, AACSB Associate Deans Conference, November 2012
Peer Review Team Member and/or Chair, 2008-2015 and 2018-2020
Doctoral Faculty Shortage Working Group, 2007-2011
Mentor, 2006-2019
Nominating Committee, 2002 and 2010
Conference Chair, AACSB Faculty Conference on Learning, June 2007
AQ/PQ Bridge Working Group, 2006-2007
Chair, Small School Affinity Group, 2004-2006
Co-Chair, Small School Affinity Group, 2000-2004
Member, Small School Affinity Group, 2000-2006
Southwestern Business Deans’ Association
   Past President, 2004-2005
   President, 2003-2004
   Vice President and Program Chair, 2002-2003
   Secretary, 2001-2002
   Treasurer, 2000-2001
Council of Texas Business Deans (formerly the Texas Council of Collegiate Education in Business)
   Past President, 2003-2004
   President, 2002-2003
   Vice President and Program Chair, 2001-2002
Academy of Management
   Director of Sponsorships, 2005-2009
   Director of Exhibitor Relations, 2000-2003
   Director of Placement, 1998-2000
   Associate Director of Placement, 1997-1998
   Assistant Director of Placement, 1997
   Placement Committee, 1992-1996
Southern Management Association
   Conference Site Selection Coordinator, 2008-2015
   Conference Coordinator, 2001-2008
   Treasurer, 1998-2001
   Track Chair, 1994
   Co-Coordinator, Administrators Luncheon, 1994
Allied Southern Business Association
   Co-Director, 2000-2001
Southwest Academy of Management
   SWAM Outstanding Educator Award Committee, 2003-2005
   Immediate Past President, 1998-1999
   President, 1997-1998
   President-Elect, 1996-1997
   Southwestern Federation of Administrative Disciplines Board of Directors
   Representative, 1996-1998
   Program Chair, 1995-1996
   Program Chair-Elect, 1994-1995
   Secretary-Treasurer, 1991-1994
International Council for Small Business
   Past President, 2019-2020
   President, 2018-2019
   President-Elect, 2017-2018
   Senior Vice President for Finance & Control, 2012-2016
   Journal of Small Business Management’s International Research Board, 2010-2019
United States Association for Small Business and Entrepreneurship
   Awards Committee, 2017
   Nominating Committee, 2017
   Special Vice President—Strategic Business Model, 2009-2012
   Immediate Past President, 2008-2009
   President, 2007-2008
   President-Elect, 2006-2007
Senior Vice President—Programs, 2005-2006
Vice President, Program Chair-Elect, 2004-2005
Senior Vice President—Operations, 2003-2004
USASBE/SBIDA 2000 and 2001 Site Coordinator

Small Business Institute® (formerly Small Business Institute Directors’ Association)
Vice President—Conference Arrangements, 2000-2003
Fellow, 1999
Homer L. Saunders Mentor, 1999
Site Selection Coordinator, 1998-1999
Immediate Past President, 1997-1998
President, 1996-1997
President-Elect, 1995-1996
Vice President—Programs, 1994-1995
Secretary-Treasurer, 1992-1994
Track Chair, Legal and Social Issues, 1991-1992
Board of Directors, 1990-1998

Association for Small Business and Entrepreneurship (formerly SSBIA)
Fellow, 1997

Southwestern Small Business Institute Association (now ASBE)
Journal Selection Committee Chair, 1994-1995
Past President, 1992-1993
President, 1991-1992
Southwestern Federation of Administrative Disciplines Board of Directors
Representative, 1990-1992
Editor, *Proceedings*, 1991
Vice President of Programs, 1990-1991

Southwestern Federation of Administrative Disciplines
Doctoral/New Faculty Consortium Coordinator, 1998-2000

Society for the Advancement of Management
Student Chapter Advisor, 1994-1995

Society for Human Resource Management
Student Chapter Advisor, 1987-1994

Houston Human Resource Management Association
Student Chapter Liaison, 1987-1994

Delta Kappa Gamma
Finance Committee Chair, 1994-1996
Scholarships Committee Chair, 1992-1993

Alpha Chi

Beta Gamma Sigma
UT Permian Basin Chapter President, 2006-2008
National Chapter Operations Committee, 1998-2000
SFASU Chapter Secretary-Treasurer and Faculty Advisor, 1996-1998
Sigma Beta Delta  
International Board Member, 2000-2005  
UT Permian Basin Chapter President, 2000-2006  
Sigma Iota Epsilon  
Kappa Delta Pi  
Reporter/Historian, 1991-1992

PROFESSIONAL ACTIVITIES

Chairperson/Moderator

"Enhancing Quality of Business Education through Accreditation," AACSB EMEA Accreditation Conference, Milan, Italy, 2016.


"Funding Your SBI Program Through Fund Raising and Other Means," Small Business Institute Directors' Association Meeting, San Diego, California, 1996.


"ADA Satisfaction, Accommodating ADA Customers, and Medical Leave," Southwestern Small Business Institute Association, Dallas, Texas, 1994.


**Committee Assignments at UL Lafayette**

University
Member, Deans Council, 2019-2020

College
Chair, Moody Business Leadership Team, 2019-2020
Chair, Strategy & Planning Committee, 2019-2020

**Committee Assignments at UAEU**

University
Member, Academic Council, 2014-2016
Member, Deans Council, 2014-2016
Member, ICSB 2015 Planning Committee, 2014-2015

**College**
Chair, Strategic Planning Committee, 2014-2016
Chair, College Leadership Committee, 2014-2016

**Committee Assignments at SFA**

**University**
Member, Academic Affairs Council, 2012-2014
Member, Deans Council, 2012-2014
Member, University Honors Committee, 2011-2012

**College**
Liaison, Friend Raising Task Force, 2013-2014
Liaison, Accreditation Steering Committee, 2012-2014
Liaison, Beta Gamma Sigma Committee, 2012-2014
Liaison, Graduate Council, 2012-2014
Liaison, Strategic Planning Committee, 2012-2014
Liaison, Administrative Support Team, 2012-2013
Liaison, Undergraduate Curriculum Committee, 2011-2014
Liaison, College Student Advisory Council, 2011-2012
Liaison, College Student Services Committee. 2011-2012
Liaison, College Student Success & Appeals Committee, 2011-2012

**Committee Assignments at University of Dallas**

Member, Joint Committee on Business Education, 2009-2011
Member, Council of Deans, 2009-2010
Member, Council of Deans and Chairs, 2009-2010
Member, Faculty Senate, 2009-2010
Member, University of Affairs Board Committee, 2009-2010
Member, University Advancement Board Committee, 2009-2010

**Committee Assignments at USF St. Petersburg**

Member, Council of Deans, 2006-2009
Chair, Regional Vice Chancellor for Academic Affairs Search Committee, 2007-2008

**Committee Assignments at UT Permian Basin**

Co-Chair, UT System MBA Online Program Executive Committee, 2005-2007
Chair, Dean of Arts and Sciences Search Committee, 2004-2005
Member, University Budget Planning & Control Committee, 2004-2005
Member, University Budget Planning & Control Committee, 2002-2003
Member, University Hispanic-Serving Institution Grant Director Search, 2002-2003
Chair, Deans’ Council Committee on Faculty Evaluation Process, 2001-2002
Member, University Access and Equity Committee, 1999-2004
Chair, School of Business Faculty Search Committees, 1999-2006
Member, University Budget Planning & Control Committee, 2000-2001
Member, Council of Deans, 1999-2006

**Committee Assignments at UT San Antonio**

University Student Information System Task Force, 1999
University Affirmative Action and Diversity Committee, ex officio, 1998-1999
Chair, Division of Management and Marketing Search Committees (5 tenure-track searches and 4 visiting searches), 1998-1999
Member, Director of Tourism Management Search Committee, 1998-1999
Member, Dean’s Council of Division Heads, 1998-1999

**Committee Assignments at SFA**

University Commission on the Future Committee, Capital Campaign Subcommittee, 1997-1998
University American Council on Education Committee, Leadership Team, 1995-1998
University Pew Foundation Roundtable, Leadership Committee, 1995-1996
Department of Secondary Education Chair Search Committee, 1995-1996
College of Business AACSB Team VI: Staff Expectations and Development Systems, 1994-1996
University Access and Equity 2000 Ad Hoc Committee, 1994-1995
University Americans with Disabilities Steering Committee, 1994-1995
Chair, Department of Management and Marketing Advisory Council Committee, 1994-1995
University Research Enhancement Team, 1993-1995
University Research Enhancement Ad Hoc Committee, 1993-1994
College of Business Dean’s Search Committee, 1993-1994
Chair, Department of Management and Marketing Faculty Search Committee, 1991-1992
Department of Management and Marketing Assessment Committee, 1993-1994
Department of Management and Marketing Small Business Institute Committee, 1990-1994
Department of Management and Marketing Advisory Council Committee, 1989-1990
Department of Management and Marketing Chair Search Committee, 1989-1990
Department of Management and Marketing Curriculum Committee, 1989-1990
School of Business Merit Panel, 1989-1990
Department of Management and Marketing Education Support Committee for Southern Association Report, 1988-1989

**Discussant**

International Council for Small Business 60th World Conference, Dubai, United Arab Emirates, 2015
Association for Small Business and Entrepreneurship Meeting, San Antonio, Texas, 2004
Association for Small Business and Entrepreneurship Meeting, Albuquerque, New Mexico, 2004
Southern Management Association Meeting, Clearwater Beach, Florida, 2003
Southwest Academy of Management Meeting, Houston, Texas, 2003
Southwest Academy of Management Meeting, St. Louis, Missouri, 2002
Small Business Institute Directors’ Association Meeting, Santa Fe, New Mexico, 1998
North American Case Research Association Meeting, Cincinnati, Ohio, 1997
Southern Management Association Meeting, Atlanta, Georgia, 1997

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Small Business Institute Directors' Association Meeting, Orlando, Florida, 1997
Southwestern Small Business Institute Association Meeting, Houston, Texas, 1995
Southwestern Small Business Institute Association Meeting, New Orleans, Louisiana, 1993
Southern Management Association Meeting, New Orleans, Louisiana, 1992
Western Decision Sciences Institute Meeting, Lihue, Hawaii, 1991
Small Business Institute Directors' Association Meeting, Orlando, Florida, 1991
Western Decision Sciences Institute Meeting, Vancouver, British Columbia, Canada, 1990
Small Business Institute Directors' Association Meeting, Houston, Texas, 1990

Editorial Review Board

Academy of Strategic and Organizational Leadership Journal, 2002-2006
The Entrepreneurial Executive, 1995-1999
Industrial Management, ad hoc reviewer, 1990-1995

Expert Witness

Testified before the Texas Legislative Task Force on AIDS, March 11, 1988

Faculty Advisor

Beta Gamma Sigma, 1996-1998
Society for the Advancement of Management, 1994-1995
   Region VI Graduate Case of the Year Competition Winner, U.S. Small Business Administration, 1992-1993

Human Resource Management Liaison

Member, People to People International Human Resource Management Delegation to the U.S.S.R., May 1990

Reviewer

Southern Management Association, 1992
Southwestern Small Business Institute Association, 1993-1995
Western Decision Sciences Institute, 1989-1991
Small Business Liaison

Leader, People to People International Small Business and Management Delegation to Russia, Latvia, and Estonia, July-August 1992

Advisory Boards and Task Forces

Chair, Data Research and Realities, Stadium Options Group of A Baseball Community, St. Petersburg, Florida, 2008-2009

Member, St. Petersburg Chamber Task Force for Consideration of Tampa Bay Ray’s New Stadium and Redevelopment Proposal, St. Petersburg, Florida, 2008-2009

Member, Advisory Board, STAR Technology Enterprise Center, St. Petersburg, Florida, 2006-2009

Member, Advisory Board, Casa de Amigos, Midland, Texas, 2000-2006

MISCELLANEOUS WHEN FULL-TIME ACADEMIC

Numerous consulting experiences in the human resource management, labor relations, small business management, and entrepreneurship areas as well as for AACSB International initial accreditation and maintenance efforts, strategy and strategic planning, faculty intellectual contributions, faculty-staff relations, assurance of learning, curriculum design and assessment, and general unit operations.
Item J.6. University of Louisiana at Monroe’s request for approval to appoint Dr. Valerie Fields as Interim Vice President of Student Affairs effective July 1, 2020.

EXECUTIVE SUMMARY

The University requests approval to appoint Dr. Valerie Fields as Interim Vice President of Student Affairs effective July 1, 2020 at an annual salary of $115,000. The staff recommends approval.

RECOMMENDATION

It is recommended that the following resolution be adopted:

NOW, THEREFORE, BE IT RESOLVED, that the Board of Supervisors for the University of Louisiana System hereby approves University of Louisiana at Monroe’s request for approval to appoint Dr. Valerie Fields as Interim Vice President of Student Affairs effective July 1, 2020.
June 2, 2020

Dr. James B. Henderson, President
University of Louisiana System
1201 North Third Street – Suite 7-300
Baton Rouge, LA  70802

Dear Dr. Henderson:

I am requesting board approval to name Dr. Valerie S. Fields as Interim Vice President of Student Affairs at the University of Louisiana Monroe.

Dr. Fields has extensive experience in higher education having served as Chief Student Affairs Officer at Denmark Technical College, Interim Vice President for Student Affairs at South Carolina State University, Executive Director Louisiana Campus Compact at Southeastern Louisiana University, Assistant Dean for Student Life and Leadership and Director of Student Development at University of Louisiana Monroe.

Attached is her resume for your review.

I request that this appointment be effective July 1, 2020, at an annual salary rate of $115,000.

Sincerely,

Edwin H. Litoff III
Interim President
EDUCATION

Doctor of Education, Curriculum and Instruction (Instructional Technology)
Louisiana Tech University

Educational Specialist, Administration and Supervision
University of Louisiana at Monroe

Master of Education, Administration and Supervision
University of Louisiana at Monroe

Bachelor of Arts, Early Childhood and Elementary Education
Southern University A & M College

EXPERIENCE

FOUNDER AND PRINCIPAL,
VALIANT ACHIEVING LEADERS, LLC
March 2016 to Present

• Create partnerships and produce solutions for project management, assessment, technology integration, and curriculum development.
• Program development and activity development.
• Executive Leadership and coaching.
• Speaker and panelist.
• Work with city government compliance-related issues, branding, and sustainability strategies.

CHIEF STUDENT AFFAIRS OFFICER,
DENMARK TECHNICAL COLLEGE
August 2015 to May 2016

CHIEF ACADEMIC OFFICER; VICE PRESIDENT
July 2014 to May 2016

• Served on and collaborated with the President’s Executive leadership team.
• Managed programs and services that were aligned with the College’s mission, vision statement and strategic plan.
• Led the Divisions for Student Affairs and Academic Affairs with direct oversight of budgets, student fees, and some federal grants.
• Direct oversite of the following Student Affairs areas: Enrollment Management, Student Services (Student Activities, Student Organizations, Judicial Affairs, Student Center, Residence Life and Housing, ID services, Health and Wellness Department), Registrar, Career Planning and Placement, supervised six Academic Deans, two academic managers, two coordinators, and seven support staff.
• Initiated, planned and executed the first staff and faculty Professional Development Institute.
• Redesigned professional development training, departmental training, contracted speakers, and incorporated presentations from key College personnel to ensure knowledge of all college updates and policies, and procedures.
• Developed and monitored internal control systems, building space utilization, and maintenance schedules.
• Implemented a white glove team for residence halls and buildings utilized for student tours, yielded cost savings to the College.
• Increased staff productivity and workflow by designing a workflow templates that included training in basic tenets of admissions, financial aid and enrollment management.
• Designed a plan to increase the number of inquiries acquired from potential students and thus expanded the customer base for Enrollment and Management and Veteran Affairs.
• Conducted comprehensive oversight of all functions of academic instruction; availability of instructional facilities, equipment, and machinery; and other resources needed for optimal delivery of instruction.
• Ensured overall effectiveness of instructional programs, including compliance with standards of the Southern Association of Colleges and Schools Commission on Colleges and other accrediting bodies.
• Played integral role in strategic planning and development of diverse and comprehensive student-focuses services, promoting student success, and coordinating academic criteria for student acceptance into instructional programs.
• Instituted the first Women’s History Hats, Gloves, and Pearls Luncheon to raise scholarship dollars for young women.
• Served as the only 2-year college Chief Academic Officer to receive $1,201,802 over a 5-year period as a participant in the Department of Energy’s national Nuclear Security Administration's Cybersecurity Consortium.

INTERIM VICE PRESIDENT FOR STUDENT AFFAIRS and INTERIM EXECUTIVE DIRECTOR, REAL ESTATE FOUNDATION, 2012
VICE PRESIDENT FOR STUDENT AFFAIRS and EXECUTIVE DIRECTOR, SC STATE REAL ESTATE FOUNDATION, 2007-2009
ASSISTANT/ASSOCIATE VICE PRESIDENT FOR STUDENT AFFAIRS, 2006-2007
SOUTH CAROLINA STATE UNIVERSITY

• Served on President’s Cabinet.
• Senior Student Affairs officer with oversite for all enrollment related functions including Financial Aid, Admissions, Recruitment and Scholarships, Multicultural Affairs, and Readiness Programs; University Police, Residential Life and Housing, Counseling and Self-Development Center, Career Services, Student Life and Leadership (Student organizations (i.e. Student Government Association and Campus Activities Board), Intramural Sports, Student Health Services, Greek Life, Sodexo Food Service and Judicial Affairs.
• Managed and provided oversight of $39,039,539 state appropriated and auxiliary services funds, and $74 million in financial aid awards.
Student Personnel Administrators -  
Student Affairs Administrators in Higher Education

**CERTIFIED JOHN C. MAXWELL COACH,**  
**TRAINER, SPEAKER AND CURRICULUM PROGRAM IMPLEMENTER,** The John C. Maxwell Team

**ACADEMIC PEER EVALUATOR REVIEWER,** Southern Association of Colleges and Schools Commission on Colleges

**FUNDAMENTALS OF ONLINE TEACHING,** The University of Wisconsin-Madison

**DEVELOPING YOUR SOCIAL MEDIA AND DIGITAL PRESENCE FOR FACULTY,** The Online Learning Consortium Institute

**EFELLOWS ONLINE TEACHING CERTIFICATE COURSE** Center for Teaching and Learning

**BLACKBOARD GRADE CENTER,** enter for Teaching and Learning

**PARLIAMENTARIAN,** National Association of Parliamentarian

**TEACHING CERTIFICATE, TYPE A. 054977,** Louisiana State Department of Education

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**RECOGNITION**

Alpha Kappa Alpha Sorority, Inc.  
Cluster VI South Atlantic Region, Ella Springs Jones, **Outstanding Service Award**

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- Implemented three new programs (Student, Faculty, Staff, and Administrators chat and chew on the plaza, *FISH* principles from Pike Place Fish Market in Seattle Washington, Walking with the Vice President at 6AM).

- Provided a plan for graduating seniors to replace themselves with a student new to SC State (must have completed registration and paid at least $1000 towards tuition and fees).

- Reestablished relationships with the SC State National Alumni Association Recruitment Team to assist with recruitment efforts.

- Facilitated a $2.6 million renovation project in 6 residence halls with specific emphasis on lighting, furniture, and bathrooms, in collaboration with the Division for Business and Finance and Sodexo facilities.

- Assisted with strengthening the relationship between the University and South Carolina high schools.

- MSNBC onsite support strategist for the 2007 South Carolina Democratic Party Presidential Primary Debate - worked in conjunction with Chris Matthews and *Hardball*'s staff members to establish spin rooms, Student Center renovations to support technology, work crews, Presidential candidate’s spouses and their support teams.

- In collaboration with the Interim Director for Career Services, the Daisy Dunn Foundation and the Executive Director for Student Affairs framed and wrote appropriate documents to establish a scholarship fund honoring the late Mrs. Daisy Dunn Johnson, one of SC State’s first Directors of Career Services. A check for $5,000.00 was presented.

- Identified consultants to assist with assessing the areas of enrollment management and university police to enable the application of effective and efficient processes and procedures that addressed the needs of future and current students, faculty, staff, alumni, university stakeholders, and the community of Orangeburg.

- Aligned staff responsibilities to maximize strengths of existing staff. The results of the realignment increased measures of effectiveness and provided audiences for active student engagement.

- Implemented a Power Luncheon Series in conjunction with the Executive Director for Student Affairs patterned after Harvard University's School of Management model engaging nationally known business and industry, local and state officials, in dialogue with students.

- Co-authored a request for proposal and implemented a student insurance program that provided worldwide basic accidental and sickness coverage with a prescription drug card and a $50.00 deductible per injury or illness, with the deductible being waived if students visited SC State Health Center prior to a doctor visit.

- Established an Office for Judicial Affairs and retained a partner from The National Center for Higher Education Risk Management, Ltd. to review the current student code of conduct and assist with aligning the document to coincide with South Carolina’s current
state and federal laws as well as "Best Practices for Student Health and Safety."

- Facilitated formulating grassroots efforts to establish an organization that addressed alternative lifestyles.
- Instituted a K-9 unit that provided more visibility of law enforcement and assisted with the safety and security of the University community. A certified handler for the K-9 Officer afforded the unit opportunities to incorporated programs and services for the University Community.
- Designed a pilot program to enhance the living and learning environment in each residential center named Adopt-a-Cop
- Initiated and established a relationship with Orangeburg Technical Community College to provide housing for student athletes at the SC State Real Estate Foundation, LLC.
- Fostered a relationship with the college summit an organization that provided access and support to low-income, rising high school seniors in South Carolina.
- Facilitated the process with recruitment efforts yielding the largest Freshman Class in the history of the Institution, (1,328), 50% increase over 2006 enrollment and largest enrollment of African American Males.
- Established framework for Academic Enhancement Academy involving transformation of graduating high school seniors into a successful academic community that is designed to provide a success and retention component.
- Established grant-in aid for four students totaling $24,000 an academic year.
- Cultivated and developed relationships with Claflin University to address the need for Graduate student housing.
- In collaboration with the Executive Director for Student Affairs facilitated the initiation, founding, and framework of the Real Estate Foundation a $100,000 endowment fund.

EXECUTIVE DIRECTOR LOUISIANA CAMPUS COMPACT-
LOUISIANA BOARD OF REGENTS
SOUTHEASTERN LOUISIANA UNIVERSITY
February 2005-2006

- Increased membership from 21 Colleges and Universities to 29 within a 19-month timeframe.
- Collaborated and built partnerships at the state and national levels among institutions of higher education, governmental, and volunteer agencies, foundations and others committed to public and community service which yielded over $2 million dollars in grants, memberships, and in-kind services in 19 months.
- Worked with the Coordinator of Experiential Education and Workforce Development at Nunez Community College, provided informative literature regarding service-learning and the ability to change lives and strengthen communities, which resulted in receiving commendations from the Louisiana Legislatures in 2006.
Family Solutions of the Low Country, Infant Mortality Awareness
Project Lead the Way Advisory Board
South Carolina Alliance for Minority Participation (LS-SCAMP) Board of Directors
Personal Pathways to Success Lower Savannah Regional Education Center, Advisory Board
City Year Louisiana, Board of Advisors
Big Brothers, Big Sisters of Northeast Louisiana, Advisory Board
Greater Orangeburg Community Foundation, Board of Directors
Association for Middle Level Education Program Review Board
National Professors of Middle level Education, Secretary
Editorial Reviewer, National Professors of Middle Level Education
Alpha Kappa Alpha Sorority, Inc

- Served on First Gentlemen’s implementation team establishing website for volunteer opportunities to assist with the aftermath of Hurricane Katrina.
- Collaborated and built partnerships at the state and national levels among institutions of higher education, governmental, and volunteer agencies, foundations and others committed to public and community service which yielded over $2 million dollars in grants, memberships, and in-kind services in 19 months.

**ASSISTANT DEAN FOR STUDENT LIFE AND LEADERSHIP,**
**2003-2005**
**DIRECTOR OF STUDENT DEVELOPMENT**
**1996-2003**
**UNIVERSITY OF LOUISIANA AT MONROE**

- Supervised and managed Coordinator of Campus Programs, Assistant Coordinator of Campus Programs, Coordinator of Spirit Groups, and the Coordinator of Greek Life, and their programs, services, travel and budgets.
- Provided oversight of the budget for the Department of Student Life and Leadership.
- Drafted a student referendum with SGA President to support programs on services for students as well as the Spirit Unit Groups.
- Fundraised over $22,000 for St. Jude Children’s Hospital in Memphis, TN, through the *Up Til Dawn* Higher Education program.
- Co-authored a second referendum, with SGA President, Student Life and Leadership Coordinator for the University that rendered funding for a State-of-the-Art Student Center.
- Maintained collaborative relationships with key stakeholders on the ULM Campus.
- Led the Strategic Planning efforts for the Student Affairs unit
- Served as lead representative for the Institutional Review process in preparation for Southern Association of Colleges and Schools and Commission on Colleges (SACSCOC).
- Revitalized the National Pan-Hellenic Council campus chapter
- Budgeted resources for National Pan-Hellenic Council officers to attend their first National Pan-Hellenic Council Conference.
- Partnered with Johnny Huntsman, Johnny’s Pizza house to underwrite the Student Organization Orientation Meeting over one 90 organization leaders were in attendance.
- Implemented the 1st Spring Break trip to coincide with the Varsity Cheer Competition.
- Promoted programs and positive involvement in student life and desirable University traditions.
- Conducted evaluations, provided oversight and management, development, and retention incentives for professional and support staff.
RESEARCH DISSERTATION COMMITTEES

The Effect of Leadership Styles of Principals and Teacher Retention on School Performance, Tony L. Hemingway, 2020

Developing a Theological Model of Ministry for a Limited or Untrained African American Baptist Clergy in Port Arthur, TX, Lee Fields, Jr., 2020

An Examination of Selected Factors of Teachers in Relation to School Performance, Relus Lucear, 2019

ACADEMIC EXPERIENCE

VISITING ASSOCIATE PROFESSOR
July 2016 to Present
SOUTH CAROLINA STATE UNIVERSITY

- Instruct graduate courses for students completing Ed. S. Degree Program of Study (program leads to principal and superintendent certification) and students completing Ed. D. Degree (program of study for students who have and Educational Specialist degree and Superintendent certification).
- Design course materials such as syllabi, chapter activities, videos assignments.
- Maintain student attendance records, grades, and other required records through Blackboard Learning Management System.
- Conduct analysis to address overall clarity of assignments which led to students establish a chat room in the learning management system.
- Compiled bibliographies of materials used in case a new instructor needed to revise or reset the initial course.

CHIEF ACADEMIC OFFICER; VICE PRESIDENT ACADEMIC AFFAIRS
July 2014 to May 2016
DENMARK TECHNICAL COLLEGE
- The first 90 days observed and collaborated with academic deans, program chairs, faculty and students to identify the content and evidence to address and complete 43% of the
UNDERGRADUATE

ECE 200-Introduction to Early Childhood Education- introduced students to the discipline of early childhood education. A variety of activities were planned in the laboratory schools and in community settings.

ED 206-Foundations of Education- provided prospective teacher education majors with an overview of public education programs (K-12) and supportive agencies. Students were provided the opportunity to test one’s potential as a teacher Pre-Clinical observation and participation.

ED 306-History and Philosophy of Education- designed modules that demonstrated a study of the major phases of educational development from various important periods in world history such as Porcelain Greece to the present and a history of education in the United States from the early 1600s to the present time. An emphasis was placed on school law and ethics. Pre-Clinical observation and participation.

ED 308-Generic Teaching Methods- created course materials to familiarize teacher candidates (PK-12) with the planning, presentation, assessment skills of teaching, and the orchestration of the learning environment through the use of learning theories and current technology.

CI 338-Curriculum in the Middle- facilitated a study of grouping patterns, goals, and materials of instruction unique to the needs of the child in the fifth, sixth, seventh, and eighth grades for Middle School teacher candidates.

ECE 350-Early Childhood Seminar- Created a variety of assessment tools to assess the Elementary Education majors’ comprehension and mastery of the subject content area.

ED 450-Education Seminar- Developed rubrics to address various assessments and the use of case studies to measure

Southern Association of Colleges and Schools Commission on Colleges Focus Report and planned corrective actions.

- Provided oversight of the Quality Enhancement Plan (QEP) creation and implementation.
- Proactively identified and solved complex curriculum alignment impacting program completion and redesigned academic calendar.
- Realigned academic affairs budget to address student learning outcomes.
- Established policy with Human Resources Director for faculty bonuses.
- Implemented best practices to strengthen academic affairs through redesigning the D2L learning management system gateway and centralized academic support staff to meet the needs of students.

ONLINE ASSISTANT PROFESSOR / SUPERVISOR OF TEACHER AND ALTERNATIVE CERTIFICATION CANDIDATES, UNIVERSITY OF LOUISIANA AT MONROE
January 2012 to August 2015

- Completed formative and summative evaluations, assessed student teacher candidates and alternative certification candidates and collaborated with classroom supervisors.
- Utilized TaskStream (interactive assessment software) to assess candidates lesson plans, disposition surveys, course assignments and the facilitation of professional growth and development plans.
- Completed observations of student intern in Bangkok Christian International School (Thailand).
- Increased communication and knowledge to teacher preparation candidates and alternative teaching candidates in school districts across the state of Louisiana via Google hangout live and site visits with superintendents, principals and supervising teachers.
- Conducted professional development activities, yielding 90% pass rate on PRAXIS exam.

ASSOCIATE PROFESSOR, LIVETEXT ADMINISTRATOR, AND MIDDLE SCHOOL COORDINATOR
SOUTH CAROLINA STATE UNIVERSITY
January 2010 to July 2014

- Responsible for 20% teaching, 80% administrative duties, and fourteen middle school advisees.
- Coached Middle-Level education teacher candidates for successful program completion yielded an 88% pass rate on the PRAXIS exam.
- Revised the middle level program of study to meet SC state department of education compliance standards;
pedagogical knowledge at different grade levels.

**GRADUATE**

**ED 528-Advanced Methods of Teaching**- Facilitated a process for teacher candidates to explore the current instructional strategies and practices in the classroom (K-12) and an examination of the theories and principles of learning which underlie them.

**EDCI 523-Curriculum Development/Elementary Education- Curriculum Development** acquainted candidates with a general overview of principles and methods of curriculum development and revisions at the elementary level. Candidates familiarized themselves with a plethora of the curricula as it exists with respect to (a) diverse characteristics of students, (b) teaching personnel, (c) theory, foundations, processes and dispositions of reading and writing content to include word recognition, language comprehension, strategic knowledge and reading-writing connections.

**EDIT 530-Advanced Instructional Technology**- focused on systematic ways of utilizing instructional technology, from objectives to evaluation, included resources and conditions to bring about effective instruction utilizing microcomputers and electronic media.

**EAR 710-Methods for Educational Research**- provided various methods for experimental and quasi experimental designs for research. Students designed and conducted pilot studies using approved subjects.

**EAM 722- Evaluation of Programs and Personnel**—presented the requirements, practices and problems of administrative evaluations of school programs and personnel. Fostered a learning environment for students to

- Implemented the Department of Education’s on-line interactive assessment system, LiveText, and conducted training and sites visits for university administrators, faculty, and staff members to assist with accreditation visit from the national council of accrediting teacher education (CAEP) visit.
- In collaboration with the university’s computing and information technology services designed and incorporated a webpage for LiveText.

**KINDERGARTEN TEACHER, SIXTH GRADE TEACHER AND MATHEMATICS SPECIALIST**

**J.S. CLARK MAGNET SCHOOL**

1989-1996

- 90% pass rates on state standardized test.
- Prepared lessons that were blended with everyday life experiences such that students were able to better relate to subject matter.
- Demonstrated lessons for teachers to assist with use of manipulatives in their classrooms.

**SELECTED PUBLICATIONS AND RESEARCH**


- Fields, V. S. (2004). The relationships of teachers’ levels of technology integration on student achievement in reading and mathematics. Louisiana Tech University
examine both the formative and summative evaluation processes. Students culminated class by developing an evaluation instrument.

**EAM 731 - School Community Relations**
- Introduced students to the National Public-School Relations Association (NSPRA). Analyzed elements of good school and community relations in local communities and how they affect educational issues. Students completed the course with a toolkit to administer successful school-community relations programs.

**EAM 736 Personnel Administration**
- Examined the personnel management process in the public schools. Focused on areas and problems such as teacher supply, recruitment and selection process, in service training and staff development, teacher welfare policies, the legal rights and liabilities of school personnel, etc.

**EAM 750 - Supervision and Techniques of Instruction**
- Shared various techniques for students to analyze leadership necessary to produce instructional improvement in educational organizations.

**EAM 751 Advanced Learning Theories**
- Designed to assist school administrators in developing skills to critique the various learning theories concerned with the development of thinking, learning, and imagery processes from early childhood through adulthood. Primary emphasis was placed on learning models which have implications for program development and curriculum design and implementation as well as relevant classroom instructional techniques.

**EDCI 751 - Principles and Procedures in Designing Curriculum**
- Systematic curriculum planning was introduced to students to develop models for planning, formulating plans, and


### GRANT ACTIVITY

- **Collaboration of 13 Historically Black Colleges and Universities, two Department of Energy labs, and the Charleston County School District. Cybersecurity Workforce Pipeline Consortium.** Submitted to united department of energy, 2014 ($1,200,000 funded).

- **The Perkins IV Accountability Indicators for Career and Technical Education.** Submitted to South Carolina Department of Education, 2014 ($143,000, funded).

- **Collaboration of Kentucky Campus Compact and Louisiana Campus Compact. Disaster Recovery Across States to Inhibit Crises (DRASTIC).** Submitted to Learn & Serve Higher Education Consortium, 2006-2009 ($1,200,000, FUNDED).

- **National Campus Compact Supplemental Funding. Strengthening Colleges and Universities’ Hurricane Rebuilding Efforts.** Submitted to the Corporation for National & Community Service, 2006 ($85,500, funded).

- **Institute for Global Education & Service Learning. Summer of Service.** Submitted to the Corporation for National & Community Service, 2006 ($90,000, funded).

- **LaSIP/LINCS Project. Integrating Instruction through inquiry.** Submitted to the State Department of Education, 2003-2002 ($250,000, funded).
outlining a curriculum design for an educational setting. Theory and techniques of curriculum construction were adapted to address special needs of schools.

EAM 799-Special Topics in Education Administration (Instructional Technology)-Designed course to enhance the skills of school administrators in the area of technology leadership. Provided an overview of the utilization of technology to enhance decision making, institute long-term planning, and regulate the day-to-day operations of the organization.

EAM 805-Advanced Methods of Instructional Supervision-Designed a process for student to analyze leadership techniques necessary to produce instructional improvement in educational organizations. Examined the technical methodology that distinguished instructional supervision from other positions of school leadership.
Item J.7. University of New Orleans’ request for approval to appoint Dr. Pamela Kennett-Hensel as Interim Dean of College of Business effective July 1, 2020.

EXECUTIVE SUMMARY

The University requests approval to appoint Dr. Pamela Kennett-Hensel as Interim Dean of College of Business effective July 1, 2020 at an annual salary of $189,470. The staff recommends approval.

RECOMMENDATION

It is recommended that the following resolution be adopted:

NOW, THEREFORE, BE IT RESOLVED, that the Board of Supervisors for the University of Louisiana System hereby approves University of New Orleans’ request for approval to appoint Dr. Pamela Kennett-Hensel as Interim Dean of College of Business effective July 1, 2020.
May 12, 2020

Dr. Jim Henderson  
President  
The University of Louisiana System  
1201 North Third Street  
Baton Rouge, LA 70802

Dear Dr. Henderson,

The University of New Orleans requests approval to appoint Dr. Pamela Kennett-Hensel to the position of Interim Dean of the College of Business to begin effective July 1, 2020 and end on June 30, 2021, or until the position is filled on a permanent basis (whichever is first).

Thank you for your consideration of this request. Please do not hesitate to contact me should you have any questions.

Sincerely,

John W. Nicklow  
President
I would like to recommend Dr. Pamela Kennett-Hensel for the position of Interim Dean of the College of Business Administration. This fiscal appointment will begin July 1, 2020 and end on June 30, 2021, or until the position is filled on a permanent basis (whichever is first).

As Interim Dean, Dr. Kennett-Hensel will be assisting the College of Business Administration and myself by directing the personnel, fiscal and policy affairs of the college, including staff supervision, college and departmental budgets, college policies and processes (i.e. workload, evaluations, promotion and tenure, etc.). She will also be responsible for overseeing and advising department chairs on personnel actions, coordinating with the Office of University Advancement on the college’s fundraising activities, and serving on university level and external committees as a member of the institution’s administrative leadership.

Thank you for your consideration.
PAMELA A. KENNETT-HENSEL, PH.D.
University of New Orleans, College of Business Administration
Department of Management & Marketing, KH 359D
pkennett@uno.edu; 504-280-6193 (w); 504-220-7892 (h)

EDUCATION

Ph.D. in Marketing – 1995
Georgia State University, Atlanta, Georgia
Dissertation: The Role of Service Guarantees in the Consumer’s Evaluation Process
Committee Chair, Kenneth L. Bernhardt

M.B.A. – 1990
University of Maine, Orono, Maine

B.B.A. in Marketing and Management – 1989
Loyola University, New Orleans, Louisiana

ACADEMIC EXPERIENCE

Chair (Fall 2014 – present)
University of New Orleans, Department of Management & Marketing

Chair (December 2010 – Summer 2014)
University of New Orleans, Department of Marketing & Logistics

Freeport Mc-Mo-Ran Professor of Corporate Social Responsibility (Fall 2017 – present)
University of New Orleans, Department of Management & Marketing

Chase Endowed Professorship II (Fall 2013 – present)
University of New Orleans, Department of Management & Marketing

Professor of Marketing (Fall 2009 – present)
University of New Orleans, Department of Management & Marketing

Associate Professor of Marketing (Fall 2004 – Summer 2009)
University of New Orleans, Department of Marketing & Logistics

Assistant Professor of Marketing (Fall 2000 – Summer 2004)
University of New Orleans, Department of Marketing & Logistics

Assistant Professor Marketing (Fall 1995 – Spring 2000)
University of South Alabama, Department of Marketing and Transportation
Completed a successful mid-tenure review in Spring 1998.
Instructor (Fall 1994 – Spring 1995)
Georgia State University, Marketing Department

Graduate Teaching Assistant (Summer 1992 – Summer 1994)
Georgia State University, Marketing Department

RESEARCH AND PUBLICATIONS

Research Overview
- Published 31 peer reviewed journal articles and over 65 conference proceedings, presentations and abstracts.
- Research interests include:
  - The impact of event-induced stress and natural disasters on consumer behavior.
  - Understanding the role of corporate social responsibility (CSR) initiatives.
  - Advancing marketing education.

Selected Journal Publications


**Book Chapter**


**Conference Proceedings, Abstracts & Presentations**


4


Graeff, Tim, Kennett-Hensel, Pamela, Milewicz, Chad and Gail Zank (2015), “This is Not Your Father’s Marketing Research Class: Innovative Approaches to Teaching Graduate and Undergraduate Marketing Research,” Panel Session at the Marketing Management Association’s 2015 Spring Conference.


**TEACHING**

**Courses Taught**

Executive MBA Courses
MKT 6503 & 6595 (Strategic Marketing Management) for instruction in New Orleans and Kingston, Jamaica

MBA Courses
MKT 6503 (Strategic Marketing Management)
MKT 5535/6535 (Advanced Services Marketing Management)
MKT 5546 (International Marketing Management)
MKT 6555 (Marketing Research Methods)
Undergraduate Courses
MKT 2501/3501 (Principles of Marketing)
MKT 3505 (Consumer Behavior)
MKT 3590 (Special Topics – Sport & Event Marketing)
MKT 3510 (Intro to Marketing Research)
MKT 3530 (Sales Management)
MKT 4535 (Services Marketing)
MKT 4580 (Marketing Management)

GRANTS AND CONTRACTS

2011-12 Board of Regents Support Fund Grant, “Using Technology Based Active Learning to Enhance Student Success,” awarded $50,000.

ACADEMIC AWARDS

Honored as Fellow of the Marketing Management Association, 2019.

Interpretive Simulations 2015 Journal for the Advancement of Marketing Education Reviewer of the Year Award.


Best Paper in Public Policy Track, 2012 Society for Marketing Advances Conference.

2011 Marketing Professor of the Year, awarded by CBEC

2010 Marketing Professor of the Year, awarded by CBEC.

Sabbatical awarded for Spring 2009 to investigate the long-term impact of Hurricane Katrina on consumer behavior.

Best Paper in Case Writing and Research Track, 2008 Society for Marketing Advances Conference.


Best Paper in Healthcare Marketing Track at the 2004 Midwest Business Administration Association Conference.

Outstanding Paper in Sport & Event Marketing Track at the 2000 Atlantic Marketing Association Conference.

Best Student Paper at the 1994 Southern Marketing Association Conference.
AMA Doctoral Consortium Fellow (Summer, 1994).

Marketing Department Nominee for College of Business Administration Teaching Award (Georgia State University, 1994-1995).

SERVICE

Service to Academic Marketing Community

Editorial Review Board, Marketing Education Review.

Editorial Review Board, Journal for the Advancement of Marketing Education.

Program Committee, Marketing Management Association 2020 Fall Educators’ Conference.

Program Committee, Marketing Management Association 2018 Fall Educators’ Conference.

Doctoral Consortium Faculty Participant, Society for Marketing Advances, Fall 2017.

Immediate Past President, Marketing Management Association, Spring 2017 – present.

Track Chair, Services, Sales & Retailing, Marketing Management Association Spring Conference (2017).


Vice-President of Marketing, Marketing Management Association, Spring 2014 – Spring 2015.

Program Committee, Marketing Management Association 2013 Fall Educators’ Conference.


Vice-President for Member Services, Society for Marketing Advances, November 2008 – November 2010.


Track Chair, Case Studies Track, Society for Marketing Advances Conference (2011, 2012).

Track Chair, Technology & Marketing, Marketing Management Association Conference (2010).
Track Chair, Sport & Event Marketing Track, Marketing Management Association Conference (2009).


Session Chair, Discussant and/or Reviewer, Society for Marketing Advances Conferences (2001-present).

Reviewer and Discussant, Marketing Management Association Conference (2003-present).

Track Chair, Sport, Entertainment and Event Marketing, Society for Marketing Advances Conference (2005).


Reviewer, 6th ACR Conference on Gender, Marketing and Consumer Behavior (2002).

Reviewer, American Marketing Association Educators’ Conference (1999).


Session Chair, World Marketing Congress (1995).

Reviewer, Academy of Business Administration (1996).

**Service On-Campus**

Chair, Search Committee, Director of the School of Hotel, Restaurant & Tourism, Summer 2019 – Spring 2020.

Management & Marketing Week Coordinator, Fall 2014 – present.

Chair, Associate Provost Search Committee, Fall 2015 – Spring 2016.

Member, Recruitment and Retention Committee, University of New Orleans, Spring 2015-Spring 2017.

Thesis Committee Member, Masters in Arts Administration Program, 2014.

Member, Search Committee, Director of Honors College, 2012.

Member of the Faculty and Academic Administration Budget Committee, University of New Orleans, 2012–2013.
Faculty Advisor, UNO Student Chapter, American Marketing Association, 2011-2013.

Member of Strategic Planning Committee, College of Business Administration, University of New Orleans, 2010-present.

Member of Academic Honors Committee, College of Business Administration, University of New Orleans, 2008-present.

Member of the Committee for Mission Effectiveness and Accreditation, College of Business Administration, University of New Orleans, 2004-present.
  
o Attended AACSB Assessment Seminar, May 15-16, 2008 in Denver, Colorado
  
o Attended AACSB Maintenance of Accreditation Seminar, June 6, 2008 in Tampa, Florida

Member of Task Force on Student Persistence & Pride, University of New Orleans, 2007-2010.
  
o Designed online surveys for Office of Admissions.
  
o Assisted in the marketing and promotion of the ‘Ask Lafitte’ initiative.

Member of the SPRI Subcommittee on Student-Faculty Engagement, University of New Orleans, 2007-2010.

Member of UNO Marketing Committee, University of New Orleans, 2007-2009.

Designed survey instrument for evaluation of the Vice-Chancellors at the request of the Chancellor, University of New Orleans, 2008.

Member of the Graduate Programs Committee, College of Business, University of New Orleans, 2002-2008.

Member of the Department Recruiting Team at the 2002 and 2007 American Marketing Association, Marketing Educators’ Conference.

Member of the ad-hoc Committee for International Ph.D. Program Development, College of Business, University of New Orleans, 2006.

Member of the Search Committee for the Director of Marketing, University of New Orleans, 2005 & 2006.

Member of the Dean’s Search Committee, College of Business, University of New Orleans, 2004.

Member of the Writing Intensive Curriculum Committee, University of New Orleans, 2001-present.
Member of the College of Business Technology Committee, University of New Orleans, 2001-2002.

Member of the Scholarship and Awards Committee, University of New Orleans, 2000-2001.

Member of the University Senate, University of South Alabama, 1999 - 2000.

Member of the Intercollegiate Athletics Task Force Subcommittee on Campus, Community, and Alumni Support, University of South Alabama, 1999.

Chair of Departmental Search Committee, Department of Marketing and Transportation, College of Business and Management Studies, University of South Alabama, 1998-1999.

Member of University Library Committee, University of South Alabama, 1997-2000.

Member of Task Force to Review the College’s Committee Structure, College of Business and Management Studies, University of South Alabama, 1998-2000.

Member of Strategic Planning Committee, College of Business and Management Studies, University of South Alabama, 1997-2000.

Member of Recruitment Committee, Department of Marketing and Transportation, College of Business and Management Studies, University of South Alabama, 1997 - 2000.

Member of Research Committee, College of Business and Management Studies, University of South Alabama, 1996 - 2000.

Internship Coordinator, Department of Marketing and Transportation, College of Business and Management Studies, University of South Alabama, 1996 -2000.

Member of University Writing Committee, University of South Alabama, 1996-1997.

Member of Scholarship Committee, College of Business and Management Studies, University of South Alabama, 1995-1996.

Off-Campus and Community Service

Supervisor of market research projects conducted for the following organizations: Tales of the Cocktail, Earl K. Long Library, Westwego Swamp Festival, Tennessee Williams Festival, Beacon of Hope, University of New Orleans Marketing Department, Go 4th on the River, New Orleans Hornets, New Orleans Musicians Clinic, The Jackson Brewery, UNO Athletic Department, and Parish National Bank.

Supervisor of service audits conducted for the following organizations: Ask Lafitte, UNO Student Health Services, N.O. Original Daiquiris, Aquarium of the Americas, CC’s Coffeehouse, Cannon’s Restaurant, Ritz Carlton Day Spa, Elmwood Fitness Center, LPO, Boudreaux’s

Assisted undergraduate students in MKT 4580 with the writing of post-Katrina marketing plans for numerous small businesses in the New Orleans area.

Invited judge, Society for Marketing Professional Services – Southeast Louisiana Chapter, SeLabration Awards Gala.

Invited speaker at the Mississippi Recreation & Park Association Annual Meeting

Conducted membership surveys for NOMCVB through the Division of Business and Economic Research.

Conducted research for the New Orleans Hornets, Mobile Mysticks Minor League Hockey Team, and the Mobile BayBears Minor League Baseball Team.

Bayfest Music Festival, Media Team (1997-2000).

PROFESSIONAL SOCIETY MEMBERSHIPS

American Marketing Association
Marketing Management Association
Society for Marketing Advances
Public Relations Association of Louisiana – New Orleans Chapter

BUSINESS EXPERIENCE

The Jackson Brewery, Marketing Assistant (1990-1991)

Canadian-American Center, Researcher, University of Maine (1990)

Pro bono research and/or advisory roles for organizations including:

Krewe of Muses, Conduct Post-Parade Survey (2015 – present)
Acting Public Relations Director, University of New Orleans (Fall 2005)
New Orleans Musicians Clinic (2001)
New Orleans Metropolitan Convention and Visitors Bureau (2001-2002)
Mobile Mysticks Minor League Hockey Team (1998-2000)
Mobile BayBears Minor League Baseball Team (1997-1998)
Bayfest Music Festival, Media Team (1997-2000)