

**AGENDA
PERSONNEL COMMITTEE
BOARD OF SUPERVISORS FOR THE
UNIVERSITY OF LOUISIANA SYSTEM
*12:05 p.m., Thursday, June 23, 2016**
Louisiana Tech University
Davison Athletics Complex – Third Floor
Ruston, Louisiana**

MEMBERS:

Mr. Carl Shetler, Chair
Mr. Robert Shreve, Vice Chair
Mr. James Carter
Mr. Jimmy Long
Mr. Winfred Sibille
Mr. Antonio Torres

- A. Call to Order
- B. Roll Call
- C. **Consent Agenda:**

Board Agenda Item J.1.

Grambling State University's request for approval to continue the appointment of Dr. Janet Guyden as Interim Provost and Vice President for Academic Affairs effective July 1, 2016.

Board Agenda Item J.2.

Grambling State University's request for approval to continue the appointment of Mr. Otto Meyers as Interim Vice President for Research, Advancement, and Economic Development effective July 1, 2016.

Board Agenda Item J.3.

Grambling State University's request for approval to continue the appointment of Dr. David Ponton as Interim Vice President for Student Affairs effective July 1, 2016.

Board Agenda Item J.4.

Grambling State University's request for approval to continue the appointment of Dr. Erick Valentine as Interim Dean of the College of Business effective July 1, 2016.

- D. Other Business
- E. Adjournment

**** Executive Session, pursuant to R.S. 42:17, may be required.**

**BOARD OF SUPERVISORS FOR THE
UNIVERSITY OF LOUISIANA SYSTEM**

PERSONNEL COMMITTEE

June 23, 2016

Item J.1. **Grambling State University's** request for approval to continue the appointment of Dr. Janet Guyden as Interim Provost and Vice President for Academic Affairs effective July 1, 2016.

EXECUTIVE SUMMARY

The University requests approval to continue the appointment of Dr. Janet Guyden as Interim Provost and Vice President for Academic Affairs effective July 1, 2016, at an annual salary of \$145,000. 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 continue the appointment of Dr. Janet Guyden as Interim Provost and Vice President for Academic Affairs effective July 1, 2016.*

Janet A. Guyden, Ph.D.

318-274-7374 (Office)

EDUCATION

Doctor of Philosophy in Administration and Supervision
Georgia State University College of Education
Dissertation Topic: Senior Administrator Perceptions of Leader Behaviors at Historically Black Colleges and Universities

Master of Education in Counselor Education
Worcester State University
College of Education
Major: Counselor Education

Bachelor of Arts
Howard University
College of Arts and Sciences
Major: English

PROFESSIONAL EXPERIENCES

2013 to Present **Dean**
College of Professional & Graduate Studies
Grambling State University
Grambling, LA 71245

My primary responsibilities include leadership and administrative oversight for the Schools of Graduate Studies, Nursing, Social Work, and the Departments of Criminal Justice and Mass Communication. Specific tasks include providing leadership and academic oversight for the schools in the College of Professional & Graduate Studies. I also provide administrative support to the Graduate Council (the governing body of the School of Graduate Studies and Research); the recommendation and oversight of graduate school policy and graduate program development; strategic planning; management of fiscal, human, and physical resources (moveable property, facilities, etc.); participation on the President's Executive Council, the 21st Century Planning Council, and the Council of Academic Deans.

2005 to 2013

**Associate Vice President for Research & Dean
School of Graduate Studies and Research
Grambling State University
Grambling, LA 71245**

My primary responsibilities include leadership and administrative oversight for the School of Graduate Studies and Research, which includes all graduate programs (20) across the University and the infrastructure for documenting and disseminating faculty scholarly activity (54 graduate faculty). Specific tasks include but are not limited to providing administrative support to the Graduate Council (the governing body of the School of Graduate Studies and Research); the recommendation and oversight of graduate school policy and graduate program development; strategic planning; management of fiscal, human, and physical resources (moveable property, facilities, etc.); participation on the President's Executive Council, the 21st Century Planning Council, the Council of Academic Deans, and the Strategic Enrollment Management Committee.

My major accomplishments include the re-organization of graduate school operations to facilitate the graduate admissions process; increasing graduate school enrollment by 71% from Fall 2006 (481) to Fall 2012 (821); the revision of the graduate faculty qualifications criteria and application process; the completion of the revised faculty handbook; completion of the faculty qualifications evaluations during Grambling State University's SACS Reaffirmation process; the development of the faculty awards criteria for teaching, research, and service; and the completion of 2010-2011 University planning document as co-chair of the University 21st Century Planning Council.

2003 to 2005

**Professor of Educational Leadership
Principle Investigator: Teachers for a New Era (TNE) Project
(\$5 million over 3 years with a 1:1 match) funded by
Carnegie Corporation
Florida A & M University
Tallahassee, FL**

My primary responsibility included the implementation of the TNE Project to revise and reform Teacher Education at the University to incorporate university-wide participation in the teacher preparation process. My major accomplishment during this project was training faculty in mathematics, chemistry, and biology in aligning general education courses and gateway courses in their majors with the standards of their professional areas and teacher education content standards.

2001 to 2003

**Interim Dean, College of Education
Florida A & M University
Tallahassee, FL**

My primary responsibilities included leadership and administrative oversight for the College of Education and leadership/administrative oversight for the Developmental Research School System which included grades K-12 with two principals, 26 members, 10 staff, approximately 480 students, 3 computer laboratories, one library, transportation, team athletics (football, basketball, track, baseball), band, and approximately 20 student organizations. Specific tasks included but were not limited to oversight of accreditation processes, state mandated program redesign, faculty development, annual reporting to accrediting bodies, and strategic planning; management of budgets and resources for both the College of Education and the Developmental Research Schools; participation on the Deans' Council; monitoring organizational effectiveness, students' academic performance, and faculty productivity; facilitating strategic planning/implementation/evaluation student recruitment, student retention to degree completion, and student development/external opportunities; fostering shared governance activities, collaborative assessment; and serving as liaison to various stakeholder groups.

My major accomplishments included writing the successful "Teachers for a New Era" project proposal for \$5 million over a three-year period with a 1 to 1 match and initiating the plans for the construction of a new physical plant to house the Developmental Research School campus.

1998 to 2001

**Interim Department Chair and Associate Department Chair
Coordinator, Educational Leadership Ph.D. Program
Department of Educational Leadership and Human Services
Florida A&M University
Tallahassee, FL**

My primary responsibilities included leadership and administrative oversight of the department; managing the budget and physical resources; facilitating faculty efforts related to curriculum development and revision; developing curriculum and seeking approvals for a new doctoral program in Educational Leadership; faculty evaluation; recruitment and admission for the doctoral cohorts; and grant writing to secure resources for international programming.

My major accomplishments included hooding four doctoral students from the first educational leadership cohort and traveling to the University of Cape Coast in Ghana to sign the memorandum of understanding between Florida A&M University and the University of Cape Coast to establish the collaborative doctoral program designed to support their faculty in earning the Ph.D. in Educational Leadership.

1997 to 1998

**Associate Professor
Coordinator, Educational Leadership Ph.D. Program
Department of Educational Leadership and Human Services
Florida A&M University
Tallahassee, FL**

My primary responsibilities included coordinating all aspects of the Educational Leadership doctoral program (curriculum and course development, class scheduling, faculty assignments, and cohort selection), serving on doctoral committees, teaching courses in both the master's and doctoral programs, conducting research and grant writing, and serving on college and university committees.

My major accomplishment was my appointment to Florida Commission for the Common Course Numbering System.

1992 to 1997

**Assistant Professor
Higher Education Administration Program Coordinator
Department of Educational Policy Studies
Georgia State University
Atlanta, GA**

My primary responsibilities included coordinating all aspects of the higher education doctoral program (curriculum and course development, class scheduling, faculty assignments, and cohort selection), serving on doctoral committees, teaching courses in both the master's and doctoral programs, conducting research and grant writing, and serving on college and university committees.

My major accomplishments included chairing eleven dissertation committees to hooding and being a part of the team responsible for developing the Atlanta Leadership Initiative (ALI) Project with the Atlanta City School District.

1991 to 1992

**Graduate Research Assistant
Department of Education Administration and Supervision
Georgia State University
Atlanta, GA**

My primary responsibilities included working with the professor of school law to pull court cases related to education and assist in teaching school law classes.

My major accomplishment included completing my doctoral dissertation and earning the Ph.D. in Educational Administration and Supervision.

1990 to 1991

**Counseling Psychologist
Counseling and Testing Center
Augusta College (Augusta State University)
Augusta, GA**

My primary responsibility included personal, academic, and career counseling; group counseling and presentations; standardized testing and interpretation; and community outreach.

My major accomplishments included initiating the "brown bag" study skills seminars and serving as a guest lecturer in the Psychology Department.

1988 to 1990 **Dean for Admissions, Recruitment and Financial Aid**
Paine College
Augusta, GA

My primary responsibilities included planning, implementing, and evaluating strategies to achieve objectives of all three divisions (admissions, recruitment, and financial aid); involvement in institutional planning and policy making through participation on the Administrative Council (the president's senior cabinet) and the Committee for Institutional Planning; and chairing the Institutional Effectiveness Standard for SACS reaffirmation. This was a senior administrative position that reported directly to the President and supervised two directors (admission and financial aid), two recruiters, one financial aid counselor, and three clerical persons.

My major accomplishment was to successfully write a grant to provide additional resources to support recruitment and admissions from the Lilly Foundation.

1989 to 1988 **Director, Counseling Center**
Paine College
Augusta, GA

My primary responsibilities included planning, implementing, evaluating activities to achieve the objectives of the Counseling Center, academic advising, and teaching. The position was responsible to the Dean of Students and supervised one counselor, one clerical person, and four peer tutors.

1984 to 1986 **Counselor and Tutorial Program Supervisor**
Counseling Center
Paine College
Augusta, GA

My primary responsibilities included personal and academic counseling, academic advising, coordinating campus-wide tutorial services, standardized testing, and teaching. The position was responsible to the Director of the Counseling Center and supervised a cadre of faculty and volunteer tutors.

1978 to 1984

**Testing Coordinator and Special Assistant to the Director
Reading Success, Inc.
Augusta, GA**

My primary responsibilities included supervising the testing team of 5 to 7 reading/learning disabilities teachers; selecting tests, testing and writing reports; disseminating program policy to supervisory and teaching staff; writing public relations materials; conferring with parents and students. The position was responsible to the Director/Owner of the center.

1976 to 1977

**Drug and Alcohol Rehabilitation Counselor
Devens Outreach House
Ft. Devens, MA**

My primary responsibilities included conducting initial screening interviews, providing individual and group counseling, developing individual treatment plans. The position was responsible to the Clinical Director.

PROFESSIONAL MEMBERSHIPS

AERA (American Educational Research Association)
ASCD (Association of Supervision and Curriculum Development)
ASHE (Association for the Study of Higher Education)
ELA (Education Law Association)
KAPPA DELTA PI Educational Honor Society
NASAP (National Association of Student Affairs Professionals)
NCURA (Nation Council of University Research Administrators)

SELECTED PUBLICATIONS

Guyden, J. A. (in press). History's Impact on the Characteristics of Black Students Entering Historically Black Colleges and Universities . In Johnson, B. ed. *Curators of the Legacy*

Lee, W.Y., Guyden, J.A., & Watkins, P.G. (2011). Hoping for the unexpected: African American women as STEM educators. In Chambers, C.R. & Sharpe, R.V. eds. *Black American Female Undergraduates on Campus: Successes and Challenges, with a Special Focus on STEM*. Emerald Group Publishing Limited

Committee on a Leadership Summit to Effect Change in Teaching and Learning. *Transforming Undergraduate Education in Agriculture: Sustainable Education for a Changing World (2009)*. National Academies Press, Washington, DC

Foster, L. & Guyden, J. "Colleges in Black and White: White Faculty at Black Colleges" (2004) in M. Christopher Brown & Kassie Freeman (eds.). *Black Colleges: New Perspectives in Policy and*

Praxis. Westport, CT: ABLEX Press

Foster, L. & Guyden, J. "School Public Relations and the Principalship: An interview with Darrell Rud, President of the National Association of Elementary School Principals." *The Journal of School Public Relations*,(23)2. Spring 2002

Layman, E. & Guyden, J.A. "Renewal versus Burnout: A Career Blueprint." *Health Care Manager* (18) 3, Spring 2000

Foster, L., Guyden, J., & Miller, A. (1999). *Affirmed Action: Essays on the Academic and Social Lives of White Faculty Members at Historically Black Colleges and Universities*. Lanham, MD.: Rowman & Littlefield Publishers, Inc

Guyden, J.A. (1999). "The Historical Context of White Faculty Participation at Historically Black Colleges" in *Affirmed Action: Essays on the Academic and Social Lives of White Faculty Members at Historically Black Colleges and Universities*. Foster, L., Guyden, J., & Miller, A. (eds.). Lanham, MD.: Rowman & Littlefield Publishers, Inc

Layman, E. & Guyden, J.A. "The Relationships Among Organizational and Departmental Characteristics, Hardiness, and Burnout in Directors of Hospital Health Information Management Departments." *Educational Perspectives in Health Information Management* (2) 2, Winter 1999

Guyden, J.A. (1999). "Historically Black Two-year Colleges" in *Community Colleges for women and Minorities: Enabling access to the baccalaureate*. Townsend, B. (ed.). New York: Garland Publishing, Inc

Layman, E. & Guyden, J.A. "The Relationships Among Psychological Type, Coping Mechanisms, and Burnout." *Educational Perspectives in Health Information Management*(2) 1, Spring 1999

Layman, E. & Guyden, J.A. "Reducing Your Risk of Burnout." *The Health Care Supervisor*, 15 (3), 57-69, 1997

Guyden, J.A. & McWilliams, A.E. "The Atlanta Leadership Initiative Summer Institutes: 1995 and 1996." *Update: The Newsletter of the Georgia Staff Development Council*, 12(15), 6-7, 1997

Lawless, W.F., Hayes, J.T., Guyden, J.A., Cecil, L., & Porter, B.F. (1990). Social Support and Risky Behavior Theory: Predictions of Outcomes with Path Analysis. *Georgia Journal of Science* 48(2), 74-87

SELECTED PRESENTATIONS

Guyden, J. "Developing Student Learning Outcomes." Faculty Professional Development. Grambling State University, Spring 2011.

Guyden, J. "The Role of the HBCU in Preparing Teachers for the 21st Century." Panel Presentation at the Sixth Annual J.K. Haynes Teacher Preparation Conference, October 6, 2009. Baton Rouge, LA

Guyden, J., Lee, W., and Watkins, G. "The Intra-racial Generation Gap: The Implications for Teaching and Learning on the University Campus." National Conference on Race & Ethnicity in American Higher Education, May 29- June 2, 2007, San Francisco, CA

Guyden, J. "The Multiple Facets of Literacy." The Delta-4 Literacy Conference, University of Arkansas, Pine Bluff, October 12, 2006, Pine Bluff, AR

Guyden, J. & Thompson, C. "The Balancing Act: Crafting a Meaningful Academic Life." Workshop presentation at AERA Conference, San Francisco, CA, April 6-7, 2006

Foster, L., Guyden, J., et.al. "Teacher Preparation Reform." Presentation at the Patterson Research Conference, Washington, DC, September 24-27, 2004

Guyden, J. "The Policy Implications of 'No Child Left Behind' for HBCUs." Invited presentation at the African American Education in the South Conference, Dillard University, New Orleans, LA, November 13-15, 2002

Guyden, J. "The Power of One." Invited presentation at the African American Education in the South Conference, Dillard University, New Orleans, LA, November 5-8, 2001

Guyden, J. "Faculty Roles in Mission and Institutional Development." Presentation at AAUP Conference on Mission and Governance, Washington, D.C., October 12-14, 2001

Guyden, J. & Foster, L. "The Road Less Traveled: White Faculty Members at Historically Black Colleges and Universities." Presentation at ASHE Conference, Sacramento, CA, Nov. 18, 2000

Guyden, J. "Special-Niche Institutions: How to Increase their Use as Research Sites." Presentation at ASHE Conference, Sacramento, CA, Nov. 17, 2000

Hope, W.C., Kelley, B. & Guyden, J.A. "Technology Standards and the Implications for Educational Leadership Program Development." Presentation at AMERICAN ASSOCIATION OF COLLEGES FOR TEACHER EDUCATION Conference, San Diego, CA, Feb. 9, 2000

Frank, F., Guyden, J.A., & Hinton-Cook, E. "Symposium: Briefings on Doctoral Dissertations In-process that Explore Educational Equity in the Florida Panhandle." Southern Regional Council of Educational Administration Annual Conference, Charlotte, NC, November 13, 1999

Guyden, J.A. & Burnette, A.P. "The Politics of Implementing a Doctoral Program in Educational Leadership: A Critical Analysis." Southern Regional Council of Educational Administration Annual Conference, Charlotte, NC, November 15, 1999

Guyden, J.A. "Hitch-hiking on the Information Highway: Influences of Technology on Student Learning." AERA Annual Conference, Montreal, Canada, April 20, 1999

Guyden, J.A. "The Historically Black College in the Millenium: An Interactive Symposium." AERA Annual Conference, Montreal, Canada, April 22, 1999

Guyden, J.A. & Foster, L. "The Role of White Faculty at HBCUs." Keynote Presentation at HBCU Faculty Symposium, Miami, FL, October 16, 1998

Guyden, J.A., Pavel, D.M., & Wolf-Wendall, L. "Special Focus Two-year Colleges: Gateways to Access." A symposium presented at the AERA Annual Meeting, San Diego, CA, April 14, 1998

Guyden, J.A., Frank, F.P. "Developing a Clinically Based Information System to Fit Conditions and Capabilities of Poor/Rural Schools." Paper presented at the Southern Regional Council on Educational Administration, Charleston, SC, 1997, November

Guyden, J.A., Frank, F.P. "Creating Information Systems for Teaching and Learning . "Paper presented at the National Association of Laboratory Schools, Southern Regional Conference, Tallahassee, FL, October, 1997

Guyden, J.A., Pavel, D.M., Solozano, D. & Wolf-Wendall, L. "Opportunity and Access: Special Focus Institutions." A symposium presented at the AERA Annual Meeting, Chicago, IL, March 3, 1997

Guyden, J.A. & Hutcheson, P.A. "Teaching and learning in higher education: Social and political contexts." Paper presented at the Faculty Enrichment Forum of the Georgia State University Center for Teaching and Learning, Atlanta, GA, February, 1997

Guyden, J.A., McWilliams, A.E., Frank, F.P, & Fuller, C. "Atlanta Public Schools and Georgia State University Department of Educational Policy Studies: APS/GSU ALI (Atlanta Leadership Initiative) 1995 Summer Leadership Institute." Paper presented at the American Association of School Administrators 1996 Conference-Within-A-Convention. San Diego, California, March 8, 1996.

Hackney, C. & Guyden, J.A. "The Interaction of Epistemological Position and Performance Self Esteem, and Perceptions of the Organizational Culture." Presentation of research at the 9th Annual Women in Educational Leadership Conference, Lincoln, NE, September 25, 1995

Arnold, S. & Guyden, J.A. "The Salient Characteristics of Black Women College Presidents." Presentation of research at the 9th Annual Women in Educational Leadership Conference, Lincoln, NE, September 25, 1995

- Guyden, J.A. "The User-friendly Campus: The Stimulus for Constituency Collaboration." Presented at the 11th Annual MAT/MRO Conference, Valdosta, GA, April 20, 1995
- Podsen, I.J., Guyden, J.A., Hackney, C. & O'Rourke, C.M. Performance Self-esteem and Perception of Voice: A Study of Emerging Women Leaders in Graduate Preparation Programs. Presentation of research at the "Gender Issues in the Classroom and on Campus" Conference sponsored by AAUW, Minneapolis, MN, June 18, 1993
- Guyden, J.A. "Handling the Homework Hassle." Presentation at the annual Youth Conference, Division of Family and Children Services, Augusta GA, August 9, 1991
- Guyden, J.A. "Surviving the SAT: Test-taking skills." Course taught through the Augusta College Continuing Education Program, August 3, 1991
- Guyden, J.A. "Academic Survival." Course taught through the Augusta College Continuing Education Program, August 5 & 7, 1991 and August 6 & 8, 1991
- Guyden, J.A., guest lecturer, "Introduction to Organizational Culture." Psy 444/644, Department of Psychology, Augusta College, April 2, 1991
- Lawless, W.F., Hayes, J.T., Guyden, J.A., Cecil, L., & Porter, B.F. "Self-representation and Observable Behavior: Students' Self-rated Scholastic Ability Versus Test Performance." 67th Annual Meeting of the Georgia Academy of Science, Mercer University, Macon GA, May 4-5, 1990
- Guyden, J.A., guest lecturer, "An Overview of Reality Therapy." Department of Counselor Education, Augusta College, July 17, 1990
- Guyden, J.A. "Stress Management in the Work Setting." Georgia Library Media Association Annual Conference, Calloway Gardens, GA, March 3 & 4, 1989
- Guyden, J.A. "Student Development and Peer Pressure." Presented during the Peer Counselor Mini-Workshop, Paine College, and January 10, 1989
- Guyden, J.A. "The Role of Liberal Arts Education in a Technical World." American Education Week presentation, Glenn Hills High School, Augusta GA, November 17, 1988
- Guyden, J.A. "Study Skills: A General Overview & Study Skills: Diagnostic and Prescriptive Services." Presented at the Paine College Peer Counselors' Retreat, August 15-17, 1988

Guyden, J.A. "The Responsibilities of Leadership: The Spirit, the Mind, the Body." Presented as part of the Georgia Leadership Education School Youth Lecture Series, Paine College, June 15, 1988.

Guyden, J.A. "Developing Assertiveness: Communication Skills." Presented at the meeting of the Association of Richmond County Middle School Student Councils, March, 1988

Guyden, J.A. "Interaction and Counseling Strategies for Resident Assistants." Presentation for the Paine College Student Affairs Staff Development, February, 1987

Guyden, J.A. "Working with Minority Students." Presentation for the Department of Parent-Child Nursing, Medical College of Georgia, April 25, 1986

MEETINGS AND TRAINING

Atlanta, GA, SACSCOC Annual Meeting. December 6-10, 2013.

Washington, DC, AASCU GRC Proposal Development Workshop. February 24-26, 2011

San Antonio, TX. SACS 2008 Annual Meeting. December 3 - 6, 2008

Norfolk, VA, White House Initiative on HBCUs Technical Assistance Conference, April 28-30, 2008

New Orleans, LA, SACS 2007 Annual Meeting, December 2-4, 2007

San Francisco, CA, NCOE, May 29- June 2, 2007

Orlando, FL, SACS 2006 Annual Meeting, December 1-3, 2006

Washington, DC, National Academy of Sciences Summit on Teaching and Learning, October 3-5, 2006

Baton Rouge, LA, 68th Annual CLC&U Conference, April 27, 2006

San Francisco, CA, AERA Annual Conference, April 6-11, 2006

Washington, DC, Teachers for a New Era Spring Institute (Carnegie Corporation), April 27-28, 2005

Montreal, Quebec, Canada, AERA Annual Conference, April 11-15, 2005

San Francisco, CA, Teachers for a New Era Fall Institute (Carnegie Corporation), November 17-19, 2004

Kansas City, MO, ASHE Annual Conference, November 3-7, 2004.

Washington, DC, UNCF Patterson Research Conference, September 24-27, 2004

Baltimore, MD, ETS/HBCU Collaborative (Morgan State University), August 26-28, 2004

New York, NY, Teachers for a New Era Project Meeting (Carnegie Corporation). June 17, 2004

Washington, DC, Teachers for a New Era Institute. March 2-5, 2004

Chicago, Illinois, American Association of Colleges for Teacher Education Annual Conference, February 7-10, 2004

Portland, Oregon, ASHE Annual Conference, November 12-16, 2003

Sacramento, California, ASHE Annual Conference, November 20-24, 2002

New Orleans, Louisiana, Dillard University, the Second Annual Conference on African American Education, November 13-15, 2002

Cambridge, Massachusetts, Institute for Statewide Literacy Initiative, Harvard Graduate School of Education, August 18-22, 2002

New Orleans, Louisiana, AERA Annual Conference, April 1-5, 2002

New Orleans, Louisiana, Dillard University, The First Annual Conference on African American Education, November 8-9, 2001

Richmond, Virginia, ASHE Annual Conference, November 15-18, 2001

Palm Coast, Florida, State University System Dean's Workshop, May 21-23, 2001

Sacramento, California, ASHE Annual Conference, November 16-19, 2000

New Orleans, Louisiana, AERA Annual Conference, April 24-28, 2000

American Association of Colleges for Teacher Education Conference, San Diego, California, February 7-11, 2000

Southern Regional Council on Educational Administration Annual Conference, Charlotte, North Carolina, November 13-15, 1999

HBCU Faculty Symposium, Miami, FL, October 15-18, 1998

ASHE Annual Conference, Albuquerque, NM, November 5-8, 1997

National Association of Laboratory Schools, Southern Regional Conference, Tallahassee, FL, October, 1997

AERA Annual Meeting, Chicago, IL, March 3 – 8, 1997

American Association of School Administrators 1996 Conference-Within-A-Convention. San Diego, California, March 8, 1996

ASHE Annual Conference, Tucson, AZ, October 28-31, 1995

Valdosta, GA, 11th Annual MAT/MRO Conference, April 20, 1995

9th Annual Women in Educational Leadership Conference, Lincoln, NE, September 25, 1995

The "Gender Issues in the Classroom and on Campus" Conference sponsored by AAUW, Minneapolis, MN, June 18, 1993

National Association of Secondary School Principals Assessor Training, Georgia State University Principals' Center, January 25-29, 1993

Institutional Effectiveness Workshop. Clayton State College, Board of Regents, November 16, 1992

11th Annual Conference for Black Students on White Campuses, Georgia State University, Atlanta, GA, April 3, 1992

Developing Self-esteem with Clients. American Association for Counseling and Development continuing education course (6 hours), May 10, 1991

Library Media Association Annual Conference, Calloway Gardens, GA, March 3 & 4, 1989

White House Conference on Historically Black Colleges and Universities. Washington, D.C., Department of Education and NAFEO, October, 1989

Marketing Excellence in Education. Somers, NY, Pepsico and NAFEO, October, 1988

PROPOSALS AND PROJECTS

Fort, A. and Guyden, J. (2007) NIH Health Disparities Grant. \$3,500,000. Not Funded

Beutner, M., Guyden, J. & Ogunyemi, O. (2006). NSF EPSCOR. LA Board of Regents. \$720,000. Not Funded

Guyden, J. (2003). "Teachers for a New Era: An Initiative to Improve the Quality of Teaching." The Carnegie Corporation: \$5,000,000. Funded

Guyden, J. (2003). "College of Education Strengthening Grant." Title III: \$165,000. Funded

Guyden, J. (2002). "College of Education Strengthening Grant." Title III: \$100,000. Funded

Pigford, A., Hope, W.C., & Guyden, J.A. (2000). "The Ghana Doctoral Initiative." USAID: \$700,000. Funded

Pigford, A., Burnette, A., Guyden, J.A., Hinton-Cook, E., Hope, W.C., Poole, G. (2000). "The Cameroon Doctoral Initiative." USAID: Not funded

Pigford, A., Guyden, J.A., Hope, W.C. (1999). "The Guinean Project" (a subcontract with Florida State University): \$5,000. Funded

Guyden, J.A. & Hope, W.C. (1999). "Teaching Through Technology." Grant proposal submitted to the United States Department of Education. Not Funded

Guyden, J.A. Minority Faculty Grant (1994). Georgia State University: approximately \$1000.00. Funded

Guyden, J.A. (1987). Free-standing Tutorial Center (Title III for the 1990-1991 academic year). Paine College: \$3000.00. Funded

Guyden, J.A. (1988). Enhanced Student Recruitment Project. The Lilly Endowment for three years beginning the 1989-1990 academic year. Paine College: \$10,000. Funded

COLLEGE SERVICE

2013: Member, Grambling State University Head Football Coach Search Committee

2013 to Present: Member, Title III Advisory Committee

2011 to 2012: Chair, Grambling State University International Students Strategic Study Group

2010 to Present: Co-Chair, Grambling State University 21st Century Planning Council

2010 to 2012: Member, Grambling State University Strategic Enrollment Management Committee

2009: Chair, Search Committee for the Dean of the College of Education

2009: Convener, Search Committee for the Director of Sponsored Research

2009: Member, Search Committee for the Director of A.C. Lewis Memorial Library

2008 to 2010: Member, Leadership Team of the Grambling State University SACS Reaffirmation of Accreditation

2008 to 2010: Member, Coordination and Planning Team of the Grambling State University SACS Reaffirmation of Accreditation

2008 to 2010: Chair, Faculty Qualifications and Credentials Team of the Grambling State University SACS Reaffirmation of Accreditation

2007 to 2008: Title III Activity Monitor for Academic Programs

2006 to 2010: Member, Grambling State University Strategic Planning Committee

2006 to 2008: Member, NCAA Athletics Certification Steering Committee

2006 to 2007: Chair, Grambling State University Faculty Awards Development Committee

2006: Member, Director for Retention Search Committee, Grambling State University

2006 to 2009: Chair, Grambling State University Faculty Handbook Committee

2006 to Present: Member, Grambling State University Professional Education Council

2006 to Present: Member, Grambling State University Research Misconduct Committee

2005 to Present: Member, Grambling State University College of Education NCATE Conceptual Framework Committee

2005 to Present: Member, Grambling State University Council of Academic Deans

2005 to Present: Chair Grambling State University Graduate Council

2004 to 2005: Chair: Florida A&M University Developmental Research School Advisory Board

2004 to 2005: Member: Florida A&M University General Education Committee

2004 to 2005: Member: Florida A&M University Faculty Planning Conference Committee

2003 to 2005: Member: Florida A&M University Curriculum Committee

2003 to 2005: Member: Florida A&M University Developmental Research School Advisory Board

1999 to 2003: Chair: Florida A&M University College of Education NCATE Conceptual Framework Committee

1999 to 2000: Member, SUS Florida Partnership for School Readiness Committee

1999 to 2000: Chair: The Florida A&M University College of Education Faculty & Staff Retreat

1998 to 1999: Member, the Florida A&M University College of Education Leadership Team

1998 to 1999: Interim Department Chair, Department of Educational Leadership and Human Services, Florida A&M University

1998 to 2005: Member, Florida A&M University Graduate Council

1998 (November): Chair, The "Education of Blacks in Florida" presentation committee

1998 (August): Chair, "Distance Learning" presentation committee

1997 to 2001: Educational Leadership Program Coordinator, Department of Educational Leadership and Human Services, Florida A&M University

1995 to 1997: Coordinator, Higher Education Ph.D. Program in the Department of Educational Policy Studies, College of Education, Georgia State University, Atlanta, GA

1995 to 1997: Assistant coordinator, The Atlanta Leadership Initiative (ALI), Department of Educational Policy Studies, Georgia State University

1995 to 1997: Assistant coordinator, the Henry County NL-5 Program, Department of Educational Policy Studies, Georgia State University

1995: Research proposal reviewer, ASHE Program Committee

1995: Research proposal reviewer, American Association of School Administrators

1995 (November 2): Chair of the research session "Economic Issues in Higher Education" at the ASHE Annual Meeting, Orlando, FL

1994 to 1995: Chair, Department of Educational Policy Studies Faculty Affairs Committee

1994 (November 10): Chair of the research session "Economic Issues in Higher Education" at the ASHE Annual Meeting, Tucson, Arizona

1993 to 1994: Program review and staff development, Rural Health Outreach Program (RHOP), School of Nursing, Medical College of Georgia, Augusta, GA

1993 (November 13): Chair of the research session "Leadership in Higher Education" at the ASHE Annual Meeting, Pittsburgh, Pennsylvania

1993 to 1997: Representative to the University-wide Strategic Planning Committee.

1992 to 1993: Faculty representative, Dissertation Quality Review Committee, sub-committee of the Academic Affairs Committee of the College of Education, Georgia State University

1992 to 1993: Faculty representative, Academic Affairs Committee of the College of Education; secretary

1991 to 1992: Graduate student representative, Academic Affairs Committee of the College of Education

1989 to 1990: Member, Strategic Planning Committee, Paine College

1989 to 1990: Chair, Institutional Effectiveness Committee for the Paine College Self-Study

1989 to 1990: Member, Steering Committee for the Paine College Self-Study

1988 to 1990: Member, Administrative Council, Paine College

1988 to 1990: Chair, Committee for Admissions, Recruitment and Financial Aid, Paine College

1987 to 1988: Chair, Library Committee, Paine College

COMMUNITY SERVICE

2007 to 2008: Program evaluator for the NIH sponsored "Medical-Homes Treatment Model" Project, Shreveport, LA

2006 to Present: Program Chair, North Louisiana Chapter of the American Association of University Women

2004: Member NCATE/DOE visiting team, University of North Florida, Jacksonville, FL

2003: Member DOE visiting team, St. Petersburg College, St. Petersburg/Tarpon Springs, FL

2001: Member NCATE/DOE visiting team, Florida International University, Miami, FL

1995: Member, SACS visiting team, Sprayberry High School, Cobb County, Marietta, GA

1995 to 1998: Program evaluator for the Kellogg Foundation sponsored Keysville Demonstration Project, Keysville, GA

1995 to 1997: President, Advisory Council, Wesley Chapel Youth Center

1994 to 2000: Member, Board of Directors, East Atlanta District Scholarship Fund of the African Methodist Episcopal Church

1994: Member, SACS visiting team, McNair Middle School, Dekalb County, Decatur, GA

1994 to 1998: Advisory Council Member, Wesley Chapel Youth Center

1993 to 1995: Mentor, Terry Mill School "Girls to Women" Program, Atlanta GA

1989 to 1990: Finance co-chairperson of the Trinity C.M.E. Church 150th Anniversary Steering Committee, Augusta, GA

1980 to 1985: The Advisory Committee to the Richmond County Board of Education, Augusta, GA

- 1984 to 1985: President
- 1983 to 1984: Vice President
- 1980 to 1985: Member

1983 to 1985: The Advisory Committee to the Augusta Area Mental Health Association, Augusta, GA

1974 to 1976: League of Women Voters, Littleton, MA

- First Vice President
- Chairperson: local juvenile justice study

1975: Littleton Nature Day Camp, Littleton, MA

- An educational experience for under-privileged children
- Director

1974: Army Community Service Learning Disabilities Summer Program

- A summer program to provide tutoring combined with day camp activities
- Co-Director

PROFESSIONAL SERVICE

2005 to 2009: Member, Committee on the Leadership Summit to Effect Change in Teaching and Learning of the National Research Council of the National Academies, Washington, DC

2005 to 2007: Consultant, Collegiate Development Services, Irving, TX

2005 to 2010: Member, National Association of Student Affairs Professionals Resolution Committee

2004 to 2010: Member, National Association of Student Affairs Professionals Journal Editorial Board

2001 to 2005: Member, ASHE Board of Directors

2001 to 2005: Chair, ASHE Council on Ethnic Participation

1999 to 2005: Member, ASHE Reader Series Editorial Board

1998 to 2005: Representative, Common Course Numbering System for the state of Florida

1997 to 1998: Chair, Division J Social Contexts Committee, AERA

1993 to 2004: Research Proposal Reviewer, Program Committee, Association for the Study of Higher Education (ASHE)

1995 to 2003: Research Proposal Reviewer, American Educational Research Association (AERA)

1998 to 2003: Research Consultant, Frederick D. Patterson Research Institute of the UNCF College Fund

1999 to 2005: Research Reviewer, Review of Negro Education

1999 to 2001: Member, ASHE Publications Editorial Board

HONORS and AWARDS

2002: Nomination for the ASHE Service Award

1992: Outstanding Graduate Student, Department of Educational Administration, College of Education, Georgia State University.

1992: Regents' Scholarship, Georgia Board of Regents

**BOARD OF SUPERVISORS FOR THE
UNIVERSITY OF LOUISIANA SYSTEM**

PERSONNEL COMMITTEE

June 23, 2016

Item J.2. Grambling State University's request for approval to continue the appointment of Mr. Otto Meyers as Interim Vice President for Research, Advancement, and Economic Development effective July 1, 2016.

EXECUTIVE SUMMARY

The University requests approval to continue the appointment of Mr. Otto Meyers as Interim Vice President for Research, Advancement, and Economic Development effective July 1, 2016, at an annual salary of \$130,000. 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 continue the appointment of Mr. Otto Meyers as Interim Vice President for Research, Advancement, and Economic Development effective July 1, 2016.*

OTTO O. MEYERS III

SUMMARY

Results driven executive with over 20 years of successful business, academic and legal experience in multi-national organizations. Expertise in designing, implementing and managing organizational strategies that enhance operational excellence, organizational performance and customer satisfaction. Recognized for strong systemic thinking, communication, interpersonal, relationship building and leadership skills. Consistently achieves organizational goals and effectively engages diverse stakeholder groups. Excels in identifying and developing talent and optimizing the collaboration of cross-functional teams to achieve exceptional results. Key competencies include:

- Strategic Planning
- Operations Management
- Continuous Improvement
- Critical Thinking
- Project Management
- Business Development
- Fundraising
- Team Building
- Ethics/Compliance Management
- Academic Program Development
- Situational Leadership
- Legal Counsel

PROFESSIONAL EXPERIENCE

GRAMBLING STATE UNIVERSITY – GRAMBLING, LA EXECUTIVE DEAN, COLLEGE OF BUSINESS

2014 - PRESENT

Provide leadership and coaching in the development and delivery of programs and curricula that facilitate the objectives of the University and its students.

- Developed and implemented actions in response to College's AACSB "Fifth Year Reaffirmation" accreditation review within two months of site visit.
- Developed and implementing strategies to deliver on the University's key priorities, namely, student recruitment, student retention and student graduation/placement. The recruiting initiatives have resulted in a 2.5% increase in enrollment for the Spring 2015 semester.
- Developed "Advisory Councils" for the College of Business and key programs, which is facilitating more industry engagements and investments regarding curriculum content, program offerings and workforce strategies.
- Working with industry partners, the number of industry internships, training and professional development networks for faculty have increased substantially.
- Conceived and implemented the University of Louisiana System's first "Student Professional Development" program, which in its first semester is considered a best practice.
- Successfully obtained and currently managing grant funding for various programs such as Title III funding for a Student Professional Development program. Actively working with industry and other institutions to submit grant proposals for "apprenticeship" and STEM programs.
- Working collaboratively with diverse stakeholders to design innovative programs (e.g., project management and supply chain management) and courses (e.g., business and data analytics) for the University's curriculum.

TRILOGY VENTURES GROUP, LLC – HOUSTON, TX MANAGING DIRECTOR

2014

Deliver innovative, fit-for-purpose coaching and consulting services to enhance the performance and operations of business clients in a variety of industries.

SHELL OIL COMPANY - HOUSTON, TX 1991 - 2013

GENERAL MANAGER, PROJECTS - FUELS SALES & MARKETING - NORTH AMERICA (2012 - 2013)

Executive sponsor and lead for cross-functional teams consolidating and simplifying the global business' operating, compliance and safety models while effectively engaging multiple stakeholders including multi-national third-party service companies.

GENERAL MANAGER, FUELS OPERATIONS SUPPORT - FUELS SALES & MARKETING (2006 - 2012)

Led team comprising Compliance, Global Programs/Projects Implementation, Contracts Administration and Continuous Improvement operations, with over 300 employees and an operating budget of over \$125 million.

MANAGER - U.S. FUELS CUSTOMER SERVICE OPERATIONS (2002 - 2006)

Responsible for the delivery of business support services, including site and terminal operations and permitting, state agency compliance, fuel incentives, real estate programs and contracts administration, with an operating budget of \$235 million.

DIRECTOR, BUSINESS SERVICES - U.S. RETAIL (2000 - 2002)

Led national team comprising Credit Card Operations, Information Technology and Retail Administration service units, with an annual operating budget of over \$300 million.

EXECUTIVE DIRECTOR AND MANAGER, OXYGENATED FUELS STRATEGY - EQUILON, LLC - (SHELL & TEXACO JOINT VENTURE) (1998 - 2000)

Directly reported to CEO of Equilon, while serving as primary interface with joint venture stakeholders regarding board meetings, governmental agency reviews and compliance, strategic planning and community outreach initiatives.

SENIOR COUNSEL - SHELL LEGAL DEPARTMENT (1991 - 1998)

Provided counsel on a wide range of legal matters, including intellectual property, corporate policy and compliance, trade practices, sales negotiations, joint venture financing and deals, acquisitions and antitrust.

EDUCATION

MASTERS OF BUSINESS ADMINISTRATION - UNIV. OF HOUSTON

CERTIFICATE OF PROFESSIONAL OIL AND GAS LAND MANAGEMENT - UNIV. OF HOUSTON

JURIS DOCTOR - TEMPLE UNIV. SCHOOL OF LAW

BACHELOR OF SCIENCE - CHEMISTRY, GRAMBLING STATE UNIVERSITY

Bar Memberships: Texas, Pennsylvania, New Jersey and

U.S. Supreme Court (including other Federal Courts)

**BOARD OF SUPERVISORS FOR THE
UNIVERSITY OF LOUISIANA SYSTEM**

PERSONNEL COMMITTEE

June 23, 2016

Item J.3. Grambling State University's request for approval to continue the appointment of Dr. David Ponton as Interim Vice President for Student Affairs effective July 1, 2016.

EXECUTIVE SUMMARY

The University requests approval to continue the appointment of Dr. David Ponton as Interim Vice President for Student Affairs effective July 1, 2016, at an annual salary of \$100,000. 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 continue the appointment of Dr. David Ponton as Interim Vice President for Student Affairs effective July 1, 2016.*

David C. Ponton, Jr., Ed.D.

pontond@gram.edu
rusty_ponton@gram.edu

CAREER OBJECTIVES:

To continue to work for an institution of higher learning where each student is supported academically, socially, emotionally, and spiritually in order to maximize each student's abilities and actualize their academic and personal goals.

EDUCATION:

Ed.D.	May 2014	Developmental Education, Grambling State University, Grambling, LA
ABD	1992	Sport Management, Temple University, Philadelphia, PA (Doctoral Program Discontinued)
M.S.	1989	Sport Administration, Grambling State University (GSU), Grambling, LA
B.S.	1986	Mechanical Engineering Technology, Southern University, Baton Rouge, LA (Cum Laude)

EXPERIENCE:

2015-	Interim VP of Student Affairs: <i>Responsible for GSU Police Department; Judicial Affairs, Foster Johnson Health Center, Residential Life, Favrot Student Union/Campus Wide Activities, Comprehensive Counseling Center, Intramural/Recreational Sports, Campus Organizations/PAN Council, Cheerleaders, Orchesis Dance Company, Student Government Association & Graduate Student Association. Chair of the Lyceum Committee & Student Oversight Committee</i>
2014-2015	Associate Vice President of Student Affairs/Dean of Students
2013-2014	Dean of Students
2012-2013	Dean of Student Activities
2008-2012	Director, Favrot Student Union/Campus Activities
1997-2008	Head Coach Women's Basketball Program, GSU
1997-2008	Director, Rusty Ponton Girl's All-Star Basketball Camp, GSU
Sum 2000	USA Assistant Women's Basketball Coach, R.W. Jones Cup Team Colorado Springs, CO – Taipei, Taiwan
1993-1997	Assistant Coach Women's Basketball Coach, GSU

- 1992-1993 Graduate Assistant, Sport Marketing, Temple University
- 1988-1992 Assistant Coach Men's Basketball Program, GSU
- 1987-1988 Retail Marketer, Shell Oil Company USA, Dallas, TX
- 1986-1987 Process Engineer, Owens Corning Fiberglas, Kansas City, KS

HONORS AND EXPERIENCE:

- 2002-2003 Adjunct Assistant Professor, Sport Administration Program, GSU
- 2000 U.S.A. Gold Medalist and Assistant Basketball Coach, R.W. Jones Cup
- 2000-2008 Advisor, Alpha Phi Alpha, Fraternity, Inc., Delta Sigma Chapter, GSU
- 2000-2008 Advisor, Track Phi Track, Grambling State University Chapter
- 1999-2008 Advisor, GSU Athlete Advisory Committee
- 1999 Finalist Black Coaches Association, Coach of the Year
- 1998-2000 SWAC Coach of the Year (3 consecutive years)
- 1988-2008 Academic Adviser, Athletic Department GSU
- 1994-2002 Guest Lecturer, Sport Administration Program, GSU

PROFESSIONAL ASSOCIATION MEMBERSHIPS:

- 2008- National Association of Student Affairs Professionals NASAP
- 2008- Association for the Promotion of Campus Activities APCA
- 1993-2008 Women's Basketball Coaches Association WBCA
- 1993-2008 Black College Coaches Association BCA
- 1988-1992 National Basketball Coaches Association NBCA

AWARDS AND DISTINCTION:

- 2016 NASAP/SLI Most Outstanding Advisor
- 2011-2015 FSUB Student Choice Awards Administrator of the Year

2000 U.S.A. Gold Medalist -Assistant Basketball Coach, R.W. Jones Cup

1998-2000 SWAC Coach of the Year (3 consecutive years)

PUBLICATIONS:

Article reprint: Kluka, D., Smith, C., Lilly, T., Ponton, D. (2000). Selected publications and websites for professional and aspiring sport administrators. *International Journal of Physical Education: A Review Publication*, 37(3), 112-120.

Kluka, D., Smith, C., Lilly, T., Ponton, D. (Fall, 2000). Selected publications and websites for professional and aspiring sport administrators. *LAHPERD Journal*.

COMMUNITY SERVICES:

2014- Ruston Parks & Recreation Coach (5-6 year old division)

2003- Knights of St. Peter Claver Grambling Chapter

2003- Associate Campus Minister St. Benedict Catholic Church

2002- Grambling Housing Development Christmas Toy Drive
Grambling Housing Development Christmas Food Drive

1997- Walk for Life Heart Drive

1997- Sickle Cell Anemia Drive

**BOARD OF SUPERVISORS FOR THE
UNIVERSITY OF LOUISIANA SYSTEM**

PERSONNEL COMMITTEE

June 23, 2016

Item J.4. Grambling State University's request for approval to continue the appointment of Dr. Erick Valentine as Interim Dean of the College of Education effective July 1, 2016.

EXECUTIVE SUMMARY

The University requests approval to continue the appointment of Dr. Erick Valentine as Interim Dean of the College of Education effective July 1, 2016, 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 continue the appointment of Dr. Erick Valentine as Interim Dean of the College of Education effective July 1, 2016.*

*Curriculum Vitae***Erick G. Valentine***Grambling State University • College of Business**Department of Accounting**403 Main St. • Grambling, LA 71245**Office (318) 274-2741 • Fax: (318) 274-2191**Email: Valentinee@gram.edu***PROFESSIONAL PROFILE/OBJECTIVE**

- Exceptional ability to identify and develop talented individuals.
- More than 20 years of teaching and research experience.

EDUCATION

- **The University of Memphis**
Ph.D. in Business Administration May 2003
Major Concentration: Accounting
Minor Concentration: Psychology
Taught Cost Accounting, Computer Application in Accounting and, undergraduate and MBA Managerial Accounting for Decision Making
- **The University of Illinois at Urbana-Champaign**
Master of Accounting Science – May 1992
Taught Managerial Accounting
- **Jackson State University**
B.S. in Accounting – December 1988

PROFESSIONAL EXPERIENCE

- **Grambling State University, Grambling LA**
Associate Professor of Accounting 2009-present
- **Kansas State University, Manhattan KS**
Assistant Professor of Accounting 2002-2009
- **Jackson State University, Jackson MS**
Assistant Professor of Accounting 2001-2001
- **Independent Consulting, Champaign, IL**
Small Business Consulting 1995-1996
- **3M, St Paul MN**
Product Accountant 1988-1990
- **IBM, Gaithersburg MD**
Contract Accountant Intern 1987-1988

COURSES TAUGHT

Undergraduate

- Cost Accounting
- Management Accounting
- Financial Accounting
- Advanced Accounting
- Auditing
- First Year Experience

Graduate

- Advanced Management Accounting

TEACHING INTERESTS

- Cost Accounting
- Management Accounting

SCHOLARLY CONTRIBUTIONS

Refereed Journal Publications

- Valentine, E., Tavakkol, A. (2008). Financial Restatement Trends. *Executive's Tax and Management Report*, 71(5), 5-7.
- Valentine, E. (2008). THE EFFECT OF COUNTERFACTUAL REASONING ON INFLUENCE. *Oil, Gas & Energy Quarterly*, 56(3), 677-693.
- Deines, D., Valentine, E. "A Career Neutral Accounting Curriculum". *Strategic Finance*. January 2007.

Refereed Conference Proceedings

March 2011 SWDSI Regional Meeting, Houston Texas "Student Misconceptions on College and Career: An Analysis of Student Reflection on Education, Internship and Jobs" with Gary Poe.

Manuscripts In Progress

- "Positive Identification of Earnings Managers" With Amir Tavakkol. Under review at the Journal of Accounting and Public Policy
- "Increasing Multicultural Competency Through Edutainment: The Case of "Diversity in Action.""
- "Improving Performance in Introductory Accounting: Why did I do Poorly on that Exam?"

Other

N/A

Presentations and Workshops

April 2013 Grambling State University College of Business Research Symposium "*Student Misconceptions on College and Career: An Analysis of Student Reflection on Education, Internship and Jobs*" with Gary Poe.

March 2012 SWDSI Regional Meeting, New Orleans LA "*Privacy and Harm and the Accountant's Standard of Care*" with Gary Poe.

November, 2011 AAA Diversity Section Meeting, Fort Lauderdale FL, "*Identifying Motivating Factors that lead to African American Ownership*" with Berkita Bradford.

March 2011 SWDSI Regional Meeting, Houston Texas "*Student Misconceptions on College and Career: An Analysis of Student Reflection on Education, Internship and Jobs*" with Gary Poe.

November, 2010 Southern Finance Association Annual Meeting, Asheville NC "*The Nature of Accounting Misreporting and Prediction of Earnings Restatements,*" with Amir Tavakkol.

April, 2009 AAA Midwest Regional Meeting, St Louis, MO "*Patterns in Accounting Data and Financial Restatements,*" with Amir Tavakkol.

February 2007 Public Accountants Association of KS Inc. Accountants Seminar, Manhattan, KS. "*Accounting Practice Management: Transitioning Education Into the Work Force.*"

August 2006 AAA Annual Meeting, Washington DC. "*The Effects of Counterfactual Generation on Resource Allocation.*"

August 2006 AAA Annual Meeting, Washington DC. "*Integrating across the Curriculum: Basic Accounting Information Systems Coverage in Introductory Accounting Textbooks*" with Stacy Kovar; Poster session.

February 2006 Research Association of Minority Professionals, Kansas City KS. "*Counterfactual Motivation and Student Response*" with Stacy Kovar.

August 2005 AAA Annual Meeting, San Francisco, CA. "*Counterfactual Motivation and Student Response*" with Stacy Kovar; Poster session.

August 2005 AAA Annual Meeting, San Francisco, CA. Discussion of "*Knowing vs. Applying Accounting Causal Relationships: Experimental Evidence on the Decision Performance Effects of Problem Similarity and Comparison,*" by Ella Mae Matsumura and Sandra C. Vera-Munoz.

April 2005 AAA Midwest Region Meeting, Saint Louis, MO. "*The Effects of Counterfactual Generation on Resource Allocation.*"

March 2004. Accounting Research Workshop, Oklahoma State University. "*The Effects of Counterfactual Generation on Resource Allocation.*"

November 2002. Central States Accounting Research Workshop, Kansas State University. "*The Effects of Counterfactual Generation on Resource Allocation.*"

Book Reviews

N/A

RESEARCH INTERESTS

- Management Accounting
- Judgement and Decision Making

UNIVERSITY SERVICE

- GSU AACSB Accreditation Committee (Co-Chair)
- GSU University Curriculum Committee (Chair) 2010-present
- GSU University Library Committee 2009-present
- GSU University Faculty Grievance Committee 2009-present
- Koch Industries Diversity Fellow 2008-present
- Member, KSU Diversity Advisory Council, 2005-present
- Participant, PricewaterhouseCoopers University for Faculty, June 2005.
- Member, KSU Service Evaluation Committee, 2004-2005.
- Faculty Mentor for KSU Developing Scholars Program, 2004-2006.
- Speaker, Hispanic American Leadership Organization Honors Banquet 2002.

COLLEGE OF BUSINESS SERVICE

- GSU Corporate Relations Committee 2009-present
- GSU Recruitment and Retention Committee 2009-present
- Faculty Advisor, KSU Multicultural Business Student Association, 2002-2006.
- Faculty Advisor, KSU Diversity in Action Conference, 2005-2006.
- Member, KSU College of Business Admin. Diversity Committee, 2002-present.
- Member, Department Head Search Committee, KSU Department of Accounting, 2003.
- Member, KSU Department of Accounting Faculty Search Committee, 2002.

ACADEMIC HONORS AND AWARDS

Koch Diversity Faculty Fellow	2008
Commerce Bank Awards for Diversity (Finalist)	2007
Commerce Bank Awards for Diversity (Finalist)	2004

New Faculty Consortium	2003
AAA Doctoral Consortium	1997
KPMG Peat Marwick Doctoral Fellow	1997-2000
ICEOP Fellow	1993
Caterpillar Minority Fellow	1990
University of Illinois Graduate College Minority Fellow	1990

COMMUNITY SERVICE

- United Way Allocation Committee, Manhattan, KS 2003-2008

PROFESSIONAL AFFILIATIONS

- Member American Accounting Association
- SWDSI (Regional Meeting Accounting Track Chair)

PROFESSIONAL DEVELOPMENT

Conferences

- AACSB Business Accreditation Seminar (September 2014)
- AACSB Aspiring Deans Conference (June 2012)
- Conference Attendance, "American Accounting Association 2008 Annual Meeting," American Accounting Association. (August 3, 2008 - August 7, 2013).
- Conference Attendance, "American Accounting Association 2008 Annual Meeting," American Accounting Association. (August 4, 2008 - August 8, 2012).
- Conference Attendance, "American Accounting Association 2008 Annual Meeting," American Accounting Association. (August 6, 2008 - August 10, 2011).
- Conference Attendance, "American Accounting Association 2008 Annual Meeting," American Accounting Association. (August 3, 2008 - August 6, 2008).
- Conference Attendance, "Conference on Teaching and Learning in Accounting," American Accounting Association. (August 2, 2008 - August 3, 2008).
- Faculty Consortium, "KPMG Faculty Consortium," KPMG. (June 26, 2008 - June 27, 2008).

Classes and Workshops

- Applying the Quality Matters Rubric (April 23, 2013)
- The Pearson/Prentice Hall Accounting Symposium (February 10, 2012)
- Corporate training, "Market Based Management Institute," Koch Industries. (June 5, 2008 - June 6, 2008)
- Educational Training, "Teaching the Case Method" Harvard University (June 2005)