

AGENDA
PERSONNEL COMMITTEE
BOARD OF SUPERVISORS FOR THE
UNIVERSITY OF LOUISIANA SYSTEM
11:15 a.m., Thursday, October 25, 2018*
Room 100, "Louisiana Purchase Room"
Claiborne Conference Center
1201 North Third Street
Baton Rouge, Louisiana

MEMBERS:

Mr. Robert Shreve, Chair
Ms. Elizabeth Pierre, Vice Chair
Mr. James Carter
Mr. Richard Davis, Jr.
Ms. Lola Dunahoe
Mr. Thomas Kitchen
Mr. Virgil Robinson, Jr.
Mr. Winfred Sibille

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

Board Agenda Item J.1.

Louisiana Tech University's request for approval to appoint Ms. Lisa Cole as Vice President for Finance effective July 1, 2018.

Board Agenda Item J.2.

McNeese State University's request for approval to appoint Dr. Frederick LeMieux as Interim Dean for the College of Science and Agriculture effective September 1, 2018.

Board Agenda Item J.3.

Nicholls State University's request for approval to appoint Dr. J. Steven Welsh as Interim Dean of Education effective August 13, 2018.

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

Board Agenda Item J.4.

Northwestern State University's request for approval to appoint Mr. Patrick Jones as Interim Chief Financial Officer effective October 15, 2018.

Board Agenda Item J.5.

Southeastern Louisiana University's request for approval to appoint Dr. Gabe Willis as Interim Dean of Students effective August 27, 2018.

Board Agenda Item J.6.

University of Louisiana at Lafayette's request for approval to appoint Ms. Susan Richard as Interim Dean of University Libraries effective August 7, 2018.

- D. Other Business
- E. Adjournment

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

PERSONNEL COMMITTEE

October 25, 2018

- Item J.1.** Louisiana Tech University's request for approval to appoint Ms. Lisa Cole as Vice President for Finance effective July 1, 2018.

EXECUTIVE SUMMARY

The University requests approval to appoint Ms. Lisa Cole as Vice President for Finance effective July 1, 2018 at an annual salary of \$168,000. 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 Louisiana Tech University's request for approval to appoint Ms. Lisa Cole as Vice President for Finance effective July 1, 2018.*



LOUISIANA TECH
UNIVERSITY

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UNIVERSITY OF
LOUISIANA SYSTEM

OFFICE OF THE PRESIDENT

J 1

October 25, 2018

LADIES AND GENTLEMEN OF THE BOARD OF SUPERVISORS FOR THE UNIVERSITY OF LOUISIANA SYSTEM:

I am requesting that the promotion of Lisa Cole, to the position of Vice President, Division of Finance, be accepted with the effective date of July 1, 2018. Attached you will find Ms. Cole's resume'.

Sincerely,

A handwritten signature in blue ink that reads "Leslie K. Guice".

Leslie K. Guice
President

mol
attachment

LISA L. COLE, CPA
Vice President for Finance
Louisiana Tech University
P. O. Box 7924
Ruston, LA 71272
318-257-5222
lcole@latech.edu

EDUCATION:

November 1996 Master of Business Administration, Louisiana Tech University, GPA 4.00
May 1985 Bachelor of Science, Accounting, Louisiana Tech University, GPA 3.98

PROFESSIONAL EXPERIENCE:

Louisiana Tech University, Ruston, LA

2018 – Present **Vice President for Finance** (promotion)

2017 - 2018 **Associate Vice President for Finance and Comptroller** (promotion)

2014 – 2017 **Assistant Vice President for Finance and Comptroller**

- Chief Financial Officer for the University
- Ensure an accounting, reporting, and internal control structure necessary for the University to assess financial activity, to measure levels of performance, to attain the University's financial goals, to safeguard University's assets, and to allow comparisons to approved budgets.
- Provide for the formulation of accounting policies, to interpret financial information, to consult with senior management, and to assure compliance with appropriate federal, and state laws and regulations.
- Ensure the preparation of University's annual operating budget.
- Ensure the proper functioning of and provide oversight for the University's Comptroller's Office, Human Resources Office, Financial Information Systems Department, Tech Express Office, Property Control, University Postal Services, and Office Services.
- Ensure the proper functioning of the University's treasury and investment activities, including the collection and investment of all moneys, to assure adequate funds for University operations, and to develop appropriate banking and custodial relations for the campus.
- Recruit, train, and supervise a competent professional staff and ensure that all Division of Finance units operate in the best interest of our students, our University, and our citizens.
- Perform the duties and responsibilities listed below.

2002 – 2013 **Comptroller**

- Direct the financial activities of the University.
- Ensure the successful operation of the University Comptroller's Office.

- Provide oversight for Accounts Payable, Payroll, Perkins Federal Student Loan Program, General Accounting and Reporting, Receipts and Student Accounting, and the Tech Express Office.
- Interact with internal departments, as well as outside units, including the Legislative Auditor and various Federal, State, and private agencies, concerning various financial issues.
- Oversee the preparation of reports which summarize and forecast university business activity and financial position in areas of income, expenses, and earnings, based on past, present, and expected operations.
- Coordinate the planning, development and implementation of new services or the enhancement of existing services provided to the University's student, faculty, and staff.
- Review and approve check and non-check transactions in the University's Financial Information Systems.
- Ensure adherence to financially related laws and regulations at the University, State, and Federal level.
- Interact with students and parents regarding payment of tuition and other fees.
- Provide for the supervision and training of a competent professional staff.

1998 - 2002

Associate Comptroller

- Promotion and increased responsibilities including supervision of unclassified and classified staff.
- Performed the duties and responsibilities of the Assistant Comptroller and Director of Tech Express listed below.

1994 - 1998

Assistant Comptroller and Director of Tech Express

- Promotion and added responsibility for supervision of the operations of the University's meal plan/debit plan/identification card system.
- Performed the duties and responsibilities of the Assistant Comptroller listed below.

1987 - 1994

Assistant Comptroller

- Assisted Comptroller with a wide variety of accounting and reporting responsibilities.
- Supervised Accounts Receivable department and Perkins Loan department.
- Prepared financial reports including the University's annual financial statements.
- Reviewed financial transactions in the University's Financial Information Systems.
- Communicated with students and parents regarding payment of tuition and fees.
- Interacted with University departments, federal, state, and private agencies concerning various financial issues.

Carl Stevenson, CPA, Monroe, LA

1985 – 1987

Staff Accountant

- Responsibilities included tax return preparation, audit, and bookkeeping for local CPA firm.

PROFESSIONAL AFFILIATIONS:

Certified Public Accountant, State of Louisiana
American Institute of Certified Public Accountants
Society of Louisiana Certified Public Accountants
National Association of College and University Business Officers
Southern Association of College and University Business Officers

CURRENT UNIVERSITY COMMITTEE ASSIGNMENTS:

Administrative and Planning Council
Athletics Council
Shared Sick Leave Committee
Strategic Learning Initiative Tech 2030
Study Tour Committee
University ERP Committee, Chair
Workday Executive Sponsor and Steering Committee

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

PERSONNEL COMMITTEE

October 25, 2018

Item J.2. McNeese State University's request for approval to appoint Dr. Frederick LeMieux as Interim Dean for the College of Science and Agriculture effective September 1, 2018.

EXECUTIVE SUMMARY

The University requests approval to appoint Dr. Frederick LeMieux as Interim Dean for the College of Science and Agriculture effective September 1, 2018 at an annual salary of \$109,949. The staff recommends approval.

RECOMMENDATION

It is recommended that the following resolution be adopted:

***NOW, THEREFORE, BE IT RESOLVED,** that the Board of Supervisors for the University of Louisiana System hereby approves McNeese State University's request for approval to appoint Dr. Frederick LeMieux as Interim Dean for the College of Science and Agriculture effective September 1, 2018.*



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**UNIVERSITY OF
LOUISIANA SYSTEM**

October 4, 2018

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

Dear Dr. Henderson:

Enclosed are (5) copies of McNeese State University's request for approval to appoint Dr. Frederick M. LeMieux as Interim Dean for the College of Science and Agriculture.

Please place this item on the ULS Board of Supervisors' agenda for consideration and approval at the October 25, 2018 meeting.

Thank you for your attention in this matter.

Sincerely,

Dr. Daryl V. Burckel
President

Enclosures

Frederick 'Chip' LeMieux

Summary of Qualifications

Facilitate student and faculty success.

Teach undergraduate and graduate courses in the area of animal science.

Ability to obtain internal and external funding.

Conduct and analyze non-ruminant research.

Proficient in the areas of herd health, feed processing, reproductive physiology, artificial insemination, and equipment maintenance.

Member of college livestock and meats judging teams with subsequent service as an official for parish, county, district and state shows and a livestock judge for parish, county, district and state shows.

Conduct seminars, clinics, and field days for 4-H judging teams, livestock extension agents, and state pork producers.

Excellent oral and written communication skills with effective interpersonal and organizational abilities.

Professional History

McNeese State University

Lake Charles, LA

July 2016 – Present

Associate Dean - College of Science and Agriculture

August 2002 – Present

Department Head / Professor – School of Agricultural Sciences

Administrative duties include: maintenance of departmental budgets, supervision of 15 full time faculty and 10 supporting staff. Coordinate BS degree programs in Agricultural Sciences and Natural Resource Conservation Management and MS degree in Environmental and Chemical Sciences. Current departmental enrolment of over 400 students. Oversee teaching and outreach programs and research at three university farms and meat processing facility, and supervise college rodeo team.

Teaching duties include: Basic Animal Science and Agriculture courses, Swine Production, Nutrition, and Livestock Judging and Evaluation.

Research and Outreach: Direct graduate students in thesis and non-thesis research. Coordinate field days, seminars, camps, and classes for youth and adults.

Development: Active in acquiring funding for scholarships, professorships, research, and infrastructure. Direct involvement with alumni, industry, and community leaders.

July 1992– July 2002

Louisiana Agricultural Experiment Station

Baton Rouge, LA

Research Associate

Responsibilities include supervision of all daily farm procedures for 150 sow research farm, maintenance of annual budget, 3 full-time and 5 part-time student workers.

Research

- Design nutrition studies (nursery, growing, finishing, gestation)
- Collect data
- Analyze data
- Coordinate with scientists, graduate students and industry personnel

Breeding

- Boar collection
- Artificial insemination
- Natural service

Nutrition

- Purchasing feed
- Processing feed
- Diet formulation

Farrowing

- Maintaining sow and pig records
- Processing baby pigs
- Herd health

General

- Maintaining facilities and equipment
- Presentation of research results
- Assist graduate students in data collection
- Teach classes and labs for swine production and live animal evaluation
- Marketing of finishing pigs and breeding stock

September 1991- June 1992

**John Armes Farm
Manager/Herdsman**

McQuady, KY

Responsible for management and production decisions for 250 sow Nationally accredited SPF purebred farm. Position involved maintenance of herd, buildings, farm equipment, and feed processing machinery. All breeding and selection decisions with a strong emphasis on genetic improvement by introducing superior sires through artificial insemination. More than 90% of breeding is done through artificial insemination. In charge of selecting boars for test stations and gilts, boars and barrows for shows. Incorporated computer system to maintain sow records and improve genetic performance. Efforts resulted in substantial improvement in sow and pig performance, increased sales of gilts and boars and increase of litters registered with breed associations.

Education

Louisiana State University

Baton Rouge, LA

Doctor of Philosophy in Agriculture

Conferment of degree December, 2001 Majoring in Animal Science.

Curriculum concentration in non-ruminant nutrition.

Masters of Science in Agriculture

Conferment of degree December, 1996 Majoring in Animal Science.

Curriculum concentration in non-ruminant nutrition.

Bachelor of Science in Agriculture

Conferment of degree August, 1991 Majoring in Animal Science.

Curriculum included course work in Economics, Statistics and Computer Science.

Publications

Refereed Journal Articles

- Ferguson, C.E., F.M. LeMieux, D. Gandy, and A. Greathouse, 2011. Maintenance of pregnancy with altrenogest supplementation and then induced luteal tissue in luteoectomized sows. *Trends in Animal & Veterinary Sciences J.* 2(2): 1-4
- Ferguson, C.E., S. Bellows, F. LeMieux, and R. Godke 2013. Development of a chute to facilitate transvaginal ultrasound guided oocyte aspiration (TUGA) in the sow. *Journal of Vet. Med. Sci.* 75(2):191-194
- LeMieux, F.M., V.D. Naranjo, T.D. Bidner, and L.L. Southern. 2010. Effect of Dried Brewers Yeast on Growth Performance of Nursing and Weanling Pigs. *Professional Animal Scientist* 26:70-75
- LeMieux, F.M., L.L. Southern, and T.D. Bidner. 2003. Effect of mannan oligosaccharides on growth performance of weanling pigs. *J. Anim Sci.* 81: 2482-2487.
- Lindemann, M.D., S.D. Carter, L.I. Chiba, C.R. Dove, F.M. LeMieux, and L.L. Southern. 2004. A regional evaluation of chromium tripicolinate supplementation of sows. *J. Anim.* 82: 2972-2977.
- Matthews J.O., A. C. Guzik, F. M. LeMieux, L. L. Southern, and T. D. Bidner. 2005. Effects of chromium propionate on growth, carcass traits, and pork quality of growing-finishing pigs *J. Anim Sci.* 83: 858-862.
- Shelton, J.L., F. M. LeMieux, L.L. Southern, and T.D. Bidner. 2004. Effect of microbial phytase addition with or without the trace mineral premix in nursery, growing, and finishing pig diets. *J. Anim Sci.* 83: 376-385.
- Shelton, J.L., L.L. Southern, F. M. LeMieux, T.D. Bidner and T. G. Page. 2004. Effects of microbial phytase, low calcium and phosphorus, and removing the dietary trace mineral premix on carcass traits, pork quality, plasma metabolites, and tissue mineral content in growing-finishing pigs. *J. Anim Sci.* 2004 82: 2630-2639.
- Soileau, J.M., E.K. Lyons, B. Chung, J. Hoffman, and F.M. LeMieux. 2018. Defining Success criteria for *Spartina alterniflora* Restoration Projects in Southwestern Louisiana. *Southeastern Naturalist* 17: *In press*.
- Southern, L.L., F.M. LeMieux, J. O. Matthews, T.D. Bidner, and T. A. Knowles. 2000. Effect of feather meal as a source of valine for lactating sows. *J. Anim. Sci.* 78:120-123.
- Tangkham, W., J. Comeaux, C.E. Ferguson, and F.M. LeMieux. 2012. Effect of sodium lactate and sodium acetate on shelf-life of raw chicken breasts. *AJFS* 6(13) 375-380.

Tangkham, W., M. Janes, F.M. LeMieux, and K.W. McMillin. 2014. The effects of modified atmospheric conditions on quality changes of goat semimembranosus muscle during 21 days storage (3°C). FFST Vol 1 No. 1; 24-29.

Tangkham, W., and F.M. LeMieux. 2016. Sensory, physicochemical and microbiological characteristics of venison jerky cured with NaCl and KCl. JFR; Vol 5, No 4.

Tangkham, W., and F.M. LeMieux. 2017. Microbial, physical and sensory properties of three novel yogurt flavors: molasses, mulberry and amaretto. JFR; Vol 6, No 3.

Tangkham, W., M. Janes and F.M. LeMieux. 2015. Prevalence and Distribution of *Campylobacter jejuni* in Small-Scale Broiler Operations. JFP Vol 79, No. 1; 75-81.

Tangkham, W., M. Janes and F.M. LeMieux. 2016. The effects of sulfadimethoxine administered to control *campylobacter jejuni* in small-scale broiler operations. Poult Fish Wildl Sci 4 (166), 2.

Abstracts

Browning, W., C. Fontenot, R. Guillory, M. Leger, and F. LeMieux. 2005. The effects of a carbohydrate- and protein-based feed supplement on sow and litter performance. J. Anim. Sci. 83(Suppl.1):85 (Abstr.).

Buller, B.G., W. A. Storer, D. D. Kee, M. M. Fennel, M. A. Idlett, W. B. Brumbaugh, and F. M. LeMieux 2010. Yield and chemical composition of forage soybeans relative to seeding rate and stage of harvest. J. Anim. Sci. 88:340

Buller, B.G., W. A. Storer, D. D. Kee, and F. M. Lemieux. 2010. Production of forage soybean silage in southwest Louisiana. American Forage and Grassl. Conf.

Compton, J.T., M.E. Merchant, and F.M. LeMieux, McSU. 2006. The effect of American Alligator (*Alligator mississippiensis*) serum on growth performance of weanling pigs. LAS

Compton, J.T., M.E. Merchant, T. S. Shields, and F.M. LeMieux. 2007. The effect of American Alligator (*Alligator mississippiensis*) serum on growth performance of weanling pigs. J. Anim. Sci. 85(Suppl.1):80 (Abstr.).

Ferguson, C.E., M. C. Poole, D.M. Gandy, and F.M. LeMieux. 2008. Maintenance of pregnancy with Matrix® in PGF_{2α}-treated sows. J. Anim. Sci. Vol. 86, (E-Suppl. 1):456 (Abstr.).

- Ferguson, C.E., F. M. LeMieux, D. J. Kesler, and R. A. Godke, 2009
Embryo transfer following treatment of cystic ovaries in cattle. *J. Anim. Sci.* 87:114
- Fruge, C.J., F. M. LeMieux, W. A. Storer, and T. H. Shields 2010. Effect of a commercial microbial inoculant (Promote®) on corn silage and animal performance. *J. Anim. Sci.* 88:139
- Gandy, D, Greathouse, AL, Klienman, H, LeMieux, FM, Ferguson, CE. 2011. Induction of luteal tissue in PGF2a treated sows. *J. Anim. Sci.* Vol. 89, E-Suppl. 1/*J. Dairy Sci.* Vol. 94, E-Suppl. 1:345.
- Gandy, D.M., D.R. Goodwin, T. H. Shields, W.A. Storer, and F.M. LeMieux. 2011. Effect of preconditioning days, feeder cattle grade, and sire breed type on growth performance and carcass characteristics of beef cattle participating in a calf to carcass program in southwest Louisiana. *J. Anim. Sci.* 89 (Suppl. 1):522-523 (Abstr.).
- Kee, D.D., M.M. Fennell, W. Storer, F.M. Lemieux, and B. Buller. 2010 Big Fellow RRTM Soybean response to Seeding Rate. *Amer. Forage and Grassl. Conf.*
- Kee, D., S. McBroom, W. Storer, F. LeMieux. 2012. Use of Low Soybean Seeding Rates to Influence Soybean Silage Production. 2012 American Forage and Grassland Conf. Proc. Louisville, KY.
- Knowles, T.A., L.L. Southern, F.M. LeMieux, and J.O. Matthews. 1997. The use of serum urea nitrogen concentrations for the determination of lysine requirements of gilts. *J. Anim. Sci.* 74(Suppl.1):186 (Abstr.).
- LeMieux, F.M., L.L. Southern, and T.D. Bidner. 1994. Effect of dietary zinc and(or) antibiotic on growth of pigs weaned at four weeks of age. *J. Anim. Sci.* 72 (Suppl. 2): 6 (Abstr.).
- LeMieux, F.M., L.V. Ellison, T.L. Ward, L.L. Southern, and T.D. Bidner. 1995. Excess dietary Zinc for pigs weaned at 28 days. *J. Anim. Sci.* 73 (Suppl. 1): 72 (Abstr.).
- LeMieux, F.M., L.L. Southern, T. L. Ward, and T.D. Bidner. 1996. Growth performance of weanling pigs fed excess dietary zinc. *J. Anim. Sci.* 184 (Suppl.1): 74 (Abstr.).
- LeMieux, F.M., L.L. Southern, and T.D. Bidner. 1996. Interactive effects of chromium tripicolinate, zinc oxide, and(or) betaine on growth performance of weanling pigs. *J. Anim. Sci.* 74 (Suppl. 1):184
- LeMieux, F.M., L.L. Southern, and T.D. Bidner. 2001. Effect of a mannan oligosaccharide on growth of nursery pigs. *J. Anim. Sci.* 46 (Midwestern Section).
- LeMieux, F.M., T. H. Shields, and J. T. Compton 2009. Factors influencing student success in an introductory to animal science class *J. Anim. Sci.* 87:114

- Matthews, J.O., F.M. LeMieux, T.A. Knowles, L.L. Southern, and T.D. Bidner. 1998. Feather meal as a source of valine for lactating sows. *J. Anim. Sci.* 76 (Suppl. 1):160 (Abstr.).
- Matthews, J.O., L.L. Southern, T.A. Knowles, F.M. LeMieux, T.L. Ward, T.D. Bidner, and T. G. Page. Effect of a hydrated sodium calcium aluminosilicate (Azomite®) on growth and carcass traits of pigs. *J. Anim. Sci.* 73 (Suppl. 1): 18 (Abstr.).
- Matthews, J.O., F.M. LeMieux, A.C. Guzik, L.L. Southern, T.D. Bidner, and M.A. Persica. 2001. Effect of chromium propionate on growth, carcass traits, and pork quality of finishing gilts. *J. Anim. Sci.* 47(Midwestern Section).
- Means, S., B. Chung, T. Shields, and F. LeMieux. 2013. Immunological and growth response in pre-weanling piglets administered an oral gavage of alligator blood. *J. Anim. Sci.* Vol. 91, E-Suppl.
- McBroom, S.R., D. Kee, W. Storer and F. LeMieux. 2012. Title: Soybean forage response to ultra-low seeding rates. 86th Annual Meeting LA Acad. Of Science. LSU-Alexandria, 3 March, 2012.
- Storer, W. A., F. M. LeMieux, and T. H. Shields. 2008. Effects of temperature, temperament, and Brahman influence on feedlot performance of weaned heifers wintered on corn silage. *J. Anim. Sci.* 27(Southern Section).
- Storer, W.A., F. M. LeMieux, T. H. Shields, and C. E. Ferguson 2009. Feedlot performance, carcass merit, and conception rates of Brahman influenced heifer calves wintered on corn silage. *J. Anim. Sci.* 87:30
- Storer, W.A., D.D. Kee and F.M. LeMieux. 2012. Average Daily Gain of Cattle fed a Diet Based on Corn/Soybean Silage or Corn Silage. 2012 American Forage and Grassland Conf. Proc. Louisville, KY.
- Tangkham, W., M. Janes and F. LeMieux. 2014. Prevalence and distribution of *Campylobacter jejuni* in small-scale indoor and outdoor poultry production. IFT
- Tangkham, W., F. LeMieux and M. Janes. 2015. The effects of sulfadimethoxine administered to control *campylobacter jejuni*. American Society of Microbiology. Proc. New Orleans, LA.
- Tangkham, W., F. LeMieux and W. Storer. 2015. Sensory, Physiochemical, and microbiological characteristics of venison jerky cured with NaCl and KCl. IFT. Chicago, Illinois.
- Tangkham, W., O Moreau, and F. LeMieux. 2015. Sensory, physiochemical, and microbiological characteristics of three novel yogurt flavors: molasses, amaretto, and mulberry. IFT. Chicago, Illinois.

- Tangkham, W., A. Rushing, and F. LeMieux. 2016. Effects of L-Arginine on the Sensory, Physicochemical and Microbiological Characteristics of Beef Jerky. ICoMST2016: 62nd International Congress of Meat Science and Technology. Bangkok, Thailand, August 14 - 19, 2016.
- Tangkham, W., E. Santini, and F. LeMieux. 2016. Effects of Promolux Platinum LED on Shelf-Life of Ground Beef Patties. ICoMST2016: 62nd International Congress of Meat Science and Technology. Bangkok, Thailand, August 14 - 19, 2016.
- Tangkham, W., E. Santini, and F. LeMieux. 2017. Evaluation of Cold-Pressed Coconut Oil on the properties of Braunschweiger. IFT 2017. Las Vegas, NV, J. Food Science.
- Tangkham, W., E. Santini, and F. LeMieux. 2018. Effect of Vacuum Packaging with Nitrite-Containing Film on the Survival and Growth of *C. perfringens*, *S. aureus*, *C. jejuni* and *E. Coli* 0157:H7 in Goat Biceps Femoris Muscle. IFT 2018: Chicago, IL, J. Food Science.
- Tangkham, W., T. Welter, and F. LeMieux. 2017. Effects of Added Glycine on Nutrient Content, Sensory, Physicochemical, and Microbial Characteristics of Beef Jerky. IFT 2017: Las Vegas, NV, J. Food Science.
- Vallian, J., T. Shields, B. Chung, W. Tangkham, and F. LeMieux. 2018. Effects of castration age on growth, carcass, and sensory characteristics of Gulf Coast Native sheep. *J. Anim Sci.* Vol. (E-suppl.):
- Villemarette, C., E. Lyons, T. Shields, B. Chung, and F. LeMieux. 2014. The effect of three levels of unmilled hybrid rice on growth performance of hatchling ducks. *Poultry Science* Vol. 93 (E-suppl.1): 145.
- Voung, H., W. Tangkham, and F. LeMieux. 2014. The effects of replacing pork fat with coconut oil on properties of fresh sausage. 2014 American Meat Science Association, RMC. Proc. Madison, WI.
- Ward, T. L., L.L. Southern, J.O. Matthews, F.M. LeMieux, D. Howard, T. A. Knowles, and T. D. Bidner. 1996. Interactive effects of dietary chromium tripicolinate and crude protein level in growing-finishing pigs provided inadequate and adequate pen space. *J. Anim. Sci.* 74(Suppl. 1):65 (Abstr.).
- Zaunbrecher, D.J., M.E. Merchant, T.H. Shields, and F.M. LeMieux, McSU. 2007. The Effects of American Alligator (*Alligator mississippiensis*) Serum on Growth Performance of Broiler Chicks. LAS

Directed Thesis:

John Compton (2008) - Effects of American Alligator (*Alligator mississippiensis*) blood products on growth performance and immunocompetence of weanling pigs.

Wanee Tangkham (2009) - Effect of sodium lactate and sodium acetate on shelf-life of raw chicken breasts.

Casey Fruge (2010) - Effect of a commercial microbial inoculant (Promote®) on corn silage and animal performance.

Chris Compton (2011) – Effects of freeze-dried alligator plasma on growth performance and immunocompetence of weanling pigs.

Devin Gandy (2011) – Effect of preconditioning days, feeder cattle grade, and sire breed type on growth performance and carcass characteristics of beef cattle participating in a calf to carcass program in southwest Louisiana.

Sara Means (2011) - Immunological and growth response in pre-weanling piglets administered an oral gavage of alligator blood.

Carrie Hebert (2013) – Survey of beef cattle producers participating in a University heifer development program.

Kyndal Comeaux (2014) – The effects of a fertilizer booster (Biowash) on prepared annual ryegrass (*Lolium multiflorum*) pastures.

Courtney Villemarette (2016) - Effects of hybrid rice varieties on growth and development of broilers and ducks.

Jasmine Vallian (2018) – Effects of castration age on growth, carcass, and sensory characteristics of Gulf Coast Native sheep.

Patent

Blood product from crocodilian species as a feed supplement for weanling pigs and poultry hatchlings. (USPTO Application #: 20080145444)

Grants

LeMieux – 2018 (Poultry Industry Education and Recruitment) \$1,345.00
Funding source: U.S. Poultry Foundation/Cal-Maine

LeMieux – 2016 (Poultry Industry Education and Recruitment) \$3,000.00
Funding source: U.S. Poultry Foundation/Cal-Maine

LeMieux – 2015 (1,000 Trees in a 1,000 Days – community tree planting project) \$69,429.90 Funding source: Sasol Chemicals (USA) LLC.

LeMieux & Chung – 2015 (Utilization of rice hull ash as a soil amendment for grain production in southwest Louisiana) \$7,250.82 Funding source: The Powell Group

LeMieux – 2014 (Poultry Industry Education and Recruitment) \$2,720.00 Funding source: U.S. Poultry Foundation/Sanderson Farms

Storer & LeMieux – 2013-2016 (Education, Economic and Production Enhancement of Beef Cattle Enterprises in Southwest Louisiana) \$150,000.00 Funding source: USDA-NLGCA

LeMieux – 2011-2014 (SWLA Meat Harvest and Processing Technical Training and Business Development Center) \$1,072,000.00 Funding source: State of Louisiana Community Development Block Grant

Ferguson & LeMieux – 2009-2010 (Inducing Corpora Lutea (CL) in PGF2alpha-Treated Pregnant Sows to maintain Pregnancy and Result in Normal Parturition) \$2,500.00 Funding source: McNeese Alumni Association

Ferguson & LeMieux – 2007-2009 (Induced CL function in PGF2alpha-treated pregnant sows maintained on Matrix) \$1,700.00 Funding source: McNeese Foundation

Ferguson & LeMieux – 2007-2009 (Novel Embryo Transfer in Cattle Using a Transvaginal Ultrasound Guided Technique) \$3,569.00 Funding source: McNeese Foundation

**Teaching
Experience**

Graduate Courses:

AGRI 603 – Minerals in Animal Nutrition, AGRI 604 – Research Methods, AGRI 605 - Advanced Animal Nutrition

Undergraduate Courses:

AGRI 111- Introduction to Agriculture, AGRI 401 – Agricultural Statistics, ANSC 101 – Introduction to Animal Science, ANSC 102 – Introduction to Livestock Judging and Oral Reasons, ANSC 201 – Growth and Development of Farm Animals, ANSC 211 – Poultry Production, ANSC 302 - Animal Nutrition, ANSC 303 - Horse Nutrition, ANSC 311 - Beef Cattle Production, ANSC 312 – Small Ruminant Production, ANSC 321 – Swine Production, ANSC 341 - Livestock Selection and Evaluation, ANSC 342 – Advanced Livestock Selection and Evaluation, ANSC 411 - Meat and Meat Products, ANSC 454 – Current Topics in Animal Science

Other

1994 – present: Swine Superintendent, Louisiana State University Agricultural Center Livestock Show and Rodeo.

1996 – present: Federation Council member NPPC.

1996 – Louisiana Pork All American

1996, 1999 - Instructor 'Elements of Live Animal and Carcass Evaluation' **Louisiana State University**

1994-2002 - Instructor 'Swine Production' **Louisiana State University**

1998-2000 - Official Mid South Fair Collegiate Livestock Judging Contest

2000 – Official swine show committee Dixie National Barrow Show, Jackson Mississippi.

1994 - Abstract presentation American Society of Animal Science, Southern Section.

1995, 2001 – Abstract presentation American Society of Animal Science, Midwestern Section.

2008, 2009, 2018 – Judge Mississippi State Fair Swine Show

2013, 2014, 2015 – Judge Dixie National Barrow Show

2018 – Universities of Louisiana Management and Leadership Institute

Member – American Society of Animal Science, Poultry Science Association, American Meat Science Association, Institute of Food Technologists

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

PERSONNEL COMMITTEE

October 25, 2018

Item J.3. **Nicholls State University's** request for approval to appoint Dr. J. Steven Welsh as Interim Dean of Education effective August 13, 2018.

EXECUTIVE SUMMARY

The University requests approval to appoint Dr. J. Steven Welsh as Interim Dean of Education effective August 13, 2018 at an annual salary of \$115,000. The staff recommends approval.

RECOMMENDATION

It is recommended that the following resolution be adopted:

***NOW, THEREFORE, BE IT RESOLVED,** that the Board of Supervisors for the University of Louisiana System hereby approves Nicholls State University's request for approval to appoint Dr. J. Steven Welsh as Interim Dean of Education effective August 13, 2018.*

Office of the President

P.O. Box 2001
Thibodaux, LA 70310
985.448.4003
Fax: 448.4920

NICHOLLS
STATE UNIVERSITY
A MEMBER OF THE UNIVERSITY OF LOUISIANA SYSTEM

J 3

September 28, 2018

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

RECEIVED
OCT 08 2018
UNIVERSITY OF
LOUISIANA SYSTEM

Dear Dr. Henderson:

Nicholls State University requests consideration and approval of the following to be placed on the agenda for the October 25, 2018 meeting of the Board of Supervisors for the University of Louisiana System:

Request permission to appoint Dr. J. Steven Welsh, Interim Dean, College of Education, effective August 13, 2018.

Thank you for your assistance in this matter.

Sincerely,


John Clune
President

JC/jms

Enclosures

pc: Mr. Alex Arceneaux, Executive Vice President
Dr. Sue Westbrook, Provost and Vice President for Academic Affairs
Dr. Todd Keller, Associate Vice President for Academic Affairs
Dr. Eugene Dial, Vice President for Student Affairs
Mr. Terry Braud, Vice President for Finance and Administration
Ms. Paulette Mayon, Internal Auditor
Dr. David Whitney, Faculty Senate President/ Faculty Association Representative
Mrs. Renee Hicks, Executive Director of Planning and Institutional Effectiveness

VITA

J. Steven Welsh, Ph.D.
Licensed Psychologist – LSBEP 674
Professor and Interim Dean (Retired)
College of Education
Nicholls State University

steven.welsh@nicholls.edu

EDUCATION

Ph.D. - School Psychology, University of Southern Mississippi, Hattiesburg, Mississippi, 1986, (APA & NASP Accredited).

M.A. - Psychology, University of Southern Mississippi, Hattiesburg, Mississippi, 1983.

B.S. - Major - Psychology. Minor - Social and Rehabilitation Services, University of Southern Mississippi, Hattiesburg, Mississippi, 1981 (Honors).

PROFESSIONAL EXPERIENCE

Dean (Interim), College of Education, Nicholls State University, P.O. Box 2053, Thibodaux, LA 70310. July 1, 2010 - June 30, 2012.

Department Head, Department of Psychology and Counselor Education, Nicholls State University, P.O. Box 2075, Thibodaux, Louisiana, 70310. August, 2001- June 2010.

Coordinator of Graduate Studies, College of Education, Nicholls State University, P.O. Box 2075, Thibodaux, LA, 70310. August, 2001 - 2005.

Assistant Dean, College of Education, Nicholls State University, P.O. Box 2075, Thibodaux, LA, 70310. January, 2000 - August, 2001.

Associate Professor, Director School Psychology Program, Department of Psychology and Counselor Education, Nicholls State University, P.O. Box 2075, Thibodaux, Louisiana, 70310. August 1995 - July 2001.

Assistant Professor, Department of Psychology and Counselor Education, Nicholls State University, P.O. Box 2075, Thibodaux, Louisiana, 70310. August 1988 - July 1994.

School Psychologist, St. Charles Parish Schools, P.O. Box 46, Luling, Louisiana, 70070. August 1986 - June 1988.

School Psychologist, Orleans Parish Public Schools, 703 Carondelet St., New Orleans, Louisiana 70130. October 1984 - June 1986.

School Psychologist Intern, Griffin Cooperative Education Service Agency, P.O. Drawer H, Griffin, Georgia 30223. July 1983 - May 1984.

Youth Services Counselor, Tenth Chancery Court District, Youth Court Division, P.O. Box 829, Hattiesburg, Mississippi, June 1981 - August 1983.

Counselor, Veterans Affairs Office, Jackson County Junior College, Gautier, Mississippi. January 1977 - August 1978.

Licensed Psychologist, LSBEP #674, 1993 - To Date.

PUBLICATIONS

Welsh, J. S., Meche, S., & Broussard C. (2010). Competency-based school psychology practica: A collaborative training model. In *Handbook of Education, Training, and Supervision of School Psychologists in School and Community Vol. II*. Kaufman, J. & Hughes, T., Eds. Rutledge, New York, NY. (pp. 37 - 54).

Welsh, J. S., Stanley, J., Wilmoth, C., (2003). Competency based pre-internship supervision of school psychologists: A collaborative training model. *The Clinical Supervisor*. Vo 1. 22(1), 177-189

Welsh, J. S. (1998). Review of the Gilliam Autism Rating Scale. *The Thirteenth Mental Measurements Yearbook*, J. C. Impare & B. S. Blake Eds., The Buros Institute of Mental Measurements, Lincoln, Nebraska. (pp. 448 - 450).

Welsh, J. S. (1998). Review of the Test of Kindergarten/First Grade Readiness Skills. *The Thirteenth Mental Measurements Yearbook*, J. C. Impare & B. S. Blake Eds., The Buros Institute of Mental Measurements, Lincoln, Nebraska. (pp. 1034 - 1035).

Welsh, J. S., Mangum, J., & Callahan, D. (1992). A review of the Hudson Educational Skills Inventory. *The Journal of Psychoeducational Assessment*. Vol. 10, 386-391.

Welsh, J. S. (1992). A review of the Childrens Autism Rating Scale. *The 11th Annual Mental Measurements Yearbook*. Buros Institute.

Welsh, J. S., Rosenthal, G. T., & Stout, L. J., (1990). Comments on the second entry level debate: A modest reply to a modest proposal. *School Psychology Review*. Vol. 19, (1), 120-123.

Welsh, J. S., Youth suicide: A book review. (1987). *School Psychology Review*. Vol. 16 (3).

Welsh, J. S., (1987). Effects of evaluation, observation, and task difficulty on social facilitation: A test of the Zajonc and Cottrell hypotheses. *Dissertation Abstracts International* Vol. 47, 3582 - B.

PAPER PRESENTATIONS, POSTER PRESENTATIONS, AND SYMPOSIA:

- Fuselier, S, & Welsh, J.S., (2011). Reading comprehension and fluency: Text on a computer versus printed text. Poster Presentation at the Annual Convention of the Louisiana School Psychological Association, Lafayette, Louisiana, November 2011
- Rosenthal, G.T., Soper, B., Boudreaux, D.L., Welsh, J.S., Boudreaux, M. & Frias, T. (2009). The Student Storm Survey©: College Students' Thoughts on Their University's Response to a Natural Disaster. Presented at the Thirty-first National Institute on the Teaching of Psychology, St. Petersburg Beach, Florida, January 3rd-6th.
- Welsh, J. S. & Meche, S. (2009). Survival skills for litigation, preparation, testimony, and the Daubert challenge. Presented at the Annual Convention of the Louisiana Educational Diagnosticians Association. Baton Rouge, Louisiana, October 2009.
- Welsh, J. S. & Meche, S. (2008). Survival skills for litigation, preparation, testimony, and the Daubert challenge. Presented at the Annual Convention of the Louisiana School Psychological Association. Lafayette, Louisiana, November 2008.
- Kaufman, J. & Welsh, J. S., (2008). Negotiating negative adolescent norms to promote resiliency, Mini-Skills Workshop: National Association of School Psychologists, New Orleans, LA, February 2008.
- Broussard, C. & Welsh, J. S., (2007). Beyond course grades: Assessing content knowledge within and across courses. Paper Presentation: National Association of School Psychologists, New York, NY, March 2007.
- Broussard C. & Welsh, J. S., (2007). Virtually assisted supervision and program evaluation for school psychology programs. Paper Presentation: National Association of School Psychologists, Dallas, TX, April 2004.
- Black, K., & Welsh, J. S., (2003). Examining the myth surrounding overrepresentation of minorities in special education. Paper Presentation: National Association of School Psychologists, Toronto, Canada, April.
- Welsh, J. S., & Stanley, J., (2003). Amnesty, great grandfather, or additional training? An NCSP focus group meeting. Louisiana Association of School Psychologists, Lafayette, LA, November.
- Tabor, S., & Welsh, J. S., (2002). Parental attitudes concerning the effects of school uniforms. Paper Presentation: National Association of School Psychologists, Chicago, IL. February.
- Broussard, C. D., Welsh, J. S., Talbot, J., Hart, L., Martin, L., Nagakar, S., Esteve, M., & Bernard, C. (2001). Training experiences for school psychology externs. Paper Presentation: Louisiana Association of School Psychologists, Lafayette, LA, November.
- Coulter, W. A., Zurendorfer, J., Tysinger, J., Jalbert, A. & Welsh, J. S. (2001). Who will help the children: Vacancies in pupil appraisal and teaching. Paper Presentation: Louisiana Association of School Psychologists, Lafayette, LA, November.

- Tabor, S., & Welsh, J. S. (2001). Parental attitudes concerning the effects of school uniforms. Paper Presentation: Louisiana Association of School Psychologists, Lafayette, LA, November.
- Sykes, M. & Welsh, J. S. (2001). The assist program: A system level prevention program. Paper Presentation: National Association of School Psychologist, Washington DC, April.
- Ronka, C. S. & Welsh, J. S. (2001). Language processing deficits and their effect on verbally loaded vs. non-verbally loaded measures of intelligence. NSU Research Council, Funded: \$3900.00. Paper Presentation: National Association of School Psychologist, Washington DC, April.
- Kaufman, J., Crespi, T., Rosenfield, S., Welsh, J. S., Wilmoth, C., Hodnett, E. (2000). Models and techniques for the supervision of school psychologists in training. Mini-Skills Workshop: National Association of School Psychologists, New Orleans, Louisiana, April.
- Welsh, J. S., Wilmoth, C. & Hodnut, E. (1999). The benefit of early field based experiences in skills acquisition for pre-specialist students in school psychology: A competency based approach to professional preparation. Paper Presentation: Las Vegas, Nevada, April.
- Stout, L. J., Saxon, L., & Welsh, J. S. (1999). From paper to digital: Is there a Rosetta Stone? Paper Presentation: National Association of School Psychologists, Las Vegas, Nevada, April.
- Pitts, C. & Welsh, J. S. (1998). Job satisfaction: A survey of practicing school psychologists in Louisiana. Paper Presentation: Louisiana School Psychological Association, Lafayette, Louisiana, November.
- LeBlanc, W. R. & Welsh, J. S. (1998). Selective Mutism: Let's Give Them Something to Talk About. Paper Presentation: Louisiana School Psychological Association, Lafayette, Louisiana, November.
- Welsh, J. S., Boudreaux, M., Iverstine, B., Rouse, J., & Smelley, T. (1995). I can't get no satisfaction: Factors effecting job satisfaction among practicing school psychologists. Paper Presentation, Louisiana School Psychological Association, Lafayette, Louisiana, November.
- Welsh, J. S., & Stout, L. J. (1995). The status of supervision in school psychology: A summary of national surveys. Poster Presentation, Louisiana School Psychological Association, Lafayette, Louisiana, November.
- Welsh, J. S. & Stout, L. (1995). Supervision in school psychology: A national survey of clinical, counseling, and school psychology programs. Poster Presentation, National Association of School Psychologists. Chicago, Illinois, March.
- Welsh, J. S. & Stout, L. (1994). Supervision in school psychology: A national survey of specialist and doctoral programs. Poster presentation: National Association of School Psychologists. Seattle, Washington, March.

- Welsh, J. S., & Stout, L. (1993). Supervision in school psychology: A national survey of state departments of education practice and policy. Poster Presentation: National Association of School Psychologists. Washington, District of Columbia, March.
- Callahan, D., & Welsh, J. S. (1992). Methods of reducing self-injury and increasing task compliance in children with autism. Paper Presentation: National Association of School Psychologists. Nashville, Tennessee, March.
- Welsh, J.S., Rosenthal, G.T., & Bunn, W. (1992). Something old, something new, something similar: Item type and performance on a psychology examination. Paper Presentation: Fourteenth Annual National Institute on the Teaching of Psychology, St. Petersburg Beach, Florida, January.
- Welsh, J. S. (1991). AIDS and child incidence rates: The storm on the horizon. Paper Presentation: National Association of School Psychologists. Dallas, Texas, March.
- Callahan, D., & Welsh, J. S. (1991). Stimulus control as a means of reducing self-injurious behavior in children with Autism. Paper Presentation: National Association of School Psychologists. Dallas, Texas, March.
- Welsh, J. S. (1990). The use of microcomputers in pupil appraisal case load management. Poster Presentation: National Association of School Psychologists. San Francisco, California, March.
- Welsh, J. S., & Leverett, J. (1990). AIDS and child incidence rates: Current centers for disease control data. Paper Presentation: National Association of School Psychologists. San Francisco, California, March.
- Leverett, J. & Welsh, J. S. (1989). AIDS: Essential concerns for school psychologists. Paper Presentation: Louisiana School Psychological Association. Lafayette, Louisiana, October.
- Turco, T., Skinner, C., & Welsh, J. S. (1989). The analysis of consultee verbal responses to consultant questions. Poster Presentation: National Association of School Psychologists. Boston, Massachusetts, March.
- Turco, T., Skinner, C., Lalli, P., & Welsh, J. S. (1989). Analog acceptability research: Behavioral projective testing? Paper Presentation: National Association of School Psychologists. Boston, Massachusetts, March.
- Welsh, J. S. & Stout, L. (1989). Teaching prosocial behaviors in the special education classroom. Paper Presentation: Ninth Annual Super Conference on Special Education. Baton Rouge, Louisiana, February.
- Welsh, J. S., Tucker, D., Fairchild, T., Hooker, R., Mahe', K., and Turco, T. (1987). Suicide prevention and postvention: Currently used procedures. Symposium: National Association of School Psychologists. New Orleans, Louisiana, April.

Welsh, J. S., Turco. T., Carpenter. V., Mahe', K., and Rush, R. (1987). Suicide prevention and reactionary procedures in the school setting: A symposium. Symposium: Seventh Annual Super Conference on Special Education. Lafayette, Louisiana. February.

Turco. T., & Welsh J. S. (1987). IBM-PC computer-based case tracking. Paper Presentation: Seventh Annual Super Conference on Special Education. Lafayette, Louisiana. February.

Stinnett, T., Welsh, J. S., Oehler-Stinnett, J., (USM) and Hebert, J. (Orleans Parish School Board) (1986). Evaluation of the effectiveness of Assertive Discipline in a school-wide intervention. Paper Presentation: National Association of School Psychologists. Hollywood, Florida, April 1986.

Welsh, J. S. (1982). Vocational education: A new frontier for School Psychology. Paper Presentation: Mississippi Academy of Science, Biloxi, Mississippi, March.

Welsh, J. S., Holliman, B., and Sisemore, D. (1981). Time effect of observation on reaction time. Paper presentation: Mississippi Academy of Science, Jackson, Mississippi, March.

Holliman, B., Sisemore, D., Welsh, J. S., and Woodward, T, (1980). A test of Zajonc's hypothesis regarding social facilitation and task difficulty. Paper Presentation: Southeastern Psychological Association, Washington, D.C., March.

Welsh, J. S., Woodward, T., Holliman, B., and Sisemore, D. (1980). Social facilitation of a dominant response. Paper Presentation: Mississippi Academy of Science, Biloxi, Mississippi, March.

Trainer/Facilitator, (1982). Staff Development Workshop, Diamondhead, Resort Area, Bay St. Louis, Mississippi, July.

Trainer/Facilitator, (1980). Staff Development Workshop, Emergency School Aid Act (ESSA), New Orleans, Louisiana, November.

INVITED PRESENTATIONS AND WORKSHOPS:

Welsh, J. S. & Reschly, D. (2013). Survival Skills for Litigation: Preparation, Testimony, and the Daubert Challenge. Workshop Presented at the Annual Convention of the National Association of School Psychologists. Seattle, Washington, February.

Welsh, J. S. & Reschly, D. (2012). Survival skills tool kit for due process hearing and litigation. Workshop Presented at the Annual Convention of the National Association of School Psychologists. Philadelphia, Pennsylvania, February.

Welsh, J. S. (2011). B. F. Skinner's living legacy in American education. B.F. Skinner Lecture Series, Presented at the 37th Annual Convention of the Association of Applied Behavior Analysis International. Denver, Colorado, May.

Welsh, J. S. & Reschly, D. (2011). Survival skills for litigation, preparation, testimony, and the Daubert challenge. Workshop Presented at the Annual Convention of the National Association of School Psychologists. San Francisco, California, February.

- Welsh, J. S. (2011). Survival skills for litigation, preparation, testimony, and the Daubert challenge. Workshop presented for the Louisiana School Psychology Internship Consortium (LASPIC), Louisiana State University Health Sciences Center, - Human Development Center. New Orleans, Louisiana, June.
- Welsh, J. S. (2010). Survival skills for litigation, preparation, testimony, and the Daubert challenge. Workshop presented for the Louisiana School Psychology Internship Consortium (LASPIC), Louisiana State University Health Sciences Center, - Human Development Center. New Orleans, Louisiana, March.
- Welsh, J. S. (2009). Survival skills for litigation, preparation, testimony, and the Daubert challenge. Workshop presented for Pupil Appraisal Personnel, Terrebonne Parish Public Schools. Houma, Louisiana, January.
- Benson, A. J., Beeman Phillips, Welsh, J. Steven, & Reschly, Dan, (1996). NASP Annual Past-Presidents Roast of Dr. Alan Coulter, Presented at the Annual Convention of the National Association of School Psychologists, Atlanta, Georgia, March.
- Welsh, J. S. (1990). Pediatric and adolescent AIDS: The rising storm. Key Note Address, Region III First Annual Conference on At-Risk Youth, Nicholls State University, Thibodaux, Louisiana, October.
- Welsh, J. S. (1990). Developing an AIDS school system policy. Workshop, Ascension Parish Public Schools, Prairieville, Louisiana, December.
- Welsh, S. (1987). Crisis management with suicidal youth. Psychology Department, Louisiana State University, Baton Rouge, Louisiana, March.
- Welsh, S. (1987). Developing a crisis response team. Psychology Department, University of Southern Mississippi, Hattiesburg, Mississippi, April.

GRANTS AND FUNDED PROJECTS:

- Mead, T., Welsh, S., Whiting, S., Vavasseur, C., & Gautreaux, G. (2010). Nicholls Instructional Technology Funding Request, College of Education. (funded \$37,919.42)
- Welsh, J. S., (2005). A Grant Proposal to the American Psychological Association: Hurricane Katrina Relief. American Psychological Association. (funded: \$5,000.00)
- Ronka, C. S. & Welsh, J. S., (2000). Language processing deficits and their effect on verbally loaded vs. non-verbally loaded measures of intelligence. NSU Research Council. (funded: \$3,900.00).
- Welsh, J. S. & Stout, L. J. (1996). Enhancement of the Guidance Counseling, Counseling, and School Psychology Training Facilities. LEQSF. (funded: \$12,400.00)
- Welsh, J. S. (1995). CBT Modules for Weschler Training. Goals 2000. (funded: \$575.00)

AREAS OF TEACHING Problems and Issues in School Psychology
Intellectual Assessment
Applied Behavior Analysis
School Psychology Externship & Internship Supervision
Advanced Child Psychopathology
Child Development

RESEARCH INTERESTS Clinical Supervision and Professional Practice in School Psychology
Effects of Chronic Poverty on Educational Outcomes

PROFESSIONAL AFFILIATIONS

American Association of Colleges for Teacher Education (2005 - 2012)

Louisiana Association of Colleges of Teacher Education (2010 - 2012)

Louisiana Psychological Association (LPA)
Legislative Action Network Coordinator (1999)

National Association of School Psychologists (NASP - 1988 - 2012)
Louisiana State Delegate (2002 - 2005)
Co-Chair - Committee to Develop On-Line CPD Modules (2004)
Reviewer: NASP Program Approval Board (1997 - 2012)
School Psychology Alert Network: Legislative Action Group (1994-95 & 1999)
Chair: Supervision Interest Group (1990 - 1993)
Committee Member: NASP Research Grant Review Board, 1987
Committee Member: 1987 Convention Paper Presentation Selection Committee
Committee Chair: 2000 Convention Paper Presentation Selection Committee -
State Coordinator
Recipient - Presidential Award for Service to Children and NASP (1999)

Trainers in School Psychology
Executive Board Member - Membership/Treasurer (Elected 1999 - 2012)
Recipient - TSP Service Award (2005)

Louisiana School Psychological Association (1988 - To Date)
President (1996 & 1999)
Regional Representative: Greater New Orleans Area (Elected 1987-88)
Chair, Professional Standards Committee: (Appointed 1989-90)
Co-chair - Legislative Committee (Appointed 2000)
Recipient - President's Award for Outstanding Service (2008)

Louisiana State Board of Examiners of Psychologists
The Outstanding Contribution, Dedication, and Service Award (July 2014-June 2017)

SERVICE

- University Level - Human Subjects Institutional Review Board (Chair 1995-2000 & 2005 - To 2011)
Library Search Committee - Chair (2011)
VPAA/Provost Search Committee (2004)
SACS Steering Committee (1995)
Commencement Committee (1995 - 2010)
Anti Discrimination Committee (Past-Chair)
NSU Graduate Council
Institutional Animal Care and Use Committee (2005 - 2010)
Faculty Advisor – NSU Veterans Club (2005)
- College Level - NCATE Steering Committee (Two review cycles)
NCATE Standard 5 Committee (Chair)
Graduate Grievance Committee (Chair)
Search Committee for Dean
Curriculum Studies Committee (Chair)
Dyslexia Center Search Committee (Chair)
- Department Level - Department Head (2001 - 2010)
Director, School Psychology Program (1995 - 2001)
Graduate Faculty Committee (1998 - 2010)
Human Subjects Review Committee (2002 - 2012)
Psychology Training Clinic Committee (2001 - 2010)

PROFESSIONAL COMMUNITY SERVICE

- Pro Bono: Bayou Community Charter School – School Board Member (2011 - 2014)
MAX Charter School- School Board Member (2010 - 2014)
Member, Behavior Intervention Committee, Peltier Lawless Developmental Center (1995 - 2010)
Member, St. Charles Parish Special Education Advisory Board (Appointed 1988 - 1990)
Member, St. James Parish Special Education Advisory Board (Appointed 1989 - 2000)
Member, School Psychology Advisory Board, Louisiana State Department of Education, (Appointed) (1989 - 1993) & (2002 - 2008).
Member, Bulletin 1508 Revision Work Group, Louisiana State Department of Education, 1999.
Provided Licensed Psychological Supervision for the Louisiana State Center for the Study of Dyslexia and Related learning Disorders (1998 - 2007).
- Contracted: Consultant, Terrebonne Association of Retarded Citizens (1995 - 2012)
Consultant, Waverly Group Home, Thibodaux, Louisiana (1995 - 1998)
Consultant, Assumption Association of Retarded Citizens (1995 - 2006)
Consultant, Donaldsonville Association of Retarded Citizens (1995 - 2008)

Private Practice:

Provided licensed psychological supervision for the Louisiana State Center for the study of Dyslexia and Related Learning Disorders (2007 - 2012).

Conducted court ordered Child Custody Evaluations, served as Expert Witness to the Louisiana 23rd Judicial District Court in child custody matters. (1992 - 2002).

MILITARY SERVICE

United States Army, Army Security Agency, Radio Intercept Operator (05H/20-Y4), Specialist, 4th Class, Honorable Discharge, July 1972 - July 1975.

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

PERSONNEL COMMITTEE

October 25, 2018

Item J.4. **Northwestern State University's** request for approval to appoint Mr. Patrick Jones as Interim Chief Financial Officer effective October 15, 2018.

EXECUTIVE SUMMARY

The University requests approval to appoint Mr. Patrick Jones as Interim Chief Financial Officer effective October 15, 2018 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 Northwestern State University's request for approval to appoint Mr. Patrick Jones as Interim Chief Financial Officer effective October 15, 2018.*



J 4

RECEIVED

OCT 04 2018

UNIVERSITY OF
LOUISIANA SYSTEM

October 1, 2018

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

Re: Appointment of Pat Jones as Interim Chief Financial Officer

Dear Dr. Henderson:

Northwestern State University is requesting that the following item be placed on the agenda for approval at the October 2018 ULS Board meeting:

Appointment of Mr. Pat Jones as Interim Chief Financial Officer at an annual salary of \$145,000 for the period October 15, 2018 - June 30, 2019.

Please find attached Mr. Jones' resume and transcripts.

Thank you for your consideration of this request.

Sincerely,

Dr. Chris Maggio
President

Attachments

Patrick Jones

Email: pjones.cfgo@yahoo.com

PROFILE SUMMARY:

Experienced Finance Director with more than 30 years of a progressive career path in governmental accounting specifically at university and municipal agencies. Demonstrated ability in financial management, budgeting, and reporting. In-depth knowledge and skills in implementing financial policies and procedures and internal controls. Adept in providing leadership and direction in all aspects of governmental business offices.

WORK EXPERIENCE:

Finance Director

City of Natchitoches

Natchitoches, Louisiana

7/2000 - Current

- Supervising all regular accounting functions for operating, restricted, capital and debt service funds including Cash Management, Accounts Payables, Accounts Receivables, Payroll, General Accounting, Utility Billing, Reconciliations, Bank Reconciliations, etc.
- Advise Mayor, City Council, and Department Heads of financial status my means of monthly financial reporting, daily meetings, and detailed analysis.
- Prepare Annual Report of the Budget for all funds and all departments totaling over \$85 Million.
- Coordinate compilation of Annual Financial Statements with employees and auditors.
- Assist Mayor and Department Heads with contract and co-op reviews, grant opportunities, project planning, etc.
- Coordinate issuance and payment of debt service.
- Responsible for Cash Flow Projections and investment of excess cash.

Assistant Vice-Chancellor for Finance

Bossier Parish Community College

Bossier, Louisiana

4/1999 – 7/2000

- Supervised all regular accounting functions for operating, restricted, capital and debt service funds including Cash Management, Accounts Payables, Accounts Receivables, Payroll, General Accounting, Student Billing, Reconciliations, etc.
- Prepared Annual Budgets and Financial Compilations.
- Advised Chancellor, Vice-Chancellor and Departments of financial status by means of monthly financial reporting, routine meetings and detailed analysis.
- Assisted Chancellor and departments with contract reviews.
- Responsible for Cash Flow projections and investment of excess cash.

Associate Vice President for Finance

Northwestern State University

Natchitoches, Louisiana

1/1998 – 12/1999

- Retained duties of Assistant Controller and Bursar as listed below and assumed additional duties such as:
- Supervised accounting functions for general and subsidiary ledgers,
- Responsible for preparation of Operating and Other Funds Budgets.
- Responsible for compilation of Annual Financial Report.

Assistant Controller and Bursar

Northwestern State University

Natchitoches, Louisiana

2/1987 – 1/1998

- Supervised all aspects of student accounting, cashiers, student loan repayment, student financial issues/complaints, etc.
- Analyzed and projected all revenues sources at university.
- Assisted in preparation of Annual Budgets for revenue items.
- Responsible for Non-Operating Funds Budgets.
- Responsible for Debt Service payments.
- Assisted with monitoring and implementation of student billing software.
- Assisted with preparation of Annual Financial Report
- Responsible for Cash Flow Projections and investment of excess cash.

EDUCATION:

Bachelor of Science – Business Marketing

Minor – Accounting

University of New Orleans, New Orleans, Louisiana

1976- 1979

Advanced Accounting Courses

Northwestern State University, Natchitoches, Louisiana

1989-1990

TRAINING AND CERTIFICATIONS:

Certified Government Finance Officer Program (CGFO) – Louisiana Government Finance Officer Association

PROFESSIONAL AFFILIATIONS:

Active Member, Government Finance Officers Association

Active Trustee and Finance Board Member, St. Augustine Catholic Church

Former Board Member, Government Finance Officers Association

Former Board Member, DOVES (Domestic Violence Education and Support) - (Non-profit organization)

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

PERSONNEL COMMITTEE

October 25, 2018

Item J.5. Southeastern Louisiana University's request for approval to appoint Dr. Gabe Willis as Interim Dean of Students effective August 27, 2018.

EXECUTIVE SUMMARY

The University requests approval to appoint Dr. Gabe Willis as Interim Dean of Students effective August 27, 2018 at an annual salary of \$101,000. 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 Southeastern Louisiana University's request for approval to appoint Dr. Gabe Willis as Interim Dean of Students effective August 27, 2018.*

October 4, 2018

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

RECEIVED

OCT 02 2018

**UNIVERSITY OF
LOUISIANA SYSTEM**

Dear Dr. Henderson:

Southeastern Louisiana University requests approval to appoint Dr. Gabe Willis as Interim Dean of Students, effective August 27, 2018, at an annual salary rate of \$101,000. The Dean of Students replaces the position of Assistant Vice President for Student Affairs which became vacant in February 2018.

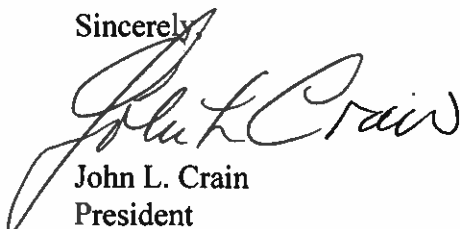
Dr. Willis began his career with Southeastern in 2014 as an academic and career counselor where his enthusiasm, outstanding leadership, and concern for students were immediately recognized. In 2015 he served as Chair of the Student Conduct Board before becoming the University's Student Conduct Officer in 2016. Since December 2016, Dr. Willis has been the Director of Student Advocacy and Accountability and Deputy Title IX Coordinator. In this role, Dr. Willis created the Lion Intervention Network (LINK) – an early alert system to identify at-risk students. As Deputy Title IX officer he has conducted workshops for faculty, launching a new website and introducing the inaugural Sexual Assault Awareness Week on campus, while also willingly assuming most of the duties of the Assistant Vice President for Student Affairs.

Dr. Willis is a highly respected member of our campus community. He brings to this new role strong leadership and organizational skills as well as an overarching desire to do what is necessary to assist our students in the goal of personal growth, to have a positive, successful academic experience, and to graduate qualified to succeed in their chosen field while making a meaningful impact on the communities in which they live and work.

I am confident that Dr. Willis will do an outstanding job during this interim period. A national search to fill the position of Dean of Students on a permanent basis will be conducted in accordance with the University of Louisiana System policy.

I respectfully request that you place this item on the agenda for the October 2016 meeting of the Board of Supervisors.

Sincerely,


John L. Crain
President

Gabe Willis, Ph.D

EDUCATION

William Carey University, Hattiesburg, MS 2015
Doctor of Philosophy in Higher Education Administration

William Carey University, Hattiesburg, MS 2012
Education Specialist in Higher Education Administration

California University of Pennsylvania 2010
Masters in Exercise Science and Health Promotion

The University of Southern Mississippi, Hattiesburg, MS 2008
Bachelor of Science in Exercise Science

Pearl River Community College, Poplarville, MS 2005
Associates in Arts

PROFESSIONAL EXPERIENCE

Southeastern University, Hammond, LA
12/2016-Present

Director of Student Advocacy and Accountability/Deputy Title IX Coordinator

Chief Conduct Officer (Student Accountability)

- Act as a primary disciplinary officer for the University for non-academic issues of misconduct, providing leadership and direction to the Office of Student Advocacy and Accountability
- Provide leadership and direction to the Office of Student Advocacy and Accountability that includes promoting student development, responsibility, civility, and respect.
- Administer the student conduct process, publications, and oversee the Student Conduct Hearing Board.
- Supervise professional and support staff, student conduct database (Maxient), and Board Training.
- Provide oversight and leadership for the office in the investigation and adjudication of student sexual misconduct cases
- Provide consultation, interpretation, and recommendations to members of the University community on disciplinary issues
- Serve on the Behavioral Response Team for the University (Southeastern Threat Assessment and Response Team)
- Utilize student conduct database to assess behavioral data, trends, and tendencies – report relative information to campus community, which drives campus programming and education.

Student Advocacy

- Provide one-on-one consultation with students seeking guidance and resolving educational and personal challenges
- Prepare weekly and monthly reports of services provided and students served
- Serve as primary resource for managing referrals and student issues related to crisis intervention and coordination of resources with other university departments

- Coordinate follow-up and tracking of students of concern through record-keeping utilizing an electronic database system
- Developed web based and face to face Alcohol and Event Management training materials for all registered student organizations

Selected Accomplishments

- Created the Lion Intervention Network (LINK), the University's early alert system that allows for intervention for students experiencing personal and academic difficulties.
- Provided outreach for over 180 students during the first year of the program.
- Presented information to campus community regarding the importance of the L.I.N.K Early Alert System to overall retention and progression numbers for Southeastern students
- Over 600 members of registered student organization members completed online training associated with the Student Organization Alcohol Policy.
- Over 150 executive members of registered student organizations completed "Event Manager Training"
- Created the Lion's Den: an outreach initiative that provides role models, workshops, and services to improve the academic standing and overall college experience of African American Males.

Deputy Title IX Coordinator

- Coordinator of Southeastern's Campus Assault, Response, and Education Team (CARE Team). - A cross-departmental team developed to ensure compliance with Title IX and to examine the University's approach to training, education, prevention, and support regarding sexual misconduct and gender-based discrimination.
- Serve as primary investigator for student on student related incidents of sexual misconduct.
- Receive and process, in a timely manner, student complaints concerning harassing behavior and other discriminatory behavior in violation of Title IX
- Conduct training for employees and students on University policies on sexual misconduct, gender-based misconduct, harassment, and related incidents as well as their rights and obligations associated with policies.
- Developed and implemented the University's face to face and web-based Responsible Employee/Mandated Reporter Training
- Developed the University's Title IX Website
- Implemented campus wide training and tracking for entire student body
- In conjunction with Title IX Coordinator, worked to ensure University remained in compliance with Title IX federal mandate (education, training, reporting; etc)

Selected Accomplishments

- CARE Team re-launched Southeastern Louisiana University's bystander intervention initiative (R.O.A.R. – Reach Out and Respond)
- Through R.O.A.R. – Facilitated Bystander Intervention Training for registered student organizations
- Provided programming, education, and awareness during entire month of April (Sexual Assault Awareness Month)
- Presented information to campus community regarding their role as Responsible Employee/Mandatory employees

Coordinator – Southeastern Threat Assessment and Response Team

- A collaborative interdisciplinary team of campus professionals that meet to facilitate caring prevention and early intervention to students exhibiting behaviors indicative of crisis and elevated risk.

Selected Accomplishments

- Proactively provide discreet interventions to students in crisis; regularly consulting and supporting faculty and staff with issues of concern and ensuring compliance with law and policy including but not limited to FERPA, Title IX, Clery Act, et cetera.
- Educated campus community about START, behavioral patterns on campus, classroom management, and reporting protocols.

Special Projects - In Absence of Dean of Students Absence

- Responsible for providing University Excused Absence correspondence to all faculty and staff
- Responsible for case management of all on call reports
- Responsible for ensuring all registered student organizations remained in compliance with all Alcohol Event Management Policies

Selected Accomplishments

- As chairperson for the Hazing Policy Committee – lead a team in the development of new policies, procedures, protocols, and education related to Hazing.
- As chairperson for the Alcohol Use and Education Committee – lead a team in the development of new policies, procedures, protocols, and education related to event management and alcohol use amongst student organizations
- As chairperson of the Free Speech and Expressive Activity Task Force – lead a team in the development of new policies, procedures, protocols, and education related expressive activity on campus.

Southeastern Louisiana University

01/2015 – 12/2016

Student Conduct Officer

- Advise students on due process rights and responsibilities
- Monitor and tracked compliance of disciplinary sanctions.
- Maintain accurate and complete campus disciplinary records in accordance with University Policies
- Promote a student-centered and developmental approach to the Office of Student Conduct

Southeastern Louisiana University, Hammond, LA

Student Conduct Board Chairperson

- Moderated the order of hearing proceedings
- Managed conversations and testimonies while keeping all participants emotionally balanced
- Strategically distinguished fact and opinion in effort to weave out irrelevant information
- Ensured all committee members could share questions and rationales regarding their findings

Student Conduct Board Member

- Served as a member of the formal hearing panel to determine if students have violated the Code of Conduct
- Demonstrated respect for and a commitment to the responsibility associated with administering institutions response to violations of the Code of Conduct
- Worked to increase student ethical sensitivity and reasoning as it applies to their role in the conduct system.

Academic and Career Counselor

08/2014 – 12/2016

- Provide academic and career counseling for over 300 students majoring in Nursing, Exercise Science, and Kinesiology
- Programmed student success workshop for 500 incoming Nursing Majors
- Collaborated with colleagues to develop Academic Recovery Workshop for probationary students, collaborated with campus partners to expose over 300 student advisees to campus resources and student organizations
- Assist students with major and career selection
- Faculty/Staff Advisor to MADE MEN (Mentoring African Americans to Achieve Excellence), over 40 African American-Male students
- Received Outstanding Service Award and NAACP Humanitarian Award for leadership and involvement with various student organizations

Selected Accomplishments

- Achieved 100 percent attendance in freshman success courses (SE 101) through 80 percent of the semester
- Over 90 percent of in class students and advisees finished the semester in good academic standing, approximately 200 students
- Over 85 percent of Academic Recovery students regained “good academic standing” status
- Over 80 percent of SE 101 students felt firm and secure with their major choice

University of Southern Mississippi, Hattiesburg, MS

1/2013- 8/2014

Athletic Academic Advisor – Student Academic Enhancement Program (Men’s Basketball, Men’s Golf, Softball)

- Supervised one graduate assistant, delegated multiple task to improve efficiency and productivity of student-athletes
- Directed weekly meetings for players, coaches, and support staff, effectively communicated pertinent information about academic and behavioral matters
- Collaborated with coaches, trainers, and support staff to create a systematic organizational structure
- Monitored academic progress of at-risk student-athletes
- Partnered with over 20 departments to effectively counsel and advise 75 student-athletes
- Developed and implemented objective-based/results-oriented study hall for assigned teams
- Assist with development and implementation of multiple workshops (career, money management, social media training)
- Utilized systems such as Grades First to monitor academic affairs (tutoring) of student-athletes
- Assist with facilitating and programming New Student-Athlete Orientation for over 250 participants

Selected Accomplishments

- Effectively guided Men’s Basketball, Men’s Golf, and Softball Programs to 100 percent graduation rate
- 100 percent of student-athletes fulfilled progress toward degree benchmarks to remain in good academic standing
- Increased efficiency and accuracy of advisement through strategic partnerships and collaboration efforts.
- Over 85 percent of student- maintained tutor appointments which lead to greater retention and progression
- Improved student-athlete morale and willingness to complete task in study hall through student-athlete centered approach

Jones County Junior College, Ellisville, MS

8/2011- 12/2012

Developmental Education Instructor

- Effectively prepared at-risk and non-traditional students for the demands of college. Initiated, moderated, and facilitated classroom discussions and activities that led to increased student growth, retention, and individual confidence
 - *Selected Accomplishments*
 - Through innovative instruction and a student-centered approach, 75 percent of students transitioned from developmental curricula to regular academic and career technical programs

Pearl River Community College, Poplarville, MS

8/2008- 7/2011

Instructor /Fitness Specialist

- Successfully increased Wellness Center student member involvement and retention through strategic programming
- Instructed traditional and online courses including: Personal and Community Health, Nutrition for Wellness, and College Study Skills
- Advised incoming students with interest in Human Performance and Recreation
- Three years of service on the Student Disciplinary Actions Committee
 - *Selected Accomplishments*
 - Over 500 new student applications were processed in the 2009/2010 school year
 - As a member of the Integrated Learner Support Advisory Team, achieved an 85 percent graduation rate in first cohort (40 at risk students)

FACULTY EXPERIENCE

Southern New Hampshire University

Online Graduate Faculty (SNHU 501)

6/2015- Present

This course is designed as an introduction to the skills necessary for successfully addressing the scholarly challenges of graduate school and professional practice. Students will explore topics such as taking ownership of academic and professional success, goal setting, time management, critical thinking, studying in an online environment, techniques for developing a sound scholarly argument, and the use of evidence and resources to conduct and present research.

Southern New Hampshire University

Online Undergraduate Faculty (SNHU 107)

6/2015- Present

This course focuses on student success strategies for students who are new to higher education or online learning. Skill areas include academic research and writing, effective communication in an online environment, critical thinking, self-advocacy and support services, community learning and group collaboration, and the empowerment of students to utilize their strengths in order to improve the likelihood of academic success.

Southeastern Louisiana University
 Southeastern 101 (SE 101) Instructor
 8/2014-Present

Responsible for creating lesson plan to serve as an ongoing orientation for first year students, administering comprehensive lesson plan, preparing and conducting lectures, conducting testing on relevant subject matters, advising students on class scheduling, add/drop, goal formulation, and career planning.

Pearl River Community College
 Personal and Community Health Instructor
 8/2010- 7/2011

Application of principles and practices of healthful living to the individual and community; major health problems and the mutual responsibilities of home, school, and health agencies.

Pearl River Community College
 Nutrition and Wellness Instructor
 8/2010- 7/2011

A survey course designed to expose the student to the importance and significance of nutrition in health and physical education and the various aspects of wellness.

Pearl River Community College
 Recreational Leadership
 8/2010- 7/2011

Planning and leadership techniques for conducting community recreation centers, playgrounds, parks, and school recreation programs.

SELECTED PRESENTATIONS

- Willis, G. (2015). *Collaboration across Campus: Student Support Services and Athletics; a perfect match.*
 Louisiana Association of Student Assistance Programs
- Willis, G. (2015). *Athletic Identity Foreclosure and Academic Detachment in Black Male Student-Athletes.*
 LSU Academic Center for Student-Athletes – Drive-In Conference

CERTIFICATIONS, PROFESSIONAL AFFILIATIONS & INVOLVEMENT

- National Association of College and University Attorneys – Title IX Coordinator Certification
- Gehring Academy – Director’s Track, 2017
- Association for Student Conduct Administration
- NASPA Law and Policy Conference, 2017
- LAFASA – Creating Effective SARTS (Sexual Assault Response Teams), 2016
- National Association of Academic Advisors for Athletics (N4A) Member

-
- N4A National Convention:
 - Jacksonville, FL N4A National Conference, 2013
 - Orlando, FL N4A National Conference, 2014
 - LSU Academic Center for Student-Athletes – Drive-In Conference
 - Baton Rouge, LA 2013
 - Baton Rouge, LA 2014
 - Baton Rouge, LA 2016

CAMPUS AND COMMUNITY ENGAGEMENT

KEY COMMITTEES

- Campus Assault, Response, and Education Team – Coordinator
- Hazing Policy Development Committee – Chairperson
- Alcohol Use and Education Committee - Chairperson
- Southeastern Threat Assessment and Response Team – Chair
- MANE Experience Committee – Member
- Athletic Appeal Committee - Member
- Registration Appeals Committee - Member
- Vice President of Student Affairs Search Committee - Member
- Text Book Rental Committee - Member
- Student Outcomes of Teaching Taskforce - Member
- Student Affairs Budget Advisory Committee – Member
- Staff Development Committee – Member
- Search Committee Chair:
 - Multicultural and International Coordinator
 - Pennington Center Associate Director of Facilities and Operations

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

PERSONNEL COMMITTEE

October 25, 2018

Item J.6. **University of Louisiana at Lafayette's** request for approval to appoint Ms. Susan Richard as Interim Dean of University Libraries effective August 7, 2018.

EXECUTIVE SUMMARY

The University requests approval to appoint Ms. Susan Richard as Interim Dean of University Libraries effective August 7, 2018 at an annual salary of \$107,307. The staff recommends approval.

RECOMMENDATION

It is recommended that the following resolution be adopted:

***NOW, THEREFORE, BE IT RESOLVED,** that the Board of Supervisors for the University of Louisiana System hereby approves University of Louisiana at Lafayette's request for approval to appoint Ms. Susan Richard as Interim Dean of University Libraries effective August 7, 2018.*



University of Louisiana at Lafayette

OFFICE OF THE PRESIDENT

P. O. Drawer 41008
Lafayette, LA 70504-1008
(337) 482-6203
Fax: (337) 482-5914
e-mail: president@louisiana.edu

Université des Acadiens

October 4, 2018

J 6

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

Dear Dr. Henderson:

I am requesting to appoint Ms. Susan Richard as Interim Dean of University Libraries, effective August 7, 2018 until a new Dean is appointed. Her résumé is attached.

Please place this item on the agenda for the October 2018 meeting of the Board of Supervisors. Thank you for your consideration.

Sincerely,

A handwritten signature in blue ink, appearing to read "E. Savoie".

E. Joseph Savoie
President

svc

Attachment

SUSAN MARSHALL RICHARD

smr@louisiana.edu

Work 337/482-6396

Fax 337/482-6399

EDUCATION

Master of Library Science **May 1984**
Graduate School of Library and Information Science Louisiana State University

Bachelor of Science **May 1982**
Elementary Education Louisiana State University

PROFESSIONAL EXPERIENCE

Edith Garland Dupré Library **July 1989 to present**
University of Louisiana at Lafayette **Lafayette, Louisiana**

Interim Dean of University Libraries/Professor of Library Science **2018 to present**
Associate Dean of University Libraries/Professor of Library Science **2010 to present**
Supervise and evaluate the Assistant Dean of Public Services, the Assistant Dean of Technical, Web and IT Services, and the Assistant Dean of Special Collections Services. Responsible for all library personnel. Select and interview candidates for vacant library positions. Assist in the administration of library policies and procedures. Prepare library annual report. Administer the library's supplies and equipment needs. Attend library consortia meetings. Schedule library building hours.

Head of Reference Department **1999 to 2010**
Associate Professor of Library Science (2004) **Tenured 2001**
Supervised operations of the Reference Department. Trained, supervised, and evaluated 4 reference librarians. Selected and interviewed candidates for vacant reference positions. Scheduled reference desk hours. Responsibilities included collection development of the reference collection. Administered departmental policies and procedures. Prepared departmental annual report. Provided general reference and U. S. government information to the university population and general public using reference sources, online and print. Organized supplies and equipment needs. Oversaw the design and maintenance of departmental web pages.

Interlibrary Loan Librarian/Assistant Professor of Library Science (1996) **1994 to 1999**
Supervised a paraprofessional IV, a paraprofessional II, and 4 student aides. Administered department's policies and procedures. Ordered books and journals for university population and filled orders for other university requests via OCLC automated system and ALA borrowing and loan request forms. In addition, other duties included providing reference service on part-time basis to university population and general public. Performed computer searches and conducted specialized tours of the reference department.

Night Reference Librarian/Instructor of Library Science **1989 to 1994**
Supervised reference desk and provided assistance in general reference and United States Government Documents to graduate and undergraduate students, faculty, and community as the evening librarian.

PROFESSIONAL EXPERIENCE

- Librarian** **January 1988 to June 1989**
Southern Technical College **Lafayette, Louisiana**
Sole librarian. Purchased, organized, and maintained collection. Answered reference questions. Performed circulation duties. Compiled reports and self-study documents for accreditation.
- Reference Librarian** **January 1985 to December 1987**
Louisiana State University Eunice **Eunice, Louisiana**
Answered reference questions, especially in Nursing, and Computer Science. Taught formal course in bibliographic instruction. Checked in and maintained Louisiana state documents. Performed collection development duties for general and special collections.
- Reference Librarian** **July 1984 to December 1984**
Rapides Parish Library **Alexandria, Louisiana**
Answered reference questions for general public. Maintained Louisiana and general vertical file collections.

GRANTS

- Plaisance, Heather and Susan Richard, principal investigators. "Edith Garland Dupré Library: Collaboration Stations." Funded by: Student Technology Enhancement Program. Awarded: December 2016. Grant value: \$5,630.00.
- Richard, Susan Marshall and Betsy Miguez, principal investigators. "Edith Garland Dupré Library: Promoting Interaction and Collaboration." Funded by: Student Technology Enhancement Program. Awarded: December 2013. Grant value: \$6,818.50.
- Richard, Susan Marshall and Betsy Miguez, principal investigators. "Edith Garland Dupré Library: Charging Stations for Laptops & Mobile Devices." Funded by: Student Technology Enhancement Program. Awarded: May 2013. Grant value: \$11,075.
- Richard, Susan Marshall, principal investigator. "Security Cameras in Edith Garland Dupré Library." Submitted to: Student Technology Enhancement Program. Awarded: May 2011. Grant value: \$66,858.
- Richard, Susan Marshall, principal investigator. "Reference Online Center Upgrade." Funded by: Student Technology Enhancement Program. Awarded: May 2010. Grant value: \$36,891.
- Richard, Susan Marshall, principal investigator. "Lending Laptop Service at Edith Garland Dupré Library." Funded by: Student Technology Enhancement Program. Awarded: September 2009. Grant value: \$32,747.
- Richard, Susan Marshall, principal investigator. "Upgrade of the Printers for Dupré Library's Reference Online Center." Funded by: Student Technology Enhancement Program. Awarded: September 2006. Grant value: \$9,153.
- Richard, Susan Marshall and Beate Kukainis, principal investigators. "Century of Science on the Web of Science: 1944-1900." Funded by: Student Technology Enhancement Program. Awarded: August 2005. Grant value: \$36,226.
- Chance, Lance, Sheryl Moore Curry, and Susan Marshall Richard, principal investigators. "Upgrades for the Reference Online Center and Bibliographic Instructional Lab." Funded by: Student Technology Enhancement Program. Awarded: March 2004. Grant value: \$36,834.
- Richard, Susan Marshall and Beate Kukainis, principal investigators. "Electronic Books for UL Lafayette Students: *NetLibrary*." Funded by: Student Technology Enhancement Program. Awarded: September 2003. Grant value: \$30,271.

Richard, Susan Marshall and Beate Kukainis, principal investigators. "JSTOR Electronic Archives: Access to e-journals." Funded by: Student Technology Enhancement Program. Awarded: September, 2001. Grant value: \$25,000.

PUBLICATIONS

Accreditation Reports (Southern Association of Colleges and Schools)

2020

Richard, Susan Marshall, Sheryl Curry, Jennifer Hamilton, Blair Stapleton. *Core Requirement 11.1: Library and Learning/Information Resources*. Lafayette, LA: University of Louisiana at Lafayette, Edith Garland Dupré Library. (In Progress)

Richard, Susan Marshall, Sheryl Curry, Jennifer Hamilton, Blair Stapleton. *11.2: Library and Learning/Information Staff*. Lafayette, LA: University of Louisiana at Lafayette, Edith Garland Dupré Library. (In Progress)

Richard, Susan Marshall, Sheryl Curry, Jennifer Hamilton, Blair Stapleton. *11.3: Library and Learning/Information Access*. Lafayette, LA: University of Louisiana at Lafayette, Edith Garland Dupré Library. (In Progress)

2010

Richard, Susan Marshall. *Core Requirements 2.9: Learning Resources and Services*. Lafayette, LA: University of Louisiana at Lafayette, Edith Garland Dupré Library, 2009. (Compliance)

Richard, Susan Marshall. *Comprehensive Standard 3.8.1: Library Learning/Information Resources*. Lafayette, LA: University of Louisiana at Lafayette, Edith Garland Dupré Library, 2009. (Compliance)

Richard, Susan Marshall. *Comprehensive Standard 3.8.3: Qualified Staff*. Lafayette, LA: University of Louisiana at Lafayette, Edith Garland Dupré Library, 2009. (Compliance)

Bibliographies

Richard, Susan Marshall. *African-Creole Resources: A Selected Bibliography*. Lafayette, LA: Edith Garland Dupré Library, 2008.

Marshall, Susan O. *Examination Study Guides*. Bibliography no. 25. Eunice, LA: Louisiana State University Eunice, 1986.

Marshall, Susan O. *Computers: Past, Present, and Future*. Bibliography no. 20. Eunice, LA: Louisiana State University Eunice, 1985.

Marshall, Susan O. *Electronics*. Bibliography no. 23. Eunice, LA: Louisiana State University Eunice, 1985.

Marshall, Susan O. *Petroleum Technology*. Bibliography no. 24. Eunice, LA: Louisiana State University Eunice, 1985.

Marshall, Susan O. *Respiratory Therapy: A Bibliography of Resources*. Bibliography no. 22. Eunice, LA: Louisiana State University Eunice, 1985.

Marshall, Susan O. *Too Hot to Handle: A Fire Science Bibliography*. Bibliography no. 21. Eunice, LA: Louisiana State University Eunice, 1985.

Books

Goetting, Denise, Susan Marshall Richard, Sheryl Moore Curry, and Betsy Bryan Miguez. *Newbery and Caldecott Awards: A Subject Index*. Worthington, OH: Linworth Publishing, 2003.

Indexes

Bayou State Periodical Index: An Index to Louisiana Popular Periodicals. Ed. Jean S. Kiesel. 1985-2005. Louisiana Library Association and the Edith Garland Dupré Library, University of Louisiana at Lafayette. 01 March 2010 <<http://www.libris.ca/bayou>>. Indexer, 1996 to 2010; Co-Editor, 1989-1995.

Journals

- Goetting, Denise, Betsy Bryan Miguez, Sheryl Moore Curry, and Susan Marshall Richard. "First-Time Book Publishing: Negotiating the Perils and Pitfalls." *Technical Services Quarterly*. 25.2 (2007): 1-18. (Refereed)
- Goetting, Denise and Susan Marshall Richard. "Libraries: Louisiana's Pearls of Wisdom LLA Conference 2006." *Louisiana Libraries*. 68.4 (2006): 9-11. (Refereed)
- Richard, Susan and Jean Kreamer. "Gardening Sources for Louisiana Gardeners." *Louisiana Libraries* 63.4 (2001): 3-9. (Refereed)
- Hulse, Frank G. and Susan Marshall Richard. "Frida Kahlo: A Selected Bibliography." *Bulletin of Bibliography* 52.3 (1995): 177-183. (Refereed)
- Richard, Susan Marshall. "Critical and Biographical Literary Reference Sources: A Selected List for High School Students." *Louisiana English Journal* 2.1 (1994-95): 64-68. (Refereed)

Magazines

- Richard, Susan and Sandy Himel. "Cajun Music Documented at USL." *In Tune*. 1.10 (September/October 1994): 10-11.
- Richard, Susan and Sandy Himel. "USL's Library has Zydeco Music on Tap." *In Tune*. 1.4 (Mardi Gras 1994):15. Reprinted in *In Tune*. 1.9 (August/September 1994): 9.

Newsletters

- Notes & Tracings: Newsletter of the LLA Academic Section*. Ed. Susan M. Richard. 1995 to present. Louisiana Library Association. 07 August 2018 <<http://www.llaonline.org/Newsletters/>>. Editor.
- Richard, Susan M. "Reference Department." *Joie de livres: Newsletter of Edith Garland Dupré Library* 8.1 (2007): 6.
- Miguez, Betsy and Susan Richard. "New Online Catalog Simplifies Library Research." *Joie de Livres: Newsletter of Edith Garland Dupré Library* 7.1 (2004): 2.
- Richard, Susan M. and Johnson, Deborah L., eds. *WebConnect: A Webliography of Favorite Internet Sites of the Library Faculty and Staff*. Lafayette, LA: University of Louisiana at Lafayette, 2001-2003. Editor.
- Richard, Susan Marshall. "Calendar of Events." *Joie de Livres: Newsletter of Edith Garland Dupré Library*. Lafayette, LA: University of Louisiana at Lafayette, 1998- 2002. Contributor.

Reviews

- Richard, Susan Marshall. "From Small Bits of Charcoal: The Life & Works of a Cajun Artist" Book Review. *Louisiana Libraries* 67.1 (2004): 39.
- Richard, Susan M. "Month-by-Month Gardening in Louisiana" Book Review. *Louisiana Libraries* 63.2 (2000): 31-32.
- Richard, Susan Marshall. "A Pocket Guide to Louisiana Native Trees" Book Review. *LLA Bulletin* 61.1 (1998): 32.
- Richard, Susan Marshall. "Tony Chachere's Second Helping: A Lifetime Collection of the Ole Masters Favorite Cajun and Creole Recipes" Book Review. *LLA Bulletin* 59.2 (1996): 108.
- Richard, Susan Marshall. "Elroy's Toy" Video Review. *Video Rating Guide for Libraries*. 6.4 (1995): 113.
- Richard, Susan Marshall. "Smart Snacking for Children" Video Review. *Video Rating Guide for Libraries*. 6.3 (1995): 59.
- Richard, Susan Marshall. "Arbor Day" Video Review. *Video Rating Guide for Libraries*. 6.2 (1995): 84.

Richard, Susan Marshall. "Frying" Video Review. *Video Rating Guide for Libraries*. 6.2 (1995): 83.

Technical Reports

Richard, Susan Marshall and Beate Kukainis. *Edith Garland Dupré Library and LOUIS Consortium Electronic Resources: 1994-2006*. Lafayette, LA: University of Louisiana at Lafayette, 2006.

Richard, Susan Marshall. *Louisiana Library Association 2006 Final Conference Program*. Eunice, LA: Louisiana Library Association, 2006.

PRESENTATIONS

Miguez, Betsy and Richard, Susan. "Charging Up Your Students," LOUIS Users Conference. West Baton Rouge Convention Center, Port Allen, LA. October 3, 2013. Poster presentation.

"EBSCO's AtoZ." Staff Development Program for Serials Department. Edith Garland Dupré Library, University of Louisiana at Lafayette. January 13, 2009.

"SACS QEP First -Year Learning Experience: The Library Learning Commons." Deans' Retreat. University of Louisiana at Lafayette. October 13, 2009.

"SACS QEP First -Year Learning Experience: The Library Learning Commons." University Council. University of Louisiana at Lafayette. November 9, 2009.

"SACS QEP First -Year Seminars and The Library Learning Commons." Staff Development Program. Edith Garland Dupré Library, University of Louisiana at Lafayette. November 18, 2009.

"iLink Searching." Staff Development Program. Edith Garland Dupré Library, University of Louisiana at Lafayette. August 27, 2008.

"Publish, Don't Perish! How to Cross that Bridge: A Panel Discussion." Louisiana Library Association Annual Conference. Baton Rouge, LA. March 8, 2007. Co-Presenter with Denise Goetting, Sherry Curry, and Betsy Miguez.

"First-Time Publishing: Negotiating the Perils and Pitfalls." American Library Association Annual Conference. New Orleans, LA. June 24, 2006. Co-Presenter with Denise Goetting, Sherry Curry, and Betsy Miguez.

"WebFeat: Federated Search Engine." Edith Garland Dupré Library, UL Lafayette, August 15, 2006.

"Ways to Advance in the Career of Librarianship." Edith Garland Dupré Library Faculty Meeting, UL Lafayette, September 16, 2004.

"Term Paper Research Help." Edith Garland Dupré Library, UL Lafayette, October 26 and November 2, 1995.

"ERIC Database Instruction." Edith Garland Dupré Library, UL Lafayette, September 21 and October 12, 1995.

"How to Attend Conference Wisely." Louisiana Library Association Annual Conference, Monroe, Louisiana, March 22-24, 1990.

PROFESSIONAL AWARDS

Dr. Gloria S. and Robert W. Cline/BoRSF Professorship for Dupré Library 2014-2017
Friends of Edith Garland Dupré Library/BoRSF Endowed Professorship 2005 to 2017

CONSULTING/COMMUNITY SERVICE

Festival des Fleurs de Louisiane Board of Directors 2000 to present
Volunteer 2000 to present
Secretary 2003 to present
Web site editor 2005 to present

Volunteer Committee Chair 2001-2004

Louisiana Society for Horticulture Research Member 2002 to present

Les Amis des Fleurs Garden Club Charter President 1999-2001; Member 1999 to 2009

Lafayette Public Library Director Search Committee Member 2004-2005

Candidate for 2003 Man & Woman of the Year, a fundraising drive, for the Leukemia & Lymphoma Society

Learning Resource Center, Our Lady of Lourdes Regional Medical Center Volunteer 1989-1995

Library, Southern Technical College (Jackson, Mississippi) Consultant 1989-1990

BOARDS

Ernest J. Gaines Center Board of Directors 2012 to present

Louisiana Library Association Advisory Council 2003 to 2006

Bayouland Library System Board 1994-1999; 1988-1989

LLA Bulletin Editorial Board 1992-1994

Libraries Southwest Board 1988-1989

UNIVERSITY COMMITTEES

University of Louisiana at Lafayette:

University Committees:

Assessment Council Member 2010 to present

Associate Deans' Council Member 2018 to present

Deans' Council Member 2018 to present

Distance Learning Leadership Council Member 2015 to present

ERP Team Leads Committee Member 2016 to present

Faculty Educational Grants Award Selection Committee Member 2018 to present

Faculty Research Travel Grants Award Selection Committee Member 2016 to present

SACS-COC Authors' Committee Member 2017 to present

General Education Committee Member 2007 to 2012

Information Technology Affinity Group Chair 2007 to 2010

University SACS-COC Fifth-Year Interim Report Steering Committee Member 2013 to 2015

Alumni Committee Member 2005 to 2007

Curriculum Committee Member 2007-2013

Equal Employment Opportunity Committee Member 1991-1997

Faculty Benefits and Welfare Member 1999-2001

Faculty Senate 1999-2001; 1993-1995; 2010 to 2016

Academic Planning and Development Member 1999-2001

Governmental Concerns Member 1993-1995

Faculty Grievance Committee Member 2011 to 2017

Fraternities-Sororities Member 1993-1995

Parking Appeals Member 1991-1999

Parking Planning Member 1998-2004

SACS QEP Implementation Committee Member 2009 to 2010

SACS QEP Steering Committee Member 2008 to 2010

Showcase 2000 Centennial Committee Member 1997-1999

University Provost/Academic Vice-President QSN Committee Member 2010-2013

Edith Garland Dupré Library Committees:

Assessment Committee Chair 2008 to present
Library Council Chair 2018 to present; Member 1999 to 2018
Disaster Planning Committee Member 1995 to present
Distance Learning Committee Member 2011 to present
 Appropriations Subcommittee, Member 2011-2013
Learning Commons Chair 2008 to present
Promotion and Tenure Committee Member 2002 to present; Chair 2010-2013
Publicity Committee Member 1990-1995; 2017 to present
Staff Association Member 1989 to present; Vice President and President 1995-1996
Book Sale Co-chair 1993-1995
Browsing Room Committee Member 1991-1997
Department Head Evaluation Committee Member 1997
Edith Garland Dupré Library Grand Opening Committee Member 1999-2000
Electronic Resources Committee Member 2008 to 2010
Electronic Theses and Dissertations Committee Member 2011-2013
Exhibits Committee Chair 1990-1995
Fine/Fee Appeals Committee Member 1997
Five-year Plan (Building) Committee Member 1997
Friends of Dupré Library Committee Member 1997-2000
Graduate Assistants Committee Member 2008-2012
Personal Librarian Committee, Member 2013 to 2015
Web Page Committee Member 2000-2010

Louisiana State University Eunice:

Administrative Council Member 1987
Courses and Curricula Committee Member 1986-1987
Faculty Senate Representative 1986-1987; President 1987

PROFESSIONAL ORGANIZATIONS

American Library Association 2010 to present
Association of College and Research Libraries - Louisiana Chapter 1991 to present
Louisiana Library Association 1983 to present
 Academic Section 1983 to present
 Newsletter Editor 1995 to present
 Secretary 1998-1999
 New Members Round Table Section 1983-1994
 Secretary 1991-1992; 1986-1987
 Parliamentarian 1987-1988
Commission on Colleges of the Southern Association of Colleges and Schools Annual Conference, San Antonio, TX, December 6-8, 2008.

PROFESSIONAL COMMITTEES

Louisiana Library Association:

Academic Section

Conference Planning Committee 2016-2017

Publicity Committee Co-Chair 2016-2017

Conference Planning Committee 2013-2014

Publicity Committee Co-Chair 2013-2014

Conference Planning Committee 2004-2006

Co-Chair 2005-2006

Conference Planning Committee 2001

Co-Chair 1999-2001

Conference Planning Committee 1995

Local Arrangements Member 1994-1995

Assorted Events Chair 1994-1995

Conference Planning Committee 1988

Local Arrangements Member 1987-1988

NMRT Hospitality Committee Chair 1987-1988

Conference Planning Committee 1986

Local Arrangements Member 1985-1986

Essae M. Culver Award Committee Member 1996-1999; Chair 1998-1999

LLA Bulletin Editorial Board NMRT Representative 1992-1994

LLA Logo Committee Member 1996-1997

National Library Week Committee Member 1988-1989

New Members Round Table Section

Bylaws, Rules, and Manual Committee Chair 1987-1988

Grass Roots Grant Committee Chair 1991-1992

Exhibitor Committee Chair 1988-1989

Nominations and Elections Committee Chair 1987-1988

Nominating Committee Member 2003-2006; Chair 2004-2005

Tellers Committee Member 1996-1997; 2001-2006

LALINC Resource Sharing Committee Member 1998-2001.

Aggregator Database Cataloging (AD-Cat) Subcommittee Member 1999-2000.

Distance Education Electronic Delivery Network (DEED-Net) Publicity Subcommittee Member 1998-1999.

WEB PAGE DESIGN & MAINTENANCE

Design and maintain personal web page, 1999 to present.

<http://www.ucs.louisiana.edu/~som6843>

Maintain the web pages for the Ira Nelson Horticulture Center, UL Lafayette, 2004 to present.

<http://www.louisiana.edu/Academic/AL/inhc/>

Design and maintain the home page for Edith Garland Dupré Library, UL Lafayette, 2009-2013.

<http://library.louisiana.edu/>

Design and maintain web pages for the Edith Garland Dupré Library Reference Department, UL Lafayette, 1999-2010. <http://library.louisiana.edu/Ref/>

Converted the entire Edith Garland Dupré Library's web pages (237 total) to the new design of the University's web site 2003.