BOARD OF SUPERVISORS
FOR THE UNIVERSITY OF LOUISIANA SYSTEM
NOTICE OF MEETING AND AGENDA
10:00 a.m., Tuesday, October 23, 2012**
Claiborne Building Conference Center
Auditorium, Room 100, “The Louisiana Purchase Room”
1201 North Third Street
Baton Rouge, Louisiana

A. Call to Order

B. Roll Call

C. Invocation

D. Approval of August 21, 2012 Meeting Minutes.

E. REPORT OF ACADEMIC AND STUDENT AFFAIRS COMMITTEE

1. McNeese State University’s request for approval to offer the Master of Science degree program in Criminal Justice effective Fall 2013.

2. McNeese State University’s request for approval to reinstate the Education Specialist degree program in Educational Leadership effective Spring 2013.

3. McNeese State University’s request for approval to eliminate the Associate of Science degree program in Computer Information Technology effective June 1, 2013.


5. Nicholls State University’s request for approval to award an Honorary Doctor of Commerce (D.Com.) degree to Michael Voisin at the Fall Commencement Exercises.

6. Northwestern State University’s request for approval to change the name of the College of Education and Human Development to Gallaspy (Family) College of Education and Human Development.

** Executive Session, pursuant to R.S. 42:6.1, may be required.
Persons wishing to make public comment on any item on the agenda should complete a Public Comment Card and register with the Assistant to the Board.
7. **Southeastern Louisiana University**’s request for approval (1) to merge the Department of Counseling and Human Development with the Department of Communication Sciences and Disorders to form the new Department of Health and Human Sciences effective Spring 2013 and (2) to rename the College of Education and Human Development to the College of Education effective Spring 2013.

8. **University of New Orleans**’ request for approval to award an Honorary Doctor of Business Administration to Henry Bernstein at the Fall Commencement Exercises.

9. **University of New Orleans**’ request for approval of revised statements of Role, Scope, and Mission.

10. **University of Louisiana System**’s request, on behalf of its nine institutions, for approval of a Memorandum of Understanding (MOU) among the nine institutions for the operation of the collaborative B.A. in Organizational Leadership Online Consortium Program.

11. Other Business

**F. REPORT OF ATHLETIC COMMITTEE**

1. **McNeese State University**’s request for approval of a contractual agreement with Mr. Bernard Matt Viator, Head Football Coach, effective July 1, 2012.

2. **McNeese State University**’s request for approval of a contractual agreement with Mr. Dave Simmons, Head Men’s Basketball Coach, effective July 1, 2012.

3. **McNeese State University**’s request for approval of a contractual agreement with Ms. Brooks Donald-Williams, Head Women’s Basketball Coach, effective July 1, 2012.

4. **Northwestern State University**’s request for approval of an amendment to a contractual agreement with Mr. George Van Linder, Head Women’s Soccer Coach, effective January 19, 2012.

5. **Northwestern State University**’s request for approval of an amendment to a contractual agreement with Mr. Lane Burroughs, Head Baseball Coach, effective July 1, 2012.

6. **Northwestern State University**’s request for approval of an amendment to a contractual agreement with Ms. Brooke Stoehr, Co-Head Women’s Basketball Coach, effective April 17, 2012.

7. **Northwestern State University**’s request for approval of an amendment to a contractual agreement with Mr. Scott Stoehr, Co-Head Women’s Basketball Coach, effective April 17, 2012.

8. **University of New Orleans**’ request for approval of a contractual agreement with Ms. Keeshawn Carter, Head Women’s Basketball Coach, effective July 1, 2012.

9. **University of New Orleans**’ request for approval of a contractual agreement with Mr. Mark Slessinger, Head Men’s Basketball Coach, effective July 1, 2012.
10. **University of New Orleans**’ request for approval of a contractual agreement with Ms. Kim Young-Buford, Head Women’s Volleyball Coach, effective September 1, 2012.

11. **University of New Orleans**’ request for approval of its Complimentary Ticket Policy.

12. **University of Louisiana System**’s report of significant athletic activities for the period of August 9 to October 8, 2012.

13. Other Business

**G. REPORT OF AUDIT COMMITTEE**

1. **University of Louisiana System**’s report on internal and external audits submitted for the period of August 9 to October 8, 2012.

2. Other Business

**H. REPORT OF FACILITIES PLANNING COMMITTEE**

1. **Grambling State University**’s request for approval to name property acquired through Act 236 of 2012 the Grambling State University West Campus: R.W.E. Jones Annex.

2. **Grambling State University**’s request for approval to name the annex of the Washington-Johnson Complex the *Allen Williams Annex*.

3. **Grambling State University**’s request for approval to name the President’s house *Johnson Place*.

4. **Louisiana Tech University**’s request for approval of a Ground Lease with the Louisiana Tech University Foundation to begin the improvements to the Softball Complex.

5. **McNeese State University**’s request for approval to extend the Land Lease Exhibit 1 of the Local Services Agreement for the construction of the Southwest Louisiana Entrepreneurial and Economic Development Center (SEED).

6. **Nicholls State University**’s request for approval to lease the Dr. J.J. Ayo Pool to Crawfish Aquatics, L.L.C. to provide for improvements.

7. Other Business

**I. REPORT OF FINANCE COMMITTEE**

1. **Louisiana Tech University**’s request for approval of an amendment to the previously approved Bond Resolution for the refunding and issuance of the new Series 2012 Bonds.

2. **Nicholls State University**’s request for approval to enter into a Memorandum of Understanding (MOU) with the Friends of the Louisiana Center for Women and Government.
3. **Nicholls State University**’s request for approval to implement a unique fee structure for the Nicholls Online Program.

4. **University of Louisiana System**’s request, on behalf of its nine institutions, for approval of student contract for a package price for the B.A. in Organizational Leadership.

5. **University of Louisiana System**’s report on the *Policy and Procedures Memorandum (PPM)* Tenured Faculty-Strategic Reduction Initiative FS-III.II G.-Ia for the fiscal year 2012-2013.

6. **University of Louisiana System**’s discussion of Fiscal Year 2011-12 fourth quarter financial reports and ongoing assurances.

7. **University of Louisiana System**’s report on the year end financial status of alternatively financed projects for the fiscal year ended June 30, 2012.

8. Other Business

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**J. REPORT OF PERSONNEL COMMITTEE**

1. **Grambling State University**’s request for approval to appoint Dr. Larnell Flannagan as Dean of the College of Education effective August 1, 2012.

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**K. SYSTEM PRESIDENT’S BUSINESS**

1. Personnel Actions

2. System President’s Report

3. Other Business

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**L. BOARD CHAIR’S BUSINESS**

1. Board Chair’s Report

2. Report of the Louisiana Tech University Presidential Search Committee

3. Report of the UL System Presidential Search Application Review Committee

4. Appointment of Nominating Committee for 2013 Board Officers

5. Other Business

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**M. Other Business**

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**N. Adjournment**
Item J.1. Grambling State University’s request for approval to appoint Dr. Larnell Flannagan as Dean of the College of Education effective August 1, 2012.

EXECUTIVE SUMMARY

The University requests approval to appoint Dr. Larnell Flannagan as the Dean of the College of Education effective August 1, 2012, 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 Grambling State University’s request to appoint Dr. Larnell Flannagan as Dean of the College of Education effective August 1, 2012.
MEMORANDUM TO THE BOARD OF SUPERVISORS OF THE UNIVERSITY OF LOUISIANA SYSTEM

SUBJECT: REQUEST FOR APPROVAL TO APPOINT A DEAN OF THE COLLEGE OF EDUCATION

Grambling State University respectfully requests approval to appoint Dr. Larnell D. Flannagan as Dean of the College of Education, effective September 10, 2012, at an annual salary of $125,000.00. His curriculum vitae is attached.

Your favorable consideration of this request would be greatly appreciated.

Sincerely,

[Signature]
Frank G. Pogue, Ph.D.
President

FGP:jj

Attachment
Curriculum Vitae
LARNELL D. FLANNAGAN
185 Whispering Pine Drive
West Chester, PA 19380

610-399-2088 (work)
fd2121@comcast.net

EDUCATION
Doctor of Education—Curriculum Planning, State University of New York - Buffalo; Buffalo, New York

Certificate of Advanced Study—Educational Administration (Professional Diploma), State University of New York - College at Brockport; Brockport, New York

Master of Science—Education (emphasis in educational administration and supervision), State University of New York - College at Brockport; Brockport, New York

Bachelor of Science—Elementary Education, Virginia State University; Petersburg, Virginia

EMPLOYMENT HISTORY
Cheyney University of Pennsylvania
2009-Present  Dean for the School of Education and Professional Studies
Professor of Education (tenured)

- Serves as chief academic officer and administrative head for the reorganized School of Education and Professional Studies.
- Responsible for managing and supervising a grant program director, a technical data manager, four clerical staff members, three department chairs, and over 30 full- and part-time faculty members in the Departments of Education and Leadership Studies, Business Administration, and Hospitality and Leisure Studies.
- Manages and develops dean’s office budget and approves and modifies departmental level annual budgets. Oversees grant funding and resource development opportunities.
- Resolves issues presented by department chairs, faculty, students/candidates and support staffs.
- Participates in monthly faculty union-management meetings to discuss and resolve campus level union concerns.
- Assists with the day-to-day management and operations of the Departments of Education and Leadership Studies, Business Administration, and Hospitality and Leisure Studies.
- Evaluates faculty, staff members and managers for job performance, and interviews faculty and staff for hiring.
- Works in collaboration with the President, Provost and Vice President for Academic Affairs, Dean of Arts and Sciences, unit deans, department chairs, division vice presidents and unit managers.
- Participates on the President’s Cabinet and Administrative Council, as well as the Provost’s Academic Affairs Council.
- Leads or serves on internal and external committees, department level advisory councils, and school partnership committees.
- Provides leadership in developing and approving class schedules and faculty teaching loads.
Cheyney University of Pennsylvania—continued
2009-Present  Dean for the School of Education and Professional Studies
Professor of Education (tenured)

- Serves as graduate program coordinator for managing graduate course offerings and faculty
teaching at the Cheyney University Center City campus site.
- Gives leadership to the education chair in planning graduate course offerings, managing graduate
faculty teaching loads, and supervising graduate faculty in designing new degree programs
according to new state regulations.
- Provides guidance to faculty and department chairs in designing and revising program curriculums
and new degree programs at the undergraduate and graduate levels.
- Supervises completion of national and state accreditation reports, AACTE report, Title II annual
report and data/assessment submission information to state agencies.
- Holds special school-wide and department level meetings as appropriate.
- Models shared governance and provide a mechanism and forum for faculty and staff to provide
feedback for improving school-wide and department policies, procedures and day-to-day
operations.
- Provides support for faculty to write grants and to participate in conference presentations.
- Responsible for developing new partnerships with West Chester, PA Area School District, and
Academy Park High School (Sharon Hill, PA), as well as campus organizer for Project Grad’s
Summer Enrichment program in collaboration with Cheyney University.
- Serves as certification officer for all graduate degree certification programs.
- Represents the University at community and public functions.
- Makes on- and off-campus speeches at invited engagements.
- Responsible for developing partnership grant proposals and new graduate degree/certification
programs with the School District of Philadelphia and West Chester University.

Clayton State University; Morrow, Georgia
2004-2009  Head for the Department of Teacher Education, Director of Professional Education
Programs and Professor (tenured in 2005)
2000-2004  Coordinator for Middle Level Education and Associate Professor, Department of
Teacher Education; College of Arts & Sciences

- Served as academic department administrator and professor for the middle level teacher education
program.
- Reviewed and recommended admission and dismissal of students to the Professional Education
Programs Committee (PEPC), as well as presented issues and concerns to PEPC for policy
changes and decision making recommendations.
- Had responsibility for advising prospective students and candidates admitted to program.
- Provided admission advisement and program information to prospective students during office
appointments, as well as at on/off-campus information sessions and recruitment fairs.
- Supervised office secretary, Program Coordinator, the Coordinator for Educational Field
Experiences, and full-/part-time teacher education faculty.
- Worked in collaboration with fellow faculty members in the Colleges of Arts and Sciences and
Information and Mathematical Sciences.
Clayton State University; Morrow, Georgia—continued

2004-2009  Head for the Department of Teacher Education, Director of Professional Education Programs and Professor (tenured in 2005)

2000-2004  Coordinator for Middle Level Education and Associate Professor, Department of Teacher Education; College of Arts & Sciences

- Worked closely with the Dean and Associate Dean for the College of Arts and Sciences, department heads and other key campus administrators and staff.
- Planned and scheduled semester course offerings and registration for the BA in Middle Level Education program.
- Was responsible for completing, reviewing and submitting annual programs and performance data reports to PSC, AACTE/NCATE, and GA Board of Regents P-16 Office.
- Developed job descriptions, advertised positions, conducted interviews, and hired faculty and clerical/support staff for vacant positions.
- Conducted departmental orientation sessions for newly hired faculty and staff.
- Administered and manage departmental budgets and expenditures.
- Served as campus teacher certification officer and liaison person with the Georgia Professional Standards Commission for teacher certification responsibilities and standards.

University and Professional Service

- Was a member of the Georgia Professional Standards Commission’s Board of Examiners for conducting accreditation site visits.
- Held membership on the EPAAC Deans’ Recruitment and Marketing Steering, and the Middle Grades Math and Area F Ad Hoc committees.
- Chaired the EPAAC Program Review, Middle Grades Area F and GPA Policy Sub-committees.
- Served as Board of Regents’ P-16 Academy for Learning Team Leader and participated in all two-day workshops held during 2005-2006.
- Served on search committees for Dean of the College of Arts and Sciences, for Dean of the College of Information and Mathematical Science and for Vice President for Campus Life.

2004-2009  Director of Professional Education Programs

- Served as primary teacher education unit administrator for managing CSU’s teacher education programs. Was responsible for overseeing the operations for the Middle Level and Music Education programs, and coordinating the new Master of Arts in Teaching (MAT) Degree Programs in Secondary English and Mathematics.
- Coordinated the Music Education degree program with Music Department Head and Faculty Coordinator. Collaborated with Music Department Head and Faculty Coordinator regarding teacher education program certification and accreditation matters.
- Assisted Music Department Head with revising the Music Education Degree Program Proposal for submission to the Professional Standards Commission.
- Chaired and led Master of Arts in Teaching Degree Committee in writing new degree proposals and Letters of Intent for submission to Board of Regents in 2008.
Clayton State University; Morrow, Georgia—continued
2004-2009  Director of Professional Education Programs

- Served as campus accreditation coordinator for site review visits by board of examiners' teams for Georgia Professional Standards Commission (PSC) and the National Council for the Accreditation of Teacher Education (NCATE). Provided leadership for planning and organizing an exceptional accreditation site visit during fall of 2005.
- Organized formation of the Undergraduate Secondary Education Degree Committee. Held meetings with department heads and faculty members in the Departments of Language and Literature, Mathematics, Natural Sciences and Social Sciences in order to develop secondary education degree programs and proposals.
- Planned and coordinated development of a partnership middle level education program between Clayton State University (CSU) and Atlanta Metropolitan College (AMC). Was responsible for planning and holding meetings on- and off-campus with academic administrators and faculty to design the CSU-AMC Middle Level Education cohort program in mathematics and science for AMC students.

Undergraduate Courses Taught at Clayton State University
- EDUC 2120 Exploring Socio-Cultural Perspectives on Diversity in Educational Contexts
- EDUC 3000 Teacher Education Seminar
- EDUC 3010 Cognitive, Social/Affective and Physical Aspects of the Middle Level Learner (field-based course)
- EDUC 3224 Teaching in a Cross-cultural Society
- EDUC 3350 Instructional Strategies for Individual and Interdisciplinary Teaching (field-based course)

State University of New York System Administration; Albany, New York
1998-2000  Campus Liaison Associate, Academic Affairs Campus Liaison Group - Office of Opportunity Programs

- Worked with the Associate Provost of Opportunity Programs and fellow Associates in the Office of Opportunity Programs.
- Was responsible for completing special assignments requested by the Senior Associate Provost for Campus Liaison and supervisor.
- Interfaced regularly with fellow academic affairs and campus liaison group administrators.
- Provided assistance to campuses in implementing improved programmatic approaches.
- Assisted with the University’s system-wide mission review strategic planning process.
- Was responsible for preparing, leading and participating in campus review site visits.
- Analyzed and reviewed existing Educational Opportunity Programs (EOPs) for program effectiveness.
- Coordinated office’s public image communications and publication materials.
- Researched data and developed reports regarding the vitality of opportunity programs within the university system and throughout the nation.
- Recommended technical support and technological assistance, as well as innovative academic and student support services for EOPs.
State University of New York System Administration; Albany, New York--continued
1993-1998   Associate for Research, Office of Special Programs

- Worked in cooperation with the Associate Vice Chancellor, fellow Program Associates and Directors in the Office of Special Programs. Completed special research projects and assignments as requested by the Vice Chancellor for Student Affairs and Special Programs, and supervisor, the Associate Vice Chancellor for Special Programs.
- Provided administrative and technical writing assistance to supervisor.
- Conducted staff development training for administrators and faculty affiliated with the Office of Special Program’s Educational Opportunity Centers and Programs, as well as the state funded Bridge Program.
- Assisted and/or led in planning, organizing, and facilitating training institutes, conferences and retreats sponsored by the Division of Student Affairs and Special Programs, and the Office of Special Programs.
- Reviewed and critiqued program and project reports submitted by field-based programs.
- Served on campus/center site review teams for evaluating academic support services, as well as workforce preparation, and job training programs provided to academically and economically disadvantaged college students and adult learners attending forty-seven Educational Opportunity Programs (EOPs), and twelve Educational Opportunity Centers (EOCs), respectively, at the State University of New York (SUNY) campuses.
- Developed research initiatives with appropriate Educational Opportunity Centers, Bridge Programs and Educational Opportunity Programs administrators, counselors and faculty.
- Served as liaison person for identifying collaborative grant proposals for the Office of Special Programs.
- Reviewed and recommended to the Associate Vice Chancellor all EOC/EOP instructional support, staff development plans, and office grant proposals for personnel and financial assistance.
- Chaired and/or served as member of several internal and external task forces and committees.
- Served on the New York State School-to-Work Advisory Council, the Albany Medical College of Union College-University Admissions Committee and the New York State Teacher of the Year Selection Committee.

Hampton University, Virginia
1990-1993   Chairman and Assistant Professor, Department of Education; School of Liberal Arts & Education
1989-1990   Deputy Dean/Chairman & Assistant Professor, Department of Middle & Secondary Education; School of Education

- Served as academic leader and instructional planner for the Department of Education, and the former Department of Middle and Secondary Education. Was chief administrative officer for developing short- and long-term plans for the departments.
- Supervised and managed twenty-seven full/part-time faculty, clerical staff, and the Coordinators of Graduate Programs in Education and Developmental Reading.
- Worked in collaboration and cooperation with the Coordinator of Student Teaching and the Director of the HU Laboratory School for planning clinical and field experiences for pre-service teachers.
Hampton University, Virginia—continued

1990-1993  Chairman and Assistant Professor, Department of Education; School of Liberal Arts & Education
1989-1991  Deputy Dean/Chairman & Assistant Professor, Department of Middle & Secondary Education; School of Education

- Coordinated teacher preparation coursework, program design, and dual advisement/registration process with liberal arts and sciences chairpersons in departments offering concentrations in undergraduate and graduate teacher education programs.
- Was responsible for leading department in implementing new undergraduate and graduate restructured teacher preparation programs, and led faculty in developing Master in Teaching (MIT) degree programs.
- Worked with local school districts in designing professional development courses and outreach programs.
- Worked closely with the Dean and Assistant Dean of the School of Liberal Arts and Education, the Vice President, and Assistant Vice President for Academic Affairs, the Registrar, the Dean for Admissions, and other essential campus administrators and officers.
- Was accountable for program and course offerings, which met standards governed by state, regional and national accrediting agencies.
- Planned and scheduled undergraduate and graduate course offerings for the total academic year.
- Designed departmental course and program descriptions for catalog publications.
- Admitted and dismissed undergraduate and graduate students in teacher preparation programs.
- Reviewed and acted on student applications for admissions into teacher education concentrations and/or internship placements.
- Developed a comprehensive student advisement-outcomes program.
- Approved and disapproved clearance of undergraduate seniors and master's degree candidates for graduation.
- Served as chief teacher certification officer for Hampton University, and liaison person with the Virginia Department of Education for teacher certification responsibilities and standards.
- Completed NCATE reports and prepared faculty for accreditation review.
- Was responsible for managing and supervising a three-story classroom-office building complex housing the Department of Education.
- Administered and managed departmental budgets for the Department of Education, Office of Student Teaching and Graduate Programs, the Developmental Reading Program, as well as grants and special funded programs.
- Initiated Holmes Group/Partners (a consortium of over one hundred schools of education at prestigious research universities) activities as a member institution.
- Assisted with plans for designing a Holmes Group Professional Development School on campus.

University Service

- Served on the Task Force for International Studies and Foreign Languages, the Laboratory School Restructuring Committee, the Dean's Policy and Procedures Subcommittee, the Internal Affairs Committee, the Fifth-Year Degree Committee (chairman), the Instructional Planning Committee, the Department of Education Student Affairs Committee (chairman), and other school-wide, university and professional committees.
- Elected by the University faculty as Chairperson Pro tempore of the Faculty for 1993-95.
Hampton University, Virginia--continued
1989-90     Deputy Dean

- Served as dean's designee and chief administrative officer in absence of the Dean for the former School of Education.
- Supervised and managed three academic departments with sixty-six full/part-time faculty and staff.
- Attended Academic Leadership Team meetings conducted by the Vice President for Academic Affairs, and participated in related university business meetings upon request of dean.
- Supervised undergraduate and graduate degree programs.

Undergraduate and Graduate Courses Taught at Hampton University
- EDU 200/601 (Social) Foundations of Education
- EDU 208 Educational Psychology
- EDU 318 Middle School Curriculum
- EDU 560 Multi-ethnic Approach to Literature
- EDU 651 Elementary School Curriculum
- EDU 564 Methods & Materials for Social Studies Teaching
- EDU 697 Research Seminar for Problems in Education

Erie Community College-City Campus; Buffalo, New York
1988-1989     Assistant Academic Dean

- Supervised eleven degree programs, and over seventy-five faculty and support staffs in the Division of Business, Public Service and Technologies.
- Provided leadership in assessing twelve degree programs.
- Interviewed, hired and evaluated faculty and support staff members.
- Supervised course scheduling, and monitored student achievement.
- Prepared and managed department budgets, and conducted department and division long range planning.
- Planned student outcome assessments to address the needs of a diverse student body.
- Provided plans for developing an international liberal arts and business 2+2 joint degree program with SUNY-Buffalo.
- Wrote and submitted campus and college reports to county, state, and federal compliance and accrediting agencies.
- Supervised grant writing for microcomputer laboratory funding.
- Held meetings with department coordinators, faculty and support staffs.
- Attended meetings, and submitted reports requested by the Board of Trustees, the President, the Campus Vice President, the Vice President for Academic Affairs and the Academic Dean.
- Worked in cooperation with the Campus Academic Dean, Dean of Students, Vice President, Registrar, College-wide Assistant Academic Deans, and other significant College/Campus personnel in solving crucial administrative and personnel issues.
- Functioned as campus chief administrator in absence of the Academic Dean, Dean of Students and Vice President. Was responsible for supervising a campus of two hundred academic and student affairs personnel serving three thousand full- and part-time students.
Erie Community College-City Campus; Buffalo, New York--continued
1988-1989  Assistant Academic Dean
- Supervised three microcomputer laboratories, and was responsible for developing a campus-wide academic and administrative computer literacy implementation strategy for administrators, faculty and staff.
- Served as campus liaison to the Dean of Community Services for managing and scheduling non-degree credit courses for offering.
  \textit{College Service}
- Organized and chaired the Business Services Consortium (college-business partnership); served on the Space Allocation Task Force, the Middle States Long Range Planning Community Services Sub-committee, the Academic and Administrative Computing Committee, and the New and Innovative Programs Committee.
- Served on several other community and academic advisory councils, as well as college and campus committees.

State University of New York (SUNY) at Buffalo; Buffalo, New York
1985-1987  Graduate Assistant in Curriculum Planning and Science Education, Department of Learning and Instruction; Graduate School of Education
- Guest lecturer in the Department of Learning and Instruction at SUNY-Buffalo.
- Taught graduate courses in the area of curriculum development.
- Designed curriculum development projects and presentations with Dr. Conrad Toepfer.

Buffalo Public School District; Buffalo, New York
1985-1988  Temporary Teacher

City School District; Rochester, New York
1975-1985  Teacher
- Experience in all aspects of teaching basic reading/language arts, mathematics, science, and social science concepts and skills to students of color (Grades K-8).
- Supervised students in dramatic productions, extra-curricular activities, and educational field trips.
- Served as school representative at curriculum workshops and seminars.
- Conducted Elementary Science Study Program in-service training, and microcomputer integration workshops for teachers.
- Coordinated and assisted in the presentation of curriculum writing workshops for faculty members.

Frank F. Dow School Number 52; Rochester, New York
1985  Acting Principal
- Managed an elementary school building serving 300 students, and supervised and managed thirty teaching, support and maintenance staff members.
- Supervised the instructional program, organized classrooms for instruction, and managed school’s budget.
- Conducted staff and parent meetings.
- Supervised fire drills and procedures for school safety and security.
- Communicated to staff, parents, the community, and the Central Office Administration by direct interface, weekly and monthly bulletins, newsletters, conferences and memos.
Frank F. Dow School Number 52; Rochester, New York--continued

1985 Acting Principal
- Prepared building level administrative reports.
- Served as mediator during parent-teacher conflicts.
- Acted as pupil attendance monitor and coordinator for home/school communications to ensure parental involvement in students' education.

EDITED DOCUMENT, PUBLISHED WORK & CONFERENCE PROCEEDINGS


RESEARCH STUDIES & REPORTS

"Differentiated Instructional Strategies for a Diverse Student Population" (1993)
"Differentiated Instructional Strategies for Middle Level Teaching: A Plan for Williamsburg-James City County Schools" (1991)
"A Strategy for Developing Academic & Administrative Computing at ECC/City Campus" (1988)
"Curriculum Plan For Developing Computer Literacy at Number 52 School" (1983)
GRANTS, PROPOSAL READER AND MANUSCRIPT REVIEWER

- Co-principal investigator for MEd in Urban Education Grant Program with an award of $500,000.00 from the School District of Philadelphia (May, 2010)
- Co-principal investigator for Jump Start Summer Enrichment Program for an award of $50,000.00 for Cheyney and West Chester Universities from the PA Department of Education (May, 2010)
- Co-principal investigator for Educator Excellence Grant award of $300,000.00 from the PA Dept. of Education and the Pennsylvania State System of Higher Education (August, 2009)
- Manuscript Chapter Reviewer for Houghton Mifflin Co. (April, 2004 and 2006)
- Paper Proposal Reviewer for the National Association for Multicultural Education Conference (June, 2006 and 2007)
- Publication Review Reader for The Professional Educator (2001-2005)
- Made literature review contribution to the Southern Crescent Alternative Teacher Preparation grant proposal submitted to the Georgia Technical and Adult Education Office (May, 2002)
- Co-investigator and contributor for the Proffit Historic District Online Resource Archive Project; Virginia Foundation for the Humanities Grant of $8,000.00 awarded to the Carter G. Woodson Institute for African and African American Studies, University of Virginia (May, 2000-Feb., 2002)
- Electronic Field Reader for the US Department of Education-TRIO Programs; Title III and V Programs (March, 2000-Present)
- Principal Investigator for the OSP North Bronx Outreach Center Resource Room Grant; New York State Office of Parks, Recreation and Historic Preservation; Albany, NY; $10,000.00 awarded to SUNY System Administration's Office of Special Programs (February, 1996)
- Principal Investigator/Director for Lincoln Park Tutorial Program Grant; City of Hampton, VA Community Development Office; $8,000.00 awarded to Hampton University's Department of Education (April, 1993)
- Proposal Reader for the Fund for the Improvement of Postsecondary Education & the Jacob Javits Gifted and Talented Students Education Program - U.S. Department of Education; Washington, DC (October, 1990; July, 1992)

SELECTED PRESENTATIONS

"Proven Strategies to Increase Retention and Graduation Rates among African American Male Pre-service Teachers"
- Co-presenter at the Second Annual QUEST: African American Male Higher Education Conference; Baltimore, MD (April, 2011)

"Developing a Multicultural Plan for Institutional Effectiveness"
- Co-presenter at the 39th Annual Conference of the International Society of Exploring Teaching and Learning; Philadelphia, PA (October, 2009)

"Developing a Multicultural Action Plan for Institutional Effectiveness"
- Invited Co-presenter at the 38th Annual Conference of the International Society of Exploring Teaching and Learning; Las Vegas, NV (October, 2008)
SELECTED PRESENTATIONS--continued

“Appreciating Linguistic Diversity in Today’s College Classroom”
- Mini-Symposia Presenter at the Georgia Chapter of the National Association for Multicultural Education Conference; Atlanta, GA (March, 2007); National Association for Multicultural Education Conference; Baltimore, MD (November, 2007)

“Multicultural/Multiethnic Education: Exploring Issues, Research and Practices in Diverse Settings”
- Paper Panel Session Chair at the Annual Conference for the American Educational Research Association; Chicago, IL (April, 2007)

“Cross-cultural Communication to Address Linguistic Diversity”
- Co-presenter at the 36th Annual Conference of the International Society of Exploring Teaching and Learning; Palm Springs, CA (October, 2006)

“A Model for Implementing an Empowerment Pedagogy”
- Workshop Co-presenter at the Annual Lilly Conference on College and University Teaching -- West; Pomona, CA (March, 2004)

“Southern Crescent Alternative Teacher Preparation Program: A Collaborative Model”
- Workshop Presenter at the GACTE/GATE Spring Conference; St. Simons Island, GA (March, 2003)

“A Partnership Model for Designing Field-based Teacher Education Courses”
- Workshop Co-presenter at the GA Board of Regents P-16 Conference; Savannah, GA (January, 2002)

“The Middle Level Teacher Education Program Model at CSU”
- Session Co-presenter at the GA Board of Regents P-16 Conference; Savannah, GA (April, 2001)

“Critical Supportive Services and Retention Strategies for At-risk Students”
- Workshop Co-presenter at the American Association for Higher Education Conference; Atlanta, GA (March, 1998); The College Board National Forum Conference; Chicago, IL (October, 1997)

“Performance Standards for Adult Education Programs”
- Workshop Presenter at the League for Innovation in the Community Colleges Annual Conference; New Orleans, LA (June, 1999); American Association for Adult and Continuing Education Annual Conference; Charlotte, NC (October, 1996)

“Community Outreach...The African-American Youth Leadership Summit: A Model for Higher Education”
- Workshop Co-presenter at the Tenth Annual National Conference on Recruitment and Retention of Minorities in Education; Lexington, KY (February, 1996)
SELECTED PRESENTATIONS—continued

"Recruitment of Minority Students to Medical Professions"
- Paper Co-presenter at the 9th Annual Race and Ethnicity Conference; San Antonio, TX (June, 1996); the American Association for Higher Education Annual Conference; Washington, DC (March, 1995); the 1994 Minority Student Today Conference; San Antonio, TX (October, 1994)

"Special Support Services for College Students from Urban Communities"
- Panel Moderator/Paper Presenter at the Ninth Annual Conference on Recruitment and Retention of Minorities in Education; Syracuse, NY (April, 1995); the First National Conference on Urban Issues; Buffalo, NY (November, 1994)

"A Challenge to the Senior Class to Succeed"
- Commencement Speaker at Surrattsville High School Graduation Ceremony; Clinton, MD (May, 1995)

"The State University of New York Bridge Program: A Workforce Preparation Success Story"
- Paper Co-presenter at the League for Innovation in the Community College Workforce 2000 Conference; San Diego, CA (February, 1995)

"Twenty-five Years Later: The Evolution of the Educational Opportunity Program"
- Paper Co-presenter at the 1994 Minority Student Today Conference; San Antonio, TX (October, 1994)

"Collaborative Team Building"
- Workshop Facilitator at the SUNY Office of Special Programs 25th Anniversary Institute; Albany, NY (April, 1994); the Division of Student Affairs and Special Programs Annual Retreat; Scotia, NY (June, 1995)

"Designing a Curriculum Resource File on Mexican Culture"
- Workshop Presenter for the Christopher Newport University Cultural Ecologies of Mexico Fulbright-Hays Group Projects Abroad Scholars; San Cristobal de las Casas, Chiapas, Mexico (July, 1993)

"Multicultural Education and Curriculum Inclusion"
- Workshop Presenter for the Annenberg/CPB Teacher Leadership Corps - Hampton University/ Norfolk State University; Hampton, VA (March, 1993)

"Differentiated Instructional Strategies for Middle Level Learners"
- Paper Presenter at the Third Annual National Association for Multicultural Education Conference; Los Angeles, CA (February, 1993)

"The Hampton University - Warwick High School Mentorship Program: A High School & College Academic Alliance"
- Paper Presenter at the Special Programs Urban Educational Leadership Symposium; New York City, NY (June, 1994); the Second Annual Multicultural Education Conference; Orlando, FL (March, 1992); the African American Education Conference; Cincinnati, OH (November, 1992)
SELECTED PRESENTATIONS—continued
"Minority Issues in Science, Technology & Mathematics Education"
- Discussion Leader for Minority Issues Forum at the National Middle School Association Annual Conference; Long Beach, CA (November, 1990)

"Courseware Integration within the Curriculum"
- Paper Presenter at the Virginia Middle School Association Annual Conference; Richmond, VA (March, 1991); the New England Educational Research Organization Annual Conference; Rockport, ME (May, 1990); International Association for Computing in Education 27th Annual Conference; San Francisco, CA (April, 1989)

CONSULTANCIES
- External Panel Reviewer for the School of Education’s Education Center of Excellence Proposal – Clark Atlanta University (2004)
- Empire State College - Albany Semester Internship Program (1997-2000)
- College Level Services Office - The College Board (1997)
- Annenberg/CPB Teacher Leadership Corps - Hampton and Norfolk State Universities (1993)
- Virginia Male Adolescent Network, Inc. (1993)

AWARDS/HONORS
- Cheyney University Certificate of Appreciation in Recognition of Excellence in Grantsmanship (2009-2010)
- American Association for Higher Education Black Caucus Certificates of Appreciation (1996 & 1997)
- Alpha Men of Distinction in Education Award - Capital Region Chapters of Alpha Phi Alpha Fraternity, Inc. (1996)
- Fulbright-Hays Group Projects Abroad Scholars Award Recipient (Participated in the Seminar on Historical and Contemporary Aspects of Argentina and Chile, Summer, 2004.); (Studied Mexican life and culture in central and southern Mexico, Summer, 1993.); United States Department of Education
- Hampton University Faculty Research Grant (1990)
- *Men of Achievement for 1990* - The International Biographical Centre; Cambridge, England
AWARDS/HONORS—continued

- Who’s Who in American Education for 1988-89
- Outstanding Dissertation Nomination for 1987 - Association for Supervision and Curriculum Development
- Graduate Assistantship, SUNY-Buffalo (1986-87)
- Outstanding Young Man of America for 1983
- Rochester, NY Urban League Distinguish Service Awards (1977-85)
- Alpha Phi Alpha Certificate of Appreciation Award - Eastern Regional Conference (1982)

EDUCATIONAL TRAVEL/STUDY ABROAD

Summer, 2004 Fulbright-Hays Fellow
- Participated in the Seminar on Historical and Contemporary Aspects of Argentina and Chile. Studied the cultures and lives of Argentine and Chilean people in Cordoba, Buenos Aires, Mendoza, Alta Garcia, San Antonio de Areco and Iguaçu, Argentina; and in Santiago, Vina del Mar, Valparaiso, Concepcion, and La Serena, Chile. Also traveled to Cataratas do Iguaçu, Brasil while in the region.

Summer, 1993 Fulbright-Hays Fellow
- Studied Mexican culture and life at the Universidad Autonoma de Guadalajara, Universidad Nacional Autonoma de Mexico (UNAM), Instituto de Historia Natural, and the Instituto de Nacional Sulalo de Mexico. Attended seminars and lectures on the cultural ecologies of Mexico while traveling to the cities of Cuernavaca, Guadalajara, Mexico, San Cristobal de las Casas, Tuxtlas - Gutierrez, and rural villages in the states of Chiapas, Morelos, and Jalisco.

Summer, 1983 and 1984
- Visited major art and cultural centers of Europe in order to share the experience with elementary/middle school students. Traveled to Rome, Florence and Venice, Italy; Stuttgart, Frankfurt and Hamburg, Germany; Copenhagen, Denmark; Amsterdam, The Netherlands; Paris, France; London, England; Zurich, Switzerland and Innsbruck, Austria.

PROFESSIONAL MEMBERSHIPS

- Phi Delta Kappa Educational Fraternity
- American Educational Research Association
- PA Association of Teacher Educators/PA Association of Colleges of Teacher Education
- National Association for Multicultural Education
- PA Deans of Education Forum
- Kappa Delta Pi International Honor Society in Education

COMMUNITY/SERVICE ORGANIZATION MEMBERSHIPS

- Member of Alpha Phi Alpha Fraternity, Inc.
- Organizer of the Rochester Chapter of Virginia State University Alumni Association
- Former Member of the Board of Directors for the Urban League of Rochester, New York