

**AGENDA  
PERSONNEL COMMITTEE  
BOARD OF SUPERVISORS FOR THE  
UNIVERSITY OF LOUISIANA SYSTEM  
\*11:25 a.m., Thursday, June 21, 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  
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.**

McNeese State University's request for approval to appoint Dr. Michael Buckles as Dean for the College of Liberal Arts effective August 1, 2018.

**Board Agenda Item J.2.**

McNeese State University's request for approval to appoint Dr. Cynthia Cano as Interim Dean for the College of Business effective July 1, 2018.

**Board Agenda Item J.3.**

Nicholls State University's request for approval to appoint Dr. Sue Westbrook as Provost and Vice President for Academic Affairs effective May 21, 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 continue the appointment of Dr. Frances Conine as Interim Vice President for Student Experience effective July 1, 2018.

**Board Agenda Item J.5.**

**University of Louisiana at Lafayette's** request for approval to appoint Dr. Melinda Granger Oberleitner as Dean of the College of Nursing and Allied Health Professions effective June 1, 2018.

**Board Agenda Item J.6.**

**University of Louisiana at Lafayette's** request for approval to appoint Dr. Jaimie L. Hebert as Provost and Vice President for Academic Affairs effective July 1, 2018.

**Board Agenda Item J.7.**

**University of Louisiana at Monroe's** request for approval to appoint Dr. John M. Pratte as Dean of the College of Arts, Education, and Sciences effective July 2, 2018.

**Board Agenda Item J.8.**

**University of New Orleans'** request for approval to appoint Dr. Carolyn Golz to Associate Vice President for Student Affairs and Dean of Students effective July 15, 2018.

- E. Other Business
- F. Adjournment

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

**PERSONNEL COMMITTEE**

**June 21, 2018**

- Item J.1.**      **McNeese State University's** request for approval to appoint Dr. Michael Buckles as Dean for the College of Liberal Arts effective August 1, 2018.

**EXECUTIVE SUMMARY**

The University requests approval to appoint Dr. Michael Buckles as Dean for the College of Liberal Arts effective August 1, 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 McNeese State University's request for approval to appoint Dr. Michael Buckles as Dean for the College of Liberal Arts effective August 1, 2018.*



J1

May 30, 2018

**RECEIVED**

**MAY 31 2018**

**UNIVERSITY OF  
LOUISIANA SYSTEM**

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. Michael Buckles as Dean for the College of Liberal Arts.

Please place this item on the ULS Board of Supervisors' agenda for consideration and approval at the June 21, 2018 meeting.

Thank you for your attention in this matter.

Sincerely,

Dr. Daryl V. Burckel  
President

Enclosures

# Michael Buckles

McNeese State University MSU Box 92260 Lake Charles, LA 70609  
337-475-5192 mbuckles@mcneese.edu

## Education

Louisiana State University, Doctor of Musical Arts	2003
Cleveland Institute of Music, Master of Music	1995
Tulane University, Bachelor of Arts in Music	1993

## Work Experience

### McNeese State University

- Interim Dean of the College of Liberal Arts 2017-present
- Head of the Department of Performing Arts 2011-2017
- Professor 2017-present
- Associate Professor 2008-2017
- Assistant Professor 2002-2008

### Lake Charles Symphony

- Concertmaster 2002-2011

### Dillard University

- Instructor of Strings 2000-2001

### University of New Orleans

- Preparatory School Instructor of Violin 1996-2002

### Xavier University

- Instructor of Strings 1996-1998

### Louisiana Philharmonic Orchestra

- Section Violinist (tenured) 1995-1997

## Professional activity 2014-2018

- [Conference presentation proposal (overcoming differences) and a book chapter proposal (managing through change) submitted to the International Association of Fine Arts Deans]
- [Current Endowed Professor Project – Recording unaccompanied violin compositions by women composers]
- Violinist at First Monday recital series at Memorial Hospital 5/7/2018
- Violinist with Louisiana Choral Foundation performances 10/13-10/15/2017
- Clinician at Almaty Regional Music Festival, Almaty, Kazakhstan 3/28-4/3/2017
- Violinist for Lake Charles Civic Ballet performances 3/18-19/2017
- Clinician, Lafayette High Orchestra workshop 1/27/2017
- Violinist for Barbe High School Annual Cathedral Concert 12/17/2016
- Violinist for Louisiana Choral Foundation performances 10/21-23/2016
- Performance for Faculty Potpourri recital, McNeese 9/16/2016

## Michael Buckles

• • •

- Violinist for Lake Area Ballet performance 3/11/2016
- Performance for Faculty Potpourri recital, MSU 9/18/2015
- Violinist for performance of works by Jason Liles 12/4/2014
- Violinist for Lake Charles Symphony 7/12/2014
- Violinist at First Monday recital series at Memorial Hospital 6/2/2014
- Violinist with Aloha Piano Quartet Memorial Day performance 5/26/2014
- Aloha Piano Quartet New Year's Day concert, Hattiesburg MS 1/1/2014
- Violinist for Big Band for Krewe of Contraband Ball 2014-2016
- Strings instructor for Governor's Program, McNeese 2016-present
- Concertmaster for Messiah, Lake Charles, LA (Dec performance) 2002-present

### University Service 2014-2018

- Football recruiting event (with parents) 1/20/2018
- Plan and implement tour for Performing Arts donor, D. Hanna 2/14/2017
- Violinist for MSU Choral Concert 4/30/2015
- Violinist for MSU Jubilee celebration Nov 2014
- Organize student musicians for MSU Jubilee celebration Oct 2014
- Coordinated Music Accreditation (self-study and onsite visit) 2018
- Participated in CAEP and SACSCOS interviews 2017
- Member of play selection committee for McNeese Theatre 2016
- Adjudicator each semester for capstone projects in music 2014-2017
- Organize Performance Arts Showcase (University Research Week) 2014-2017
- Assist MSU Foundation with music at annual scholarship brunch 2013-2017
- Phi Mu Alpha (music service fraternity) faculty advisor 2011-2018
- Music curriculum advisor for freshman, transfers, and seniors 2011-2017
- Compile Master Plan data for Dept. of Performing Arts 2011-2017
- C.A.R.E mentor (active Fall 2017) 2017-present
- Violinist for Yom Hoshash – Holocaust remembrance, MSU 2014-present
- MSU Service-Learning Coordinator 2010-present
- String Area (music) coordinator 2002-present

### Professional Service 2014-2018

- Present state report at Natl. Assoc. Schools Music regional meeting 2016-present
- Review Board, Journal of Service-Learning in Higher Education 2014-present
- Administrator for National String Consortium Site at McNeese 2011-present
- Assist with planning for U.L. System Academic Summit 2010-present

### Community Service 2014-2018

- Adjudicator, Solo and Ensemble at S.J. Welsh Middle 5/11/2018
- S.J. Welsh Orchestra recruiting 12/16/2017
- Provide music (violin) for St Pat's lighting of Christmas tree 12/1/2017
- String instructor, workshop for CPSB string students 8/9/2017
- Adjudicator, S.J. Welsh Solo and Ensemble 5/17/2017

Michael Buckles

• • •

- Adjudicator for S.J. Welsh orchestra festival 3/7/2017
- Music coaching for S. J. Welch and Barbe orchestras Fall 2016
- Assist orchestra director at S.J. Welsh with string fair 8/16/2016
- Assist orchestra director at S.J. Welsh with recruitment day 5/5/2016
- Organized, emceed and performed fundraiser for OLQH 12/4/2015
- Adjudicator for S. J. Welsh mock orchestra festival 11/18/2015
- Master of Ceremonies for Bulber Youth Orchestra concert 5/15/2015
- Music Makers 2 U Summer camp volunteer 5/2/2015
- Filmed for SWLA Family Council TV ad 8/12/2014
- Music technique presentation for Bulber Youth orchestra students 8/4/2014
- Recorded violin track for local artist's compilation CD 6/16/2014
- Assistant choir director, ICC-Sulphur 2017-present
- Choir member/instrumentalist/lector for OLQH services 2015-present
- Messiah performance committee member (orchestra) 2002-present

Boards/Committees 2014-2018

- Chaired three search committees for Dept. of Performing Arts 2017
- Advisory Board member, Music Makers 2 U 2014-2017
- Board member, Our Lady Queen of Heaven School Board 2014-present
- Our Lady Queen of Heaven School Finance committee 2014-present
- MSU Grade Appeals Committee (chair 2017-2018) 2010-present
- U.L. System Service-Learning Council 2010-present

Continuing Education 2014-2017

- U.L. System Academic Summit, New Orleans, LA 4/19-20/2018
- Observer at Gorlok Gala Forensic Tournament 2018
- International Council of Fine Art's Deans Annual Meeting 2017
- Faculty Development Workshop, McNeese State University 1/12/17
- McNeese Advisor Workshop 1/10/17
- U.L. System Academic Summit, Thibodaux, LA 4/14-15/2016
- Faculty Development Workshop, McNeese State University 1/12/2016
- DegreeWorks training, McNeese State University 12/9/2015
- Texas Orchestra Director's Association Conference July 2014
- 7-Habits of Highly Effective People workshop June 2014
- Ohio State University String Workshop June 2014
- SWLA Economic Conference, SEED Center 2/12/2014
- National Association of Schools of Music Annual Meeting 2011-present

Honors

- Faculty Senate Award for Outstanding Service 2016
- Student Government Association Faculty Member of the Year 2016
- MSU President's Award for Outstanding Community Service 2011

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

**PERSONNEL COMMITTEE**

**June 21, 2018**

**Item J.2.**      **McNeese State University's request for approval to appoint Dr. Cynthia Cano as Interim Dean for the College of Business effective July 1, 2018.**

**EXECUTIVE SUMMARY**

The University requests approval to appoint Dr. Cynthia Cano as Interim Dean for the College of Business effective July 1, 2018 at an annual salary of \$130,000. The staff recommends approval.

**RECOMMENDATION**

It is recommended that the following resolution be adopted:

***NOW, THEREFORE, BE IT RESOLVED, that the Board of Supervisors for the University of Louisiana System hereby approves McNeese State University's request for approval to appoint Dr. Cynthia Cano as Interim Dean for the College of Business effective July 1, 2018.***





J2

May 30, 2018

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

**RECEIVED**

**MAY 31 2018**

**UNIVERSITY OF  
LOUISIANA SYSTEM**

Dear Dr. Henderson:

Enclosed are (5) copies of McNeese State University's request for approval to appoint Dr. Cynthia Cano as Interim Dean for the College of Business.

Please place this item on the ULS Board of Supervisors' agenda for consideration and approval at the June 21, 2018 meeting.

Thank you for your attention in this matter.

Sincerely,

Dr. Daryl V. Burckel  
President

Enclosures

*Curriculum Vitae*

**CYNTHIA RODRIGUEZ CANO, PHD**

**EDUCATION**

- Doctor of Philosophy, Business Administration  
University of South Florida, College of Business Administration, Tampa, FL  
May 4, 2007
- Master of Accounting  
University of South Florida, College of Business Administration, Tampa, FL  
August 11, 2000
- Bachelor of Science, Major Accounting, Minor Business Economics  
University of South Florida, College of Business Administration, Tampa, FL  
April 13, 1999
- Teaching Certification, Center for Teaching Enhancement, University of  
South Florida, Tampa, FL, 2003
- Institutional Review Board Certification for Human Subject Research,  
University of South Florida, Tampa, FL, 2008

**EMPLOYMENT**

- 2016 - 2017      Adjunct Faculty / Program Director  
Keiser University, West Palm Beach, FL
- 2016 - 2016      Adjunct Faculty  
Virginia College, Ft. Pierce
- 2014 - 2016      Adjunct Faculty  
Northwood University, West Palm Beach, FL
- 2011 - 2013      Visiting Scholar in Residence  
University of South Florida, Tampa, FL
- 2006 - 2011      Associate Professor of Marketing  
Georgia College & State University, Milledgeville, GA
- 2004 - 2006      Assistant Professor of Marketing  
Augusta State University, Augusta, GA

2001 - 2004            Instructor, College of Business Administration  
University of South Florida, Tampa, FL

1991 - 2000            Law Firm Management Consultants  
Cano & Company, Inc., Tampa, FL

1991 - 1999            Administrator/Business Manager  
1977 - 1988            Kirk Pinkerton, A Professional Association, Sarasota, FL

## **PUBLICATIONS AND SCHOLARLY ACTIVITIES**

### **Journal Articles**

Cynthia Rodriguez Cano and David J. Ortinau (2012), Digging for "Spanish Gold:" Connecting with Hispanic Consumers, *Journal of Advertising Research*, 52(3), 322-332.

Cynthia Rodriguez Cano and Amit Poddar (2012), Motivating Student Performance: The Role of Accumulated Data in Grade Attainment, *Journal of Advancement of Marketing Education*, 20(2).

Cynthia Rodriguez Cano, Wesley Austin, and Renee Fontenot (2011), Optimal Risk Sharing: A New Real Estate Market Perspective, *Journal of Behavioral Studies in Business*.

Cynthia Rodriguez Cano and Doreen Sams (2011), Advancing Cognitive Moral Development: A Field Observation of College Students, *Journal of Academic and Business Ethics*, 3 (January), 1-16.

Cynthia Rodriguez Cano and Wesley Austin (2010), Family Structure Choice: Taxation as a Motivation for Change, *Journal of Theoretical Accounting Research*, 6 (1), 52-71.

Cynthia Rodriguez Cano, Madeline Domino, and Steven P. Landry (2010), Inherited Trust of Accounting Information: A Proxy for Value, *Journal of Theoretical Accounting Research*, 5 (2), 96-106.

Cynthia Rodriguez Cano and Doreen Sams (2010), Body Modifications and Young Adults: Predictors of Intentions to Engage in Future Body Modification, *Journal of Retailing and Consumer Services*, 17, 80-87.

Cynthia Rodriguez Cano and Doreen Sams (2009), The Importance of an Internal Marketing Orientation in Social Services, *International Journal of Nonprofit and Voluntary Sector Marketing*, 14, 285-295.

Cynthia Rodriguez Cano, Doreen Sams, and Joe Schwartz (2009), The Job Stress-Job Performance Relationship in the Social Service Encounter, *International Journal of Nonprofit and Voluntary Sector Marketing*, 14 (1), 83-93.

Cynthia Rodriguez Cano, Doreen Sams, Joe Schwartz (2008), Is Socially Responsible Behavior Good Business? An Investigation of Tomorrow's Business Leaders, *Social Responsibility Journal*, 4 (4), 491-503.

Diane J. Prince and Cynthia Rodriguez Cano (2006), What Is a Family These Days? Cohabitation as a Driver of Market Change and Business Strategies, *International Journal of Knowledge, Culture and Change Management*, 6(2), ISSN 1447-9524.

Cynthia Rodriguez Cano, Cynthia Bean, and James Boles (2005), Communication Media Preferences in B2B Transactions: An Examination of the Purchase Process, *Journal of Personal Selling and Sales Management*, 25(3), 279-291.

Cynthia Rodriguez Cano, Francois A. Carrillat, and Fernando Jaramillo (2004), A Meta-Analysis of the Relationship Between Market Orientation and Business Performance: Evidence From Five Continents, *International Journal of Research in Marketing*, 21, 179-200.

Cynthia J. Bean, James Boles, and Cynthia Rodriguez Cano (2003). Electronic Mail Appraisal: A Buyer and Seller Survey, *Journal of Business and Industrial Marketing*, 18, (4/5), 419-434.

### **Books**

Cynthia Rodriguez Cano (2008), *Advertising Ethnicity: Attracting, Reaching, and Connecting with Ethnic Minority Consumers*, ISBN 978-3-639-00296-6, Saarbrücken, Germany: VDM Verlag Dr. Müller Aktiengesellschaft & Co.

Cynthia Rodriguez Cano (2010), *The Annals of Services Marketing*, ISBN 1-60797-122-4, Deer Park, NY: Linus Publications.

### **Book Review (Invited)**

Cynthia Rodriguez Cano (2004), Trust and the Health of Organizations, *The Academy of Management Review*, 29 (2), 307.

## **Book Chapters**

*Encyclopedia of Corporate Social Responsibility* (2012), S. O. Idowu, N. Capaldi, L. Zu, and A. Das Gupta (Eds.), ISBN 978-642-28035-1, Springer Publishing Company (Asbestos, Cultural difference in Values/Ethics and Decision-Making, and Demographic Changes).

## **Proceedings and Other Scholarly Activities**

Cynthia Rodriguez Cano (2011), The \$5 Phenomenon: Pricing Strategies in the Fast-Service Restaurant Industry, *Society for Marketing Advances*, 11/2/11 - 11/5/11, Memphis, TN.

Cynthia Rodriguez Cano (2011). Panel organizer and presenter, The Integration of Sustainability in the Marketing Curriculum: A Multi-Facet Approach, *Society for Marketing Advances*, 11/2/11 - 11/5/11, Memphis, TN.

Cynthia Rodriguez Cano and Aman Khanna (2009), Family Structure Choice: Taxation as an Incentive to Change, *American Society of Business and Behavioral Sciences Conference*, 2/19/09 - 2/22/09, Las Vegas, NV.

Cynthia Rodriguez Cano and Wesley Austin (2008), Optimal Risk Sharing: A New Perspective of the Real Estate Market, *Business Economics Institute's International Conference*, 12/14/08 - 12/17/08, Las Vegas, NV.

Cynthia Rodriguez Cano and Doreen Sams (2008), Body Modifications and Self-Expression: An Investigation of College Students, *2008 Society for Marketing Advances Conference*, 11/16/08 - 11/19/08, St. Petersburg, FL.

Cynthia Rodriguez Cano, Doreen Sams, and Valeria Kimball, Human Commonalities as Determinants of Global Marketing Strategy: Standardization versus Adaptation, *Society of Business, Industry, and Economics Conference*, 4/15/08 - 4/18/08, Destin, FL.

Cynthia Rodriguez Cano, Doreen Sams, and Joe Schwartz, Is Socially Responsible Behavior Good Business? *Association of Marketing Theory and Practice*, 3/27/08 - 3/29/08, Savannah, GA.

Cynthia Rodriguez Cano and David J. Ortinau, Is Multicultural Advertising Effective? Attitude Formation among Ethnic Minorities, *Academy of Marketing Science Cultural Perspectives in Marketing Conference*, 1/16/08 - 1/18/08, New Orleans, LA.

Christine Aiello, Doreen Sams, and Cynthia Rodriguez Cano (2007), *The Influence of Technology on Word-of-Mouth Advertising: A Conceptual Model, Society of Business, Industry, and Economics 9<sup>th</sup> Annual Conference Proceedings*, 4/15/07 - 4/18/07, Orange Beach, AL.

Jay Prakash Mulki, Fernando Jaramillo, Francois A. Carrillat, and Cynthia Rodriguez Cano (2006), *Salesperson Job Performance: Examining the Effect of Job Involvement, Intrinsic Motivation and Effort, 2<sup>nd</sup> Indian Institute of Management Conference on Research in Marketing Proceedings*, 1/3/07 - 1/5/07, Ahmedabad, India.

Cynthia Rodriguez Cano, Doreen Sams, and Wesley Austin (2006), *Multiculturalism In North America: A Framework For Predicting Demographic Changes, Proceedings of the Second Biennial Regional Conference*, 10/5/06 - 10/7/06, *Southern Association of Canadian Studies*, Atlanta, GA.

Fernando Jaramillo, Cynthia Rodriguez Cano, and Barbara A. Lafferty (2004), *Salesperson's Perceived Organizational Commitment: A Scale Development, AMA Winter Educators' Conference: Marketing Theory and Applications*, 15, 86-187.

Cynthia Rodriguez Cano (2003), *The Recent Evolution of Market Segmentation Concepts and Thoughts, Conference of Association of Historical Research in Marketing*, 11, 119-130.

Cynthia Rodriguez Cano (2003), *Customer Relationship Management in Ethnically Diverse Markets, 2003 PhD Project Conference*, Chicago, IL 8/13/03 - 8/15/03

Cynthia Rodriguez Cano, Miriam B. Stamps, and Robert Riggle (2003), *What's New? What's Next? In Marketplace Diversity, 2003 AMA Winter Educators' Conference*, Orlando, FL 2/13/03 - 2/16/03.

Fernando Jaramillo and Cynthia Rodriguez Cano (2002), *Consumer Loyalty in an Online Environment: The Effects of Price Discrimination and Casual Attribution. Society for Marketing Advances Proceedings: Marketing Advances in Pedagogy, Process, and Philosophy*, 235-240.

Cynthia Rodriguez Cano, Miriam B. Stamps, and Gail Ayala-Taylor (2001), *To Target or Not: Advertising Strategies in Black, White and Latino Magazines, 2001 AMA Summer Educators' Conference*, Washington, D. C., 8/11/01 - 8/14/01.

## **WORK IN PROCESS**

Cynthia Rodriguez Cano and Dr. Adesoga Dada Adefulu, Using Technology to Bridge the Math Gap: A Cross Cultural Study (anticipated 2017), Target placement, *International Journal of Research in Marketing*.

## **TEACHING EXPERIENCE**

Advanced Marketing Theory (MBA)  
Advertising and Promotions  
Business Ethics (undergraduate and MBA)  
Consumer Behavior  
Creative Process and Design  
E-Commerce  
E-Marketing  
Financial Statement Analysis  
International Marketing Strategy  
International Marketing Environment  
Introduction to Marketing  
Legal Environment of Business  
Marketing Channels  
Marketing Research  
Multicultural Marketing  
Legal Environment of Business  
Principles of Marketing  
Professional Selling  
Project Management  
Retailing  
Salesmanship and Sales Management  
Services Marketing (undergraduate and MBA)  
Sports Marketing  
Sports Management  
Supply Chain Management (MBA)

## **PROFESSIONAL MEMBERSHIPS**

Marketing Management Association

## **CERTIFICATIONS**

Certified Ethics Associate (CEA), Management and Strategy Institute

## **ACADEMIC MEMBERSHIPS**

Beta Gamma Sigma  
Delta Sigma Pi  
Gold Key Honor Society  
Omicron Delta Epsilon  
Phi Kappa Phi

## **SERVICE TO DISCIPLINE**

### **Officer**

Treasurer, Society for Marketing Advances, 2011-2016  
Board of Governors (Member), Society for Marketing Advances, 2014-2015

### **Manuscript Reviewer**

European Journal of Marketing (2015)  
Journal of Academic and Business Ethics (2010)  
The British Journal of Social Work (2010)  
Journal of Business Research (2010, 2012)  
International Journal of Non-Profit and Voluntary Sector Marketing (2009, 2010, 2011, 2016)  
Society of Marketing Advances Conference  
Orlando, FL, 10/31/12 - 11/3/12  
Atlanta, GA, 11/3/10 - 11/6/10  
St. Petersburg, FL, 11/4/08 - 11/9/08  
Nashville, TN, 11/1/06 - 11/4/06  
St. Petersburg, FL, 11/2/04 - 11/6/04  
Social Responsibility Journal (2008)  
Academy of Marketing Science Conference  
New Orleans, LA, 1/16/08 - 11/18/08

### **Session Leader, Track Chair and Other Services**

Society of Marketing Advances  
New Orleans, LA 11/5/13 - 11/8/15  
Memphis, TN 11/2/11 - 11/5/11  
Atlanta, GA 11/3/10 - 11/6/10  
San Antonio, TX, 11/3/05 - 11/5/05  
Academy of Marketing Science Conference  
New Orleans, LA, 1/16/08 - 1/18/08



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

**PERSONNEL COMMITTEE**

**June 21, 2018**

**Item J.3.**      **Nicholls State University's request for approval to appoint Dr. Sue Westbrook as Provost and Vice President for Academic Affairs effective May 21, 2018.**

**EXECUTIVE SUMMARY**

The University requests approval to appoint Dr. Sue Westbrook as Provost and Vice President for Academic Affairs effective May 21, 2018 at an annual salary of \$160,000. 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. Sue Westbrook as Provost and Vice President for Academic Affairs effective May 21, 2018.*



**Office of the President**

PO. Box 2001 | Thibodaux, LA 70310 | 985.448.4003 | 985.448.4920 [F]

J3

May 25, 2018

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

Dear Dr. Henderson:

Nicholls State University requests consideration and approval of the following to be placed on the agenda for the June 21, 2018 meeting of the Board of Supervisors for the University of Louisiana System:

*Request approval to appoint Dr. Velma Westbrook, Provost and Vice President for Academic Affairs.*

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, Interim 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  
Mrs. Paulette Mayon, Internal Auditor  
Dr. David Whitney, Faculty Senate President/ Faculty Association Representative  
Mrs. Renee Hicks, Executive Director of Planning and Institutional Effectiveness

# CURRICULUM VITAE

## Sue Westbrook

985-448-4687

### EDUCATION

*Doctor of Nursing Science*, Adult Health Nursing, Louisiana State University Medical Center, New Orleans, LA, August 1999.

*Master of Nursing*, Adult Health Nursing, Louisiana State University Medical Center, New Orleans, LA, May 1980.

*Master of Arts*, Counselor Education, Nicholls State University, Thibodaux, LA, May 1978.

*Bachelor of Science in Nursing*, Northwestern State University, School of Nursing, Natchitoches, LA, May 1970.

### PROFESSIONAL HISTORY

<u>TEACHING/ ADMINISTRATION</u>	Nicholls State University Thibodaux, LA	1973-Present
-------------------------------------	--	--------------

**Interim Provost and VPAA**

**1/2018 – Present**

University chief academic officer over 4 academic colleges, university college, and 12 additional direct reports. In this time developed several initiatives:

- Initiated development of an African American Male Mentoring Program entitled Colonels Retention of Winners Network (CROWN)
- Faculty advisors using Grades First for intrusive advising with at-risk students
- Participation with Stanford University and the Growth Mind Set initiative with incoming freshmen for increasing retention of vulnerable populations such as first generation and minority students
- Participation in Complete College America initiative campaign entitled Fifteen to Finish for promoting completing college in 4 years thereby reducing student debt
- Organized initial meeting on Nicholls campus with stakeholders and healthcare researchers for participating in a statewide collaboration project with all UL System universities for developing a Medical Research Organization (MRO) under the leadership of Dr. Ramesh Kolluru, Director of Research, Innovation, and Economic Development at ULL. Dr. Kolluru is working under the direction of Senator Cassidy for obtaining NIH funding for research projects that will increase health outcomes of Louisiana citizens.

**Dean for the College of Nursing and Allied Health****7/2004 – Present**

*Academic administrator for approximately 1547 declared majors, 60 full-time faculty and staff, and 5 adjunct faculty in three academic departments. The College offers curricula leading to 1 Associate of Science degree, 4 Bachelor of Science degrees, 1 Bachelor of Science in Nursing degree, 1 post-baccalaureate certificate, and 1 Master of Science in nursing degree with 3 concentrations of which 2 are advanced practice. The College offers an accredited professional Continuing Nursing Education Program. The operating budget for the College is in excess of 3 million dollars.*

- Summer 2017 - Began infrastructure renovation of Ayo Hall for expanding admissions to the BSN program by 33% (from 60 admissions to the clinical component per semester to 80 admissions per semester or 40 more additional admissions to clinical a year for a total of 180 student admissions every year to clinical component of the BSN program.
- January 2018 - Appointed chief academic officer (Chair) of the Intercollegiate Nursing Consortium for a Master of Science in Nursing (ICMSN) for approval and accreditation. The consortium includes 4 universities, namely; University of Louisiana, Lafayette, Southeastern State University, McNeese State University and Nicholls State University.
- January 2018 to present – Appointed chair for writing of the Continuous Improvement Progress Report (CIPR) for the ICMSN with a deadline due to the national accrediting body, CCNE, December 2018.
- July 2015 - Appointed to a four-member task force for proofing the SACSCOC Self-Study Report
- Spring 2015 - Participated in accreditation self-study and site visit for Dietetics Internship
- Spring 2015 - Participated in 5-year curricular program review for the BS in Communicative Disorders and BS in Athletic Training
- Fall 2014 – Appointed to SACSCOC Leadership Team responsible for authoring the following Comprehensive Standards in the SACSCOC Reaffirmation Report: 3.5.4 (Terminal Degrees of Faculty), 3.7.1 (Faculty Competence), 3.7.2 (Faculty Evaluation), 3.7.3 (Faculty Development), 3.7.4 (Academic Freedom), and 3.7.5 (Faculty Role in Governance).
- Fall 2014 - Participated in the Didactic Program in Dietetics Self-Study for ACEND accreditation
- Spring 2014 - Participated in the 5-year curricular program review for the Bachelor of Science in Nursing and BS in Health Sciences
- March 2014 - Reappointed to the Louisiana State Board of Nursing by Governor Bobby Jindal for a 4-year term as nursing education representative. Second term completed February 2018.
- Fall 2013 - Participated in major curricular revision for BS in Athletic Training
- Fall 2012 - Participated in BSN Self-Study for LSBN approval and CCNE accreditation
- Fall 2012 - Participated in CNE Self-Study for AACN accreditation
- Fall 2012 - Participated in ICMSN Self-Study for LSBN approval and CCNE accreditation
- Spring & Fall 2012 - Submitted proposal that was approved by LSBN, UL System Board of Supervisors, and BoRs for joining ICMSN to offer MSN at Nicholls
- Spring 2011 - Participated in the 5-year curricular program review for Dietetics
- Spring 2010 - Participated in the 5-year curricular program review for Communicative Disorders.
- March 2010 - Appointed by Governor Jindal to the Louisiana State Board of Nursing as representative for nursing education for a 4-year term.

- Spring 2009 - Participated in the 5-year curricular program review for Health Sciences with concentrations in Advanced Cardiopulmonary Care, Cardiovascular Technology, Pre-Professional, Supervision and Management, and Wellness and Sports Science.
- Spring 2009 - Participated in the site visit for Athletic Training by CAATE and reaffirmation of accreditation for Cytotechnology by CAAHEP.
- Spring 2008 - Participated in the 5-year curricular program review for the Bachelor of Science in Nursing Program.
- In Fall 2008 - Approval from BoR to convert Athletic Training Science from a concentration in Health Sciences to a 4-year Bachelor of Science degree in Athletic Training.
- 2003 to 2012 - Partnered with State of Louisiana Department of Health and Hospitals Office of Public Health, Maternal and Child Health Program to expand the Nurse-Family Partnership Program to address low birth weight and poor prenatal care for reducing infant mortality in Louisiana. Funded annually from 2003 to 2012 as follows: \$267,346.00, \$204,840, \$210,622, \$207,452, \$232,960, \$257,250, \$263,897, \$449,025, \$352,743.
- Fall of 2004 to Fall 2011 - Participated in the State of LA Workforce Development Initiative for increasing admission and progression of nursing and respiratory therapy students. Capitation funds disseminated through the BoR: \$180,000.00, \$540,000.00, \$660,000.00, \$1,018,000.00, \$1,300,000.00, \$1,498,250.00, \$199,462.00, \$180,250.00 from Fall 2004 to Fall 2011, respectively. Funded.  
Total nurse educator stipend and/or loan forgiveness awards sponsored by Nicholls since 2004 = 10 (5 doctorate and 6 MSN).  
BoR's grant for purchasing equipment for simulation lab.  
\$50,000.00. Funded.
- Spring 2007 - Participated in the ANCC site visit for reaffirmation of the Continuing Nursing Education Program.
- Spring 2006 - Participated in the CADE site visit for initial accreditation of the post-baccalaureate Dietetics Internship Program and CAHEP continuing accreditation of the Cardiopulmonary Care Science Program and Advanced Respiratory Therapy Program.
- Spring 2005 - Participated in site visits for CADE continuing accreditation of the undergraduate Dietetics Program and the CAHEP Emergency Medical Services-Paramedic Program.
- 2004 to 2005 - Partnered with 5 area hospitals to form a coalition for increasing admission to the baccalaureate nursing program and accelerating progression to graduation. Funds disseminated through Thibodaux Regional Medical Center, Terrebonne General Medical Center, Teche Regional Medical Center, St. Anne General Hospital, and Our Lady of the Sea Hospital: Total \$180,410.00 and \$60,000.00 awarded in summers of 2004 and 2005, respectively. Funded.

**Interim Dean for the College of Life Sciences and Technology**

**8/2003 – 6/2004**

*Academic administrator for 1409 students (Fall 2003) and 61 full-time faculty and staff in four academic departments plus the Family Resource Center, the Family Service Center, the Intergenerational Program, and the University Farm. The College*

*offers 23 curricula/concentrations, leading to 8 Bachelor of Science degrees, 1 Bachelor of Science in Nursing degree, and 6 Associate of Science degrees. The College also offers 2 certificate programs, 2 non-degree programs, and 1 collaborative program for an associate of applied science degree. The operating budget for the College is in excess of 3.6 million dollars.*

- Experienced 13% increase in College enrollment Fall '03
- Prioritized FY 2004-2005 budgetary requests for the four departments
- Implemented a College Recruitment and Retention Committee
- Implemented a College Council as a student forum to serve as an advisory group to the dean
- Participated in a site visit and program review in November 2003 for initial national accreditation in the Athletic Training Science Concentration in Health Sciences

**Assistant Dean for the College of Life Sciences and Technology**

**7/2001 - 8/2003**

- Granted budgetary authority in the absence of the dean
- Functioned in the absence of the dean as academic administrator of the College
- Completed projects as assigned by the dean
- Promoted to Full Professor August 2001

**Assistant to the Dean for the College of Life Sciences and Technology**

**1/1999 - 6/2001**

- Granted budgetary authority in the absence of the dean
- Functioned in the absence of the dean as academic administrator of the College
- Completed projects as assigned by the dean

**Department Head for Nursing**

**7/1996 - 8/2003**

*Chief administrator of the nursing unit with 23 full-time faculty, 2 secretarial staff, 4-10 student workers, and student enrollment ranging from approximately 500 to 1000 in two nationally accredited and state board approved nursing programs.*

*Additionally, the Department had a nationally accredited nursing continuing education program that provided continuing education activities for nursing professional development and re-licensure requirements for over 500 registered nurses in the University service area. The Department's operating budget ranged from 1.3 to 1.6 million dollars in that time-frame.*

- Coordinated the needs of the department for specialized space and facilities during the planning and construction of Betsy Cheramie Ayo Hall, a 7.5 million dollar, 75,000-square-foot building of which approximately 25,000-square-foot was dedicated to nursing.
- Secured funds to establish a computer assisted instruction (CAI) laboratory for nursing in Ayo Hall.
- Responsible for the procurement of approximately 1.2 million dollars in grant funds for the Department over 10-year timeframe as Department Head.

**Department Head for Nursing and Allied Health Technology** 9/1994 – 6/1996  
*Chief administrator of the nursing and allied health unit with 27 full-time faculty, 2 secretarial staff, 6-8 student workers, and a student enrollment of 1200+ students in two nationally accredited and state board approved nursing programs, 1 nationally accredited and state board approved respiratory therapy technology program, 1 nationally accredited advanced respiratory therapy program, and one nationally accredited nursing continuing education program.*

- Participated in development and initial CAAHEP accreditation of the Advanced Respiratory Therapy (ART) Program.
- Participated in four successful site visits and four program reviews for national accreditation and state board approval (ASN, BSN, NCE, ART) within two years.
- Obtained funding to establish a computer assisted instruction laboratory for nursing and respiratory therapy in Gouaux Hall.
- Secured funding to implement exceptional semester sessions in summer of 1994 and 1995 as an initiative to reduce the critical nursing shortage.
- Supervised the expenditure of \$115,000.00 awarded to nursing. Nursing was named as a residuary legatee in the Last Will and Testament of Enola Jeandron Autin. Purchased computer equipment for faculty and classroom use and computer software for student use in the CAI Laboratory in Gouaux Hall.

**Acting Department Head for Nursing and Allied Health Technology** 1/1993 – 8/1994

- Participated in one CAAHEP site visit for national re-accreditation (RTT) and the university 5-year program review

**Director, Nursing Continuing Education Program** 7/1989 - 6/2001

- Assessed, planned, implemented, and evaluated approximately 10 to 12 educational activities annually for faculty development, professional development of nurses, and for meeting re-licensure requirements.
- Responsible for annual attendance/registration ranging from 500 to 1000+ professionals.

**Director, Bachelor of Science in Nursing Program** 8/1995 – 6/1996

- Coordinated student admissions, curriculum development, and program evaluation

**Note:** Served multiple roles simultaneously during an eight-year period: Department Head (1993-2001), Director of the Bachelor of

Science in Nursing (BSN) Program (1995-1996), and Nursing CE Director (1989-2001)

**Faculty Member, Course Coordinator, Level Coordinator;** 1982 - 1993  
**Department of Nursing, Bachelor of Science in Nursing Program**  
*Areas of Teaching – Nursing Fundamentals, Health Assessment, Adult Health Nursing I & II, Nursing and the Childbearing Family, Dimensions of A Profession, Community Health Nursing, Nursing Leadership and Management, Human Sexuality, Child Abuse*

**Faculty Member and Course Coordinator; Department of** 8/1973 – 5/1982  
**Nursing, Associate of Science Nursing Program**  
*Areas of Teaching – Nursing Fundamentals, Medical/Surgical Nursing, Maternal-Newborn Nursing, Nursing of Children*

**Pan American University** 8/1971 – 5/1973  
**Edinburg, TX**

**Faculty Member and Course Coordinator; Department of**  
**Nursing**  
*Areas of Teaching – Medical/Surgical Nursing and Maternal-Newborn Nursing*

### CLINICAL PRACTICE

**Key Nursing, INC.** 1984 - 1988  
**Thibodaux, LA** (summers & weekends)

Agency staff RN  
 Chabert Memorial Medical Center  
 Medical Unit; Labor and Delivery Unit

**Terrebonne General Medical Center** 1982 – 1984  
**Houma, LA** (summers)

Staff RN  
 Cardiac Step-Down Unit

**Southern Baptist Hospital** 5/1971 - 8/1971  
**New Orleans, LA**

Staff RN  
 Labor and Delivery Unit

**Palo Pinto General Hospital** 7/1970 - 5/1971  
**Mineral Wells, TX**

Evening Supervisor  
 Over ER, OB/Nursery, Med/Surg

### SCHOLARLY ACTIVITIES



## **GRANTS AND SPONSORED PROGRAMS**

- 2003 to 2012 Partnership between State of Louisiana Department of Health and Hospitals Office of Public Health, Maternal and Child Health Program to expand the Nurse-Family Partnership Program to address low birth weight and poor prenatal care for reducing infant mortality in Louisiana. Funded annually from 2003 to 2012 as follows: \$267,346.00, \$204,840, \$210,622, \$207,452, \$232,960, \$257,250, \$263,897, \$449,025, \$352,743.
- 2011 Louisiana Healthcare Development Workforce Capitation Grant Administered through the Board of Regents to continue progression of additional BSN nursing students in the clinical component of the program: \$185,250.00 (Fall 2011) Funded.
- 2010 Louisiana Healthcare Development Workforce Capitation Grant administered through the Board of Regents to continue progression of additional BSN nursing students in the clinical component of the program (partially funded Fall 2010 only) \$199,462.00.
- 2009 Louisiana Healthcare Development Workforce Capitation Grant administered through the Board of Regents to admit and continue progression of additional BSN nursing students (only) in the clinical component of the program (09-10) \$1,498,250.00. Funded.
- 2008 Louisiana Healthcare Development Workforce Capitation Grant administered through the Board of Regents to admit and continue progression of additional BSN nursing and respiratory students and admit additional ASN students in the clinical component of the programs (08-09) \$1,300,000.00. Funded.
- 2007 Louisiana Healthcare Development Workforce Capitation Grant administered through the Board of Regents to admit and continue progression of additional BSN nursing and respiratory students and admit additional ASN students in the clinical component of the programs (07-08) \$1,018,000.00. Funded. \$50,000.00 Technology support. Funded.
- 2006 Louisiana Healthcare Development Workforce Capitation Grant to admit and continue progression of additional BSN nursing and respiratory therapy students in the clinical component of the programs (06-07). \$660,000.00. Funded.
- 2005 Louisiana Healthcare Development Workforce Capitation Grant to admit (n=40) and continue progression (n=40) of additional BSN nursing and respiratory therapy (n=10) students in the clinical component of the programs (05-06). \$540,000.00. Funded.
- 2004 Louisiana Healthcare Development Workforce Capitation

- Grant to admit an additional 20 BSN nursing students per year (04-05) and accelerate progression of all students in the clinical component of the Bachelor of Science in Nursing (BSN) Program and to admit and progress an additional 10 students per year in the Respiratory Therapy Program. \$180,000.00. Funded.
- 2004 Partnership with Thibodaux Regional Medical Center for progressing BSN students in an Exceptional Semester in Summer 2005 who were admitted in an Exceptional Semester in Summer 2004. \$60,000.00. Funded.
- 2003 Partnership between Thibodaux Regional Medical Center, St. Anne General Hospital, Terrebonne General Medical Center, Teche Regional Medical Center, and Lady of the Sea Hospital for an Exceptional Semester in Summer of 2004 to admit an additional 40 students per year and accelerate progression of all students in the clinical component of the Bachelor of Science in Nursing (BSN) Program. \$180,410.00. Funded.
- 2003 Partnership between Acadian Ambulance and Nicholls State University to Articulate Emergency Medical Technicians-Paramedic to Registered Nurses with an Associate of Science degree (evening and week-end program). \$177,770.00. Funded.
- 2002 Board of Regents Support Fund Undergraduate Enhancement Proposal for Nursing Technology Enhancement: SimMan. \$33,398.38. Funded.
- 2002 Board of Regents for the State of Louisiana Health Care Workforce Development Initiative to increase nursing graduates and accelerate progression in the Bachelor of Science in Nursing curriculum. \$125,000.00. Unfunded.
- 2001 Nicholls State University Technology Support Request. Nicholls State University. To equip a new computer assisted learning laboratory for the Department of Nursing. \$50,799.00. Funded.
- 2000 Learning Anywhere Anytime Program Fund for the Improvement of Postsecondary Education. US Department of Education. Co-investigator for a partnership with four health care agencies and Nicholls State University to provide RNs with an ASN degree the opportunity to obtain a BSN through on-line distance education [ASN-BSN Online Program (NABOP)]. Total federal funds requested \$219,280.00. Unfunded.
- 1999 Board of Regents' Distance Education Initiative Grants Program. Principal investigator for the Nicholls State

University's ASN-BSN On-Line Program (NABOP) to provide RNs who hold an ASN degree the opportunity to obtain a BSN through on-line distance education. Total state funds requested: \$30, 131.00. Unfunded.

- 1994 Authored grant application to Louisiana Nursing Supply and Demand Commission for special legislative capitation grant to fund 10 week exceptional semester for summer 1995 to increase admissions and progress previously increased number of students admitted in summer 1994 to the Baccalaureate Nursing Program. \$198,000.00 continuation funding awarded to progress and \$150,000.00 new funding awarded to admit students. Funded by the Department of Health and Hospitals; Nicholls State University. Total \$348,000.00. Funded.
- 1993 Co-authored grant application to Louisiana Nursing Supply and Demand Commission for special legislative capitation grant to fund a 10 week exceptional semester for summer 1994 to increase admissions and progress current large enrollment in the Baccalaureate Nursing Program; \$150,000.00 new funding awarded to admit and \$242, 823.60 continuation funding awarded to progress students. Funded by the Department of Health & Hospitals; Nicholls State University. Total \$392,000. 00. Funded.
- 1993 Co-authored grant application for Carl Perkins Educational Funds to assist the academically and economically disadvantaged students to acquire skills necessary for occupational competence; \$93,492.50 awarded to Department of Nursing and Allied Health Technology's Associate of Science Nursing Program and Respiratory Therapy Technology Program. Funded by the State Department of Education; Nicholls State University. \$93,492.50. Funded.

## **PUBLICATIONS**

Manfrin-Ledet, L, Porche, D, Westbrook, S. (2015). Relationship of Intimate Partner Violence, HIV Risk Behaviors, and Powerlessness in African-American Women of Childbearing Age. *The Journal of the National Black Nurses Association*, 26 (1), 41-50.

Westbrook, V. (2001). Unspeakable losses: Miscarriage and perinatal death. In B. Poor and G. Poirrier (Eds.), *End-Of-Life Nursing Care*. Sudbury, MA: Jones and Bartlett Publishers, Inc. and National League for Nursing Press.

Westbrook V. (1999). Survey of the type and frequency of abuse and the psychological dimensions of self-esteem, depression, and self-blame among abused women in southeastern Louisiana. *Dissertation Abstracts International*. (University Microfilms No. 9927339)

Westbrook, V. (1998). Personal development. In J. Theriot (Ed.), Exploratory Family and Consumer Sciences Curriculum Guide 7<sup>th</sup> Grade, Bulletin No. 1971 (pp. PD-1-85). Louisiana Department of Education, Office of Vocational Education.

Westbrook, V. (1998). Personal development. In J. Theriot (Ed.), Exploratory Family and Consumer Sciences Curriculum Guide 8<sup>th</sup> Grade, Bulletin No. 1972 (pp. PD-1-85). Louisiana Department of Education, Office of Vocational Education.

## **RESEARCH**

Manfrin-Ledet, L, Porche, D, Westbrook, S. (2015). Relationship of Intimate Partner Violence, HIV Risk Behaviors, and Powerlessness in African-American Women of Childbearing Age. *The Journal of the National Black Nurses Association*, 26 (1), 41-50.

Westbrook V. (1999). Survey of the type and frequency of abuse and the psychological dimensions of self-esteem, depression, and self-blame among abused women in southeastern Louisiana. Dissertation Abstracts International. (University Microfilms No. 9927339)

Westbrook, V. (1997). Analysis of a Nursing Intervention to Increase Self-Efficacy in Battered Women. Unpublished manuscript, Louisiana State University Medical Center, Graduate Nursing Program.

Westbrook, V. (1997). Survey of Characteristics and Severity of Abuse Among Battered Women Using a Non-Residential Center in a Rural Southeastern Louisiana Area. Unpublished manuscript, Louisiana State University Medical Center, Graduate Nursing Program.

Westbrook, V. (1996). A Nursing Intervention to Increase Self-Efficacy in Battered Women. Unpublished manuscript, Louisiana State University Medical Center, Graduate Nursing Program.

Westbrook, V. (1996). Concept Operationalization on Self-efficacy. Unpublished manuscript, Louisiana State University Medical Center, Graduate Nursing Program.

Westbrook, V. (1996). State of the Knowledge on Domestic Violence. Unpublished manuscript, Louisiana State University Medical Center, Graduate Nursing Program.

Westbrook, V. (1995). Interview Transcription and Analysis for a Phenomenological Study Entitled the Dissertation Experience of Doctoral Prepared Nurses. Unpublished manuscript, Louisiana State University Medical Center, Graduate Nursing Program.

Westbrook, V. (1994). Concept Analysis on Self-efficacy. Unpublished manuscript, Louisiana State University Medical Center, Graduate Nursing Program.

## **PRESENTATIONS**

### *Formal and Informal presentations:*

Presentation to College of Nursing and Allied Health Faculty and all incoming sophomore declared majors in the College on "Welcome to your Major" and "How We Can Help You Succeed", Fall 2014 (Taken from a SACSCOC Summer Institute held in New Orleans, July 2014).

Welcome Address for Sigma Theta Tau International Honor Society of Nursing, Xi Zeta Chapter Spring Excellence Awards Banquet, March 2011 through March 2017 Nicholls State University, Thibodaux, LA.

Keynote speaker for Sigma Theta Tau International Honor Society of Nursing, Xi Zeta Chapter Induction Ceremony. Nicholls State University. November, 2004 & 2008.

"Meeting ANCC Criteria With a Quality Assessment and Improvement Program". Conference on Competence and Innovation: Intersections in Professional Nursing Education. Sponsored by Villanova University College of Nursing, Rutgers State University of New Jersey College of Nursing, and the University of Pennsylvania School of Nursing. October 30, 2004, Atlanta, GA.

The Nursing Faculty Shortage: Quantification of the Problem. Houma Rotary Club. June 12, 2003, Houma, LA.

Nicholls State University Faculty Institute. "The Quality Enhancement Plan for Accreditation by SACS". January 13, 2003, Talbot Hall Auditorium, NSU campus, Thibodaux, LA.

State of the Department of Nursing and the Impending Nursing Shortage. Houma Rotary Club; September 7, 2000, Houma, LA.

Nicholls State University Faculty Institute. Panel Member. Response to Dr. Gerald Amada's presentation "Coping with the Disruptive College Student". January 10, 2000, Talbot Hall Auditorium, NSU campus, Thibodaux, LA.

"Type and Frequency of Abuse and the Psychological Dimensions of Self-esteem, Depression, and Self-blame Among Abused Women in southeastern Louisiana". Sigma Theta Tau International Nursing Honor Society, Xi Zeta Chapter. October 28, 1999, Thibodaux, LA.

## **OTHER**

Westbrook, V. (2013). Message from the Dean. *Colonels Nursing News*, 2, (1). Nicholls State University.

Westbrook, V. (2012). Message from the Dean. *Colonels Nursing News*, 1, (1). Nicholls State University.

Westbrook, V. (2002). Department of Nursing Rubrics for Faculty Performance Appraisal. Unpublished manuscript. Nicholls State University.

### **UNIVERSITY SERVICE**

January 2018	Chair (Chief Academic Officer), ICMSN Approval and Accreditation – Chaired committee for writing the Continuous Improvement Progress Report (CIPR) for continuing accreditation
July 2015	Served on a 4 member task force for proofing the SACSCOC Self-Study with standards.
Fall 2014 to Present	Assumed Culinary Arts as a department in the College of Nursing and Allied Health
September 2014	Member, SACSCOC Leadership Team for SACSCOC Reaffirmation Report; Responsible for authoring Comprehensive Standards 3.5.4 (Terminal Degrees of Faculty), 3.7.1 (Faculty Competence), 3.7.2 (Faculty Evaluation), 3.7.3 (Faculty Development), 3.7.4 (Academic Freedom), and 3.7.5 (Faculty Role in Governance).
2014	Member, Search Committee for the Vice President for University Advancement
2013 to Present	Member, University Council
2012 to Present	Member, Intercollegiate Consortium for a Master of Science in Nursing (ICMSN), Council of Deans
2012 to Present	Member, Intercollegiate Consortium for a Master of Science in Nursing (ICMSN), Dean's Advisory Committee
2012	Member, ICMSN Self-Study Group for CCNE accreditation
2011-2013	Member, President's Cabinet
2011-2012	Chair, Search Committee for Dean of Education
2007-2012	Member of the University Academic Policies and Standards Committee (Student/Faculty Appeals/Issues)
2005-2006	Chair, Search Committee for Dean of Education
August 2005	Member, Selection Committee for Outstanding NSU Alumni
2004-2005	Chair, Search Committee for Dean of Business Administration
October 2004	Participant in the LA RECON project co-sponsored by NSU and the South Louisiana Economic Council

May 2004 to Present	Member of Selection Committee for Distinguished Service Professor
May 2004 to Present	Member of Selection Committee for Presidential Award for Academic Administrator Excellence
May 2004 to Present	Member of Selection Committee for Presidential Award for Teaching Excellence
2003 to Present	Member, Dean's Council
2003 to 2015	Member, Academic Council
2003 to 2012	Member, University Planning and Assessment Group (PAG)
2003 to Present	Member of Nicholls State University's Who's Who Selection Committee, later named Colonel Leaders
2003 to Present	Member of Nicholls State University Hall of Fame Selection Committee.
August 2003 to May 2004	SACS Leadership Team, Member
December 2002 to May 2004	University SACS Committee; Appointed as Team Leader for the University Quality Enhancement Plan
August 2003 to May 2006	University Academic Policies/Standards Committee (Student/Faculty Appeals/Issues), Member
November 11, 2003	Reviewer for Concept Papers to Build a Federal Agenda for Soliciting Federal Earmarked Funds through the Louisiana Congressional Delegation-Appointed by the President
August 2003 to May 2005	Homecoming Planning Committee, Member
January 31, 2003	Interviewee with the Consultant for the Presidential Search, Dr. James Koch.
January 14 & 15, 2003	Noel Levitz Retention Planning Retreat
Spring 2003	NLNAC Self-Study and Site Visit for National Accreditation of the Bachelor of Science in Nursing Program; Administrator of the Unit
Spring 2003	University Retention Committee, Member
December 12, 2002	Selected to Interview with Noel Lovitz Consultant for Retention at NSU
Fall 2002 to Present	NSU Representative with State Department of Health and Hospitals for Special Needs Disaster Shelter in Region III

Fall 2002 to Present	NSU Emergency Plan, Tier II Notification, Designee
Fall 2002	Department of Nursing Rubrics for Faculty Performance Appraisal
Fall 2002	Title III Planning Committee, Member
Summer 2002	Co-Chair, Committee for Department Heads Evaluation Instrument
Spring 2002	Committee for Selection of NSU's Distinguished Service Professor, Member
Spring 2002	Vice-Chair, Investing in Education for the Bayou Region Campaign for Nicholls State University
Spring 2001	Chair, American Nurses Credentialing Center (ANCC), Commission on Accreditation (COA) Self-Study for National Accreditation of the Nursing Continuing Education Program
Spring 2000-2006	Grant Review Team for the Bayou Region Affiliate of the Susan G. Komen Breast Cancer Foundation, Member
Spring 2000	Academic Services Committee for the University Strategic Planning Process, Member
August 2000 – 2003	Chair, Institutional Animal Care and Use Committee (IACUC)
1999 - 2001	University Health Services & University Counseling Center Advisory Board, Member
January 2000	Panel Member for NSU Faculty Institute - "Coping With the Disruptive College Student"
Spring 2000	Chair, Ad Hoc Committee on Policy Development for Animal Use in Research
1999	National League for Nursing Interim Report for Continuing Accreditation of the Associate of Science Nursing Program; Administrator of the Unit.
1997-1999	NSU/LSUMC Academic Partnership Project for Master of Nursing - Letter of Intent
2001- 2003	Chair, University Grievance Committee
1995 - Present	University Grievance Committee, Member
1995 - Present	University Fringe Benefits Committee, Member



- 1996 National League for Nursing Self-Study and Site Visit for Accreditation of the Associate of Science in Nursing Program; Administrator of the Unit
- 1995 National League for Nursing Self-Study and Site Visit for Accreditation of the Bachelor of Science in Nursing Program; Administrator of the Unit
- 1995 Chair, American Nurses Credentialing Center, Commission On Accreditation Self-Study for the Nursing Continuing Education Program
- July 15, 1995 NLN Board of Review Meeting on Accreditation of NSU's Bachelor of Science in Nursing Program; New York City, NY
- 1994 Joint Review Committee for Respiratory Therapy Education Self-study Report for Initial Accreditation of the Advanced Respiratory Therapy Program; Administrator of the Unit
- 1993 - Present Louisiana Council of Administrators in Nursing Education (LACANE), Member
- 1993 Joint Review Committee for Respiratory Therapy Education Self-study Report for Reaccreditation of the Respiratory Therapy Technology Program; Administrator of the Unit
- 1990 NSU's Governance Committee, Member (Appointed by the VPAA to develop NSU's first faculty governance document).
- 1989-1991 Faculty Senator for the College of Life Sciences and Technology
- 1990 Chair, National League for Nursing Interim Report for Continuing Accreditation of the Bachelor of Science in Nursing Program
- 1989 Chair, Interim Report to the American Nurses Credentialing Center, Commission On Accreditation for the Nursing Continuing Education Program's Continuing Accreditation
- 1985-1988 University Courses and Curricula Committee, Member
- 1987 Co-Chair, National League for Nursing Self-Study for the Bachelor of Science in Nursing Program (Initial Accreditation)

### **PROFESSIONAL AND COMMUNITY SERVICE**

- January 2015-2017 Chair, LSBN Task Force for Revising 3331 of the Rules and Regulations
- 2013 & 2014 Member, LSBN Task Force for Chapter 35, Educational Standards Revision

2013	Chair, LSBN Task Force for Nursing Education Articulation Plan Revision
March 2014 to Feb 2018	Reappointed as a member of the Louisiana State Board of Nursing by Governor Jindal to serve a second term (four-years)
2011 to Present	Member of Disciplinary Hearing Panel for the Louisiana State Board of Nursing for assuring public safety and welfare
March 2010- Feb 2014	Appointed Member of the Louisiana State Board of Nursing by Governor Jindal to serve a first term (4 year term)
March 2010-2011	Member of the Education Committee and Compliance Committee of the Louisiana State Board of Nursing (Restructured 2011-2012)
1997 & 1994	Subcommittee Member of the Education Committee, Louisiana State Board of Nursing
1996-2010	Chair, Nominating Committee, Louisiana Council of Administrators in Nursing Education (LACANE)
1993 to Present	Member, LACANE
February 2004	Region III Pre-summit Meetings on Health Care Issues/Needs in the Houma-Thibodaux Area; contact person to the Governor's Office (precursor to the Louisiana Health Care Summit in New Orleans)
February 2002 to 2006	International Nursing Coalition for Mass Casualty Education (INCMCE), Member
2001 to 2003	XiZeta Chapter of Sigma Theta Tau, President
2000 to 2001	XiZeta Chapter of Sigma Theta Tau, President Elect
2000 to 2007	Grant reviewer for the Bayou Region Affiliate of the Susan G. Komen Breast Cancer Foundation
2000 to 2002	Ta Wa Si, Vice President
1999 to 2002	Bayou District Nurses Association, Board of Directors
1998	2000 XiZeta Chapter of Sigma Theta Tau, Vice President
1999 to 2000	Ta Wa Si, Corresponding Secretary
October 1999	Delegate to Louisiana State Nurses Association Convention in Alexandria, LA
1996 to 2007	Ta Wa Si, Member

2013	Chair, LSBN Task Force for Nursing Education Articulation Plan Revision
March 2010 to Present	Member, Louisiana State Board of Nursing, Gubernatorial Appointment
1995 to 1999	XiZeta Chapter of Sigma Theta Tau, Faculty Counselor
1994 to 1999	Volunteer consultant and group co-facilitator, Chez Hope, Battered Women's Center, Thibodaux, Louisiana
1994 to 2001	Nursing Care, Inc. and Hospice of South Louisiana Professional Advisory Board, Member
1992 to 1994	Louisiana State Nurses Association Nursing Continuing Education Committee, Member
1992	Consultant for Nursing Continuing Education, Terrebonne General Medical Center and Leonard J. Chabert Memorial South Louisiana Medical Center, Houma, Louisiana

### **PROFESSIONAL DEVELOPMENT**

March 19, 2018	The Universities of Louisiana Ensuring a Healthy and Productive Workplace, Claiborne Building, Baton Rouge, Louisiana
February 1 & 2, 2018	The Universities of Louisiana for Our Future Inaugural Conference, Southeastern State University, Hammond, Louisiana
November 1-3, 2017	2017 Hawaii Nursing Conference, Hawaii Prince, Honolulu, Hawaii
October 11-13, 2017	2017 National Council of State Boards of Nursing Leadership & Public Policy Conference, Omni Royal Orleans, New Orleans, LA
January 19-21, 2017	American Association of Colleges of Nursing, 2017 Doctoral Education Conference, Hotel Del Coronado, Coronado, CA
November 10, 2016	Legal Matters for Academic Leaders, Nicholls State University, College of Nursing and Allied Health, Bollinger Student Union, Thibodaux, LA
October 27, 2016	Nursing Beyond Borders, Nicholls State University, College of Nursing and Allied Health, BC Ayo Hall, Thibodaux, LA
January 13, 2016	Faculty Institute, Peltier Auditorium, Nicholls State University, Thibodaux, LA
August 12, 2015	Faculty Institute, Cotillion Ballroom, Donald T. Bollinger Student Union, Nicholls State University, Thibodaux, LA

March 21 – 24, 2015	American Association of Colleges of Nursing (AACN) Spring Annual Meeting, The Fairmont Washington, Washington DC
January 21, 2015	The Future of Health Care Delivery in Louisiana (a statewide summit), Crowne Plaza Executive Center, Baton Rouge, LA
January 15, 2015	Faculty Institute, Cotillion Ballroom, Donald T. Bollinger Student Union, Nicholls State University, Thibodaux, LA
September 8-10, 2014	CLEAR Conference on Regulation, Marriott New Orleans, New Orleans, LA
August 13, 2014	Faculty Institute, Cotillion Ballroom, Donald T. Bollinger Student Union, Nicholls State University, Thibodaux, LA
July 20-23, 2014	2014 SACSCOC Summer Institute on Quality Enhancement and Accreditation, Hilton New Orleans Riverside, New Orleans, LA
March 22-25, 2014	American Association of Colleges of Nursing, “Spring Annual Meeting”, The Fairmont Washington, Washington, DC
March 7 & 8, 2014	VITAS Healthcare Corporation of Florida, Inc., Innovative Hospice Care, “ELNEC – Geriatric Train the Trainer”, Nicholls State University, Thibodaux, LA
January 16, 2014	Faculty Institute, Talbot Auditorium, Nicholls State University, Thibodaux, LA
November 20, 2013	The Louisiana Board of Regents and its Electronic Learning Task Force, “Creative Pathways for Modern Learners”, Pennington Biomedical Research Center, Baton Rouge, LA
October 26-29, 2013	American Association of Colleges of Nursing, 2013 Fall Semiannual Meeting, “Facilitating Competency: A Gateway to Excellence”, Washington DC
October 26-26, 2013	American Association of Colleges of Nursing, Organizational Leadership Network, JW Marriott, Washington DC
August 15, 2013	Faculty Institute, Talbot Auditorium, Nicholls State University
July 18, 2013	Louisiana Council of Administrators in Nursing Education (LACANE) Meeting, Louisiana State University Health Sciences Center, New Orleans, LA
March 21, 2013	Louisiana Council of Administrators in Nursing Education (LACANE) Meeting, McNeese State University, Lake Charles, LA
January 17, 2013	Faculty Institute, Peltier Auditorium, Nicholls State University

November 1, 2012	Louisiana Council of Administrators in Nursing Education (LACANE) Meeting, University of Louisiana at Lafayette, Lafayette, LA
August 16, 2012	Faculty Institute, "Designing Learning Environments for the 21 <sup>st</sup> Century", Peltier Auditorium, Nicholls State University, Thibodaux, LA
July 12, 2012	Louisiana Council of Administrators in Nursing Education (LACANE) Meeting at England Airbase, Alexandria, LA
March 31, 2012	University Research Week, Presentations and Reception; Captain's Room, Nicholls State University
March 25-27, 2012	American Association of Colleges of Nursing 2012 Spring Annual Meeting; "Impacting the Future: Interprofessional Education and Collaboration", Washington, DC.
January 13, 2012	Faculty Institute, "Humor and Multimedia to Engage the Next Generation", Peltier Auditorium, Nicholls State University, Thibodaux, LA
December 9, 2011	Future of Nursing Campaign for Action, Louisiana's Action Coalition. Speaker: Dr. Susan Hassmiller, Pennington Research Center, Baton Rouge, LA.
October 13, 2011	LACANE Meeting at William Carey School of Nursing in New Orleans
October 3, 2011	Making the Business Case for the Clinical Nurse Leader (CNL) by Linda Rusch, AACN CNL Consultant, Nicholls State University.
September 27, 2011	Xi Zeta Fall Research Program entitled "Hospice Pain Management" by Dr. Angeliqne Allemand, Captain's Room, Nicholls State University
September 23, 2011	A Service and Academic Partnership to Design and Sustain a CNL Program, American Association of Colleges of Nursing Webinar
August 11, 2011	Faculty Institute, "Increasing Student Research", Peltier Auditorium, Nicholls State University, Thibodaux, LA
July 14, 2011	LACANE Meeting at UL, Lafayette College of Nursing
May 16, 2011	AACN Strategic Planning and the IOM Report, American Association of Colleges of Nursing Webinar
April 14, 2011	Xi Zeta Awards Banquet, Plantation Suite, Nicholls State University
April 7, 2011	LACANE Meeting at UL, Monroe

- March 31, 2011 College of Nursing and Allied Health Research Week Presentations, Ayo Hall Auditorium, Nicholls State University
- March 31, 2011 University Research Week Presentations and Reception, Captain's Room, Nicholls State University
- March 19-22, 2011 The Future is Now: Putting the Puzzle Pieces into Perspective. American Association of Colleges of Nursing Spring Annual Meeting. Washington, DC.
- January 13, 2011 Faculty Institute, "George Mehaffy and the Red Balloon Project – Getting Started", Peltier Auditorium, Nicholls State University, Thibodaux, LA
- November 11-12, 2010 Scope of Practice, Continuing Competence, and Health Care Reform Webinar, Citizen Advocacy Center 2010 Annual Meeting, Washington, DC
- November 4, 2010 Live Text Demonstration, President's Conference Room, Nicholls State University
- November 2, 2010 Xi Zeta Induction Ceremony, Talbot Hall Auditorium, Nicholls State University
- October 27, 2010 Louisiana Council of Administrators in Nursing Education (LACANE) Meeting at Delgado School of Nursing, New Orleans, LA
- October 25, 2010 Metairie Peerson Testing Center for LSBN and NCLEX-RN Item Review, Metairie, LA
- August 2010 Faculty Institute, "Reimagining Higher Education – The Red Balloon Project", Talbot Hall Auditorium, Nicholls State University, Thibodaux, LA
- June 30, 2010 LACANE Meeting at Rapides Learning Center in Alexandria, LA
- April 15, 2010 Faculty Performance Evaluation and Common Form Training Course, Office of Human Resources, Multipurpose Room of Ellender Library, Nicholls State University, Thibodaux, LA
- March 25, 2010 Nursing's Future in Louisiana: 2010 Summit of Nursing Educators, Nursing Employers, and Nursing Regulators, Co-sponsored by LANO, LaCANE, LONE, LSBN, and LSNA, Baton Rouge, LA
- March 22, 2010 Xi Zeta Spring Research Program, "Quality and Safety Education for Nurses (QSEN) Update, Amanda Eymard and Bridget Guidry, Captain's Room, Nicholls State University, Thibodaux, LA

- March 18, 2010 University Research Week Presentations and Reception, Captain's Room, Nicholls State University
- March 18, 2010 College of Nursing and Allied Health Research Week Presentations, Ayo Auditorium, Nicholls State University
- February 24, 2010 Louisiana Council of Administrators in Nursing Education (LACANE) Meeting at Loyola School of Nursing, New Orleans, LA
- January 2010 Faculty Institute, "Minding The Millennials", Talbot Hall Auditorium, Nicholls State University, Thibodaux, LA
- November 2, 2009 Xi Zeta Chapter Induction Ceremony, Talbot Hall Auditorium, Nicholls State University
- October 22, 2009 LACANE Meeting in Baton Rouge at Our Lady Of the Lake College of Nursing
- October 20, 2009 Xi Zeta Chapter Fall Research Program, Captain's Room, Nicholls State University
- August 24, 2009 Xi Zeta Planning Meeting, 301 Ayo Hall, Nicholls State University
- August 13, 2009 Faculty Institute, "The Big Question", Talbot Hall Auditorium, Nicholls State University, Thibodaux, LA
- May 18, 2009 "A Fresh Look at an Old Topic: Clinical Instruction", Dr. Linda Caputti, NLN Speaker Roster, Ayo Auditorium, Nicholls State University, Thibodaux, LA
- April 24, 2009 Office of Public Health and Nicholls State University, Disaster Planning Meeting, Ayo Auditorium, Nicholls State University
- April 23, 2009 LACANE Meeting at UL, Monroe School of Nursing
- March 26, 2009 University Research Day Presentations and Reception in Captain's Room, Nicholls State University
- March 26, 2009 College of Nursing and Allied Health Research Day Presentations, Ayo Auditorium, Nicholls State University
- March 20, 2009 Nursing's Future in Louisiana: 2009 Summit of Nursing Educators, Nursing Employers, and Nursing Regulators, Dr. Peter Buerhaus. Presenter. Sponsored by Louisiana Alliance of Nursing Organizations, Louisiana Council of Administrators in Nursing Education, Louisiana Organization for Nurse Executives, Louisiana State Board of Nursing, and Louisiana State Nurses Association, Baton Rouge, Louisiana.

March 9, 2009	Xi Zeta Chapter Spring Research Program, Plantation Suite, Nicholls State University
January 2009	Faculty Institute, "Drawing Students into Web-Based Courses", Talbot Hall Auditorium, Nicholls State University, Thibodaux, LA

### **CERTIFICATION**

1986 - 1993

NAACOG Certification in Inpatient Obstetric Nursing, September, 1986

### **PROFESSIONAL MEMBERSHIPS**

American Association of Colleges of Nursing

National League for Nursing

Louisiana Council of Administrators in Nursing Education (LaCANE)

SREB Council on Collegiate Education for Nursing Education

Sigma Theta Tau International Nursing Honor Society, Xi Zeta Chapter

Omicron Delta Kappa National Leadership Honor Society

Phi Kappa Phi Honor Society

### **AWARDS AND HONORS**

October 12, 2016	Inducted into "The Great 100 Nurses of Louisiana 2016"
October 11, 2016	Colonel Spotlight for being honored as one of The Great 100 Nurses of Louisiana 2016
October 2016	Nicholls State University Woman of Achievement Award Recipient
August 12, 2015 to Present	Terrebonne General Medical Center-Founding Physicians Endowed Professorship in Nursing
March 13, 2013	Nicholls State University Woman of Achievement Award Nominee
April 28, 2009	Nicholls State University Thirty-Five Year Service Award
May 12, 2004	Nicholls State University Thirty Year Service Award



- April 26, 2004 Inducted into Omicron Delta Kappa National Leadership Honor Society, Nicholls State University, Thibodaux, LA
- May 2003 Certificate of Recognition by the Louisiana Department of Health and Hospitals/Office of Public Health for Invaluable Service and Contributions to the Louisiana Office of Public Health Nursing Services.
- April 17, 2003 Recipient of the Sigma Theta Tau International Honor Society of Nursing, Xi Zeta Chapter, Nursing Leadership Award for Excellence in Nursing Leadership.
- May 3, 2002 Certificate of Recognition by the Prevention Partnership for Working Toward a Healthier Lafourche with Children, Health, Leadership, History, Learning, Values, Family, Prevention, Schools, Spirituality, Jobs, Future, Commerce, Culture, Housing, Environment, Growth, Justice, Seniors, Recovery, Peace, Quality of Life. (The Prevention Partnership is business and community leaders working together bringing to Lafourche a new vision of human potential).
- February, 2002 to 2006 International Nursing Coalition on Mass Casualty Education (INCMCE)
- October 2, 2001 Nicholls State University Academic Council Salute for Administrator Leadership
- August 21, 2001 Nicholls State University Presidential Award for Academic Administrator Excellence
- 1995 Inducted into Phi Kappa Phi Honor Society
- 1980 Honor Graduate - LSUMC Graduate Nursing Program (MN); Inducted into Nursing Honor Society
- 1978 Honor Graduate - Nicholls State University Graduate Program for Counselor Education (MA)
- 1978-80 Louisiana Board of Regents Educational Stipend Award for Nursing Faculty
- 1970 Cum Laude Graduate - Northwestern State University Undergraduate Nursing Program (BSN)

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

**PERSONNEL COMMITTEE**

**June 21, 2018**

- Item J.4.**      **Northwestern State University's** request for approval to continue the appointment of Dr. Frances Conine as Interim Vice President for the Student Experience and Dean of Students effective July 1, 2018.

**EXECUTIVE SUMMARY**

The University requests approval to continue the appointment of Dr. Frances Conine as Interim Vice President for the Student Experience and Dean of Students effective July 1, 2018 at an annual salary of \$120,000. 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 continue the appointment of Dr. Frances Conine as Interim Vice President for the Student Experience and Dean of Students effective July 1, 2018.*



**RECEIVED**

JUN 11 2018

UNIVERSITY OF  
LOUISIANA SYSTEM

June 4, 2018

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

**Re: Re-Appointment of Frances Conine as Interim Vice President for the Student Experience and Dean of Students - June 2018 Board Meeting**

Dear Dr. Henderson:

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

*Re-appointment of Frances Conine as Interim Vice President for the Student Experience and Dean of Students at an annual salary of \$120,000 for the period July 1, 2018 - June 30, 2019.*

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

Thank you for your consideration of this request.

Sincerely,

Dr. Chris Maggio  
President

Attachments

# Frances Conine

---

## Professional Summary

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

## Education

**Master in Education, Counseling, Delta State University, 1981**

**B. A., Sociology, Auburn University, Auburn, Alabama, 1977**

**Licensed Professional Counselor, State of Louisiana LPC Board of Examiners, 1989,**

**Certified Clinical Counselor Supervisor, State of Louisiana LPC Board of Examiners, 1997**

**Certified Mediator, Donald Ghering Institute, University of Utah, June 2000**

## Experience

**Interim Vice President of the Student Experience and Dean of Students, July 2017-present**

- Responsible for supervision and assessment of Student Affairs and Enrollment Management to meet recruitment and retention goals. Acts as liaison to auxiliary services, president's cabinet, leadership team, and the Natchitoches and higher education community. Ensures student voice and advocacy throughout the Student Experience. With team, establishes and monitors strategic goals and initiatives for the division. Promotes diversity, inclusion, service, leadership and accountability.

**Dean of Students, Title IX Coordinator, Auxiliary Services Liaison, & Instructor, Northwestern State University, 2013-present**

- Responsible for supervision and assessment of Student Affairs (Counseling and Career Services, Disability Services, Health Services Title IX, Student Support Services (TRIO), Student Union, Student Activities, Greek Life and First Year Experience); oversees compliance and policy; Directs Student Conduct and administers Student Code of Conduct; hears complaints and acts as student advocate for students on campus; supervises Center for Inclusion and Diversity and programming. Oversees Student Handbook. Directs threat assessment and behavioral intervention. Oversees all committees in Student Affairs.

**Executive Director of Student Development, Student Conduct & Instructor, Northwestern State University, 2011-2013**

- Responsible for Student Judicial Affairs and records; administration of the Student Code of Conduct; supervised Counseling, Career Services, Health Services, Disability Services and Tutoring, Testing, and Student Support Services.

**Director of Student Services and Judicial Affairs & Instructor, Northwestern State University, 1998 – 2011**

- Responsible for Housing, Student Judicial Affairs and records; administration of the Student Code of Conduct; supervised Counseling, Career Services, Health Services, Disability Services and Tutoring, Testing, and Student Support Services.

**Adjunct Faculty, College of Education, Northwestern State University, 1996-present**

- Instructor for Educational Psychology, Child Development, Freshman Orientation, Career Orientation, Personal Development; Graduate Career Development, Graduate Introduction to Counseling Skills, Graduate Supervision of Counseling Lab.

**Director of Counseling and Career Services & Instructor, Northwestern State University of Louisiana, 1989-1998**

- Directed three counselors, and numerous graduate interns; responsible for programming, teaching, counseling and supervision of all counseling staff. Hosted career fairs and conducted on campus interviews for students, programmed for career development and placement; assessment for all areas.

**Executive Director for Northwestern State University at England Air Park, Alexandria, Louisiana, 1986 -1989**

- Directed Northwestern's satellite campus on England Air Force Base, recruited, enrolled, and advised students, assisted in providing financial aid, developed schedules, hired faculty and developed contracts, scheduled rooms, provided text

books, worked with the Air Force to provide appropriate course work for service men and women; worked with local community to provide needed course work, acted as liaison to Natchitoches campus for resources.

**Director of Special Services and Coordinator of Developmental Education** Northwestern State University 1981-1986,

- Directed Special Services Grant for Northwestern in Natchitoches and Shreveport. Provided counseling, tutoring and special programs to admit and retain students from disadvantaged backgrounds.

## **Accomplishments/Honors**

**Natchitoches Economic Development Board, 2015-Present**

**Gallaspy Family Trust Committee 2013- Present**

**NSU Foundation Board, 2012- Present**

**Prudhomme Rouquier Foundation, 2012-Present**

**NSU Greek Life, Directors Award, Northwestern State University, 2018**

**Outstanding Staff Member, Northwestern State University SGA, 2010**

**Senior Warden, Trinity Episcopal Vestry, 2008- 2010**

**Dr. Dan Seymour Award, Louisiana College and University Student Personnel Association (LACUSPA), 2009**

**State President of LACUSPA, 2004-2006**

**Home Town Hero Medal, support of deployed US Air Force and family, 2008**

**President, Service League of Natchitoches, 1994-1995**

**State LADE 1985 Officer, Louisiana Association of Developmental Education (LADE), 1984-1986**

**Outstanding Developmental Educator, LADE 1985**

**Outstanding Graduate Student, Delta State University, 1981**

**Awarded and managed Trio, FIPSE, Title III Grants in Higher Education**

**Presented at State and National Conferences for Higher Education Administration and Counseling**

**Edited and authored articles for state and local higher education organization publications**

**Developed RFPs and assisted in selection of NSU Auxiliary Services**

**Collaborated with academics to develop an improved program for Academic Integrity at Northwestern State**

**Collaborated campus wide to develop a sustainable program for Threat Assessment and Behavioral Intervention**

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

**PERSONNEL COMMITTEE**

**June 21, 2018**

- Item J.5.**      **University of Louisiana at Lafayette's** request for approval to appoint Dr. Melinda Granger Oberleitner as Dean of the College of Nursing and Allied Health Professions effective June 1, 2018.

**EXECUTIVE SUMMARY**

The University requests approval to appoint Dr. Melinda Granger Oberleitner as Dean of the College of Nursing and Allied Health Professions effective June 1, 2018 at an annual salary of \$230,000. The staff recommends approval.

**RECOMMENDATION**

It is recommended that the following resolution be adopted:

***NOW, THEREFORE, BE IT RESOLVED,** that the Board of Supervisors for the University of Louisiana System hereby approves University of Louisiana at Lafayette's request for approval to appoint Dr. Melinda Granger Oberleitner as Dean of the College of Nursing and Allied Health Professions effective June 1, 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

May 31, 2018

J5

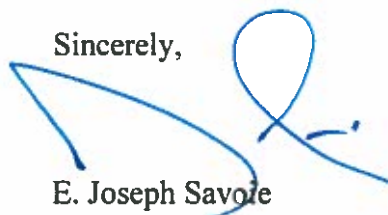
Dr. James B. Henderson  
President  
University of Louisiana System  
1201 North Third Street, Suite 7-300  
Baton Rouge, LA 70802

Dear Dr. Henderson:

I request that Dr. Melinda Granger Oberleitner be named Dean of the College of Nursing and Allied Health Professions, effective June 1, 2018, at an annual salary of \$230,000. Dr. Oberleitner's résumé is attached.

Please place this item on the agenda for the June 2018 meeting of the Board of Supervisors.

Sincerely,



E. Joseph Savoie  
President

svc

Attachments

## Melinda Granger Oberleitner, D.N.S., R.N.

Associate Dean, College of Nursing and Allied Health Professions<sup>1</sup> Professor of Nursing  
SLEMCO/BORSF Endowed Professor in Nursing  
2015 AACN/Wharton Executive Nurse Fellow University  
of Louisiana at Lafayette

---

College of Nursing and Allied Health Professions  
University of Louisiana at Lafayette  
Wharton Hall 202<sup>1</sup> P.O. Box 43810  
Lafayette, LA 70504

Office Phone: 337.482.5609  
Email: [mag0712@louisiana.edu](mailto:mag0712@louisiana.edu)

### EDUCATION

---

D.N.S., Nursing Administration, Louisiana State University Medical Center, 1996  
M.S., Nursing, Texas Woman's University, 1981  
B.S., Nursing, University of Southwestern Louisiana, 1977

### PROFESSIONAL ACADEMIC APPOINTMENTS

---

*Associate Dean*, College of Nursing and Allied Health Professions, UL Lafayette, 2009-  
Present; Professor, UL Lafayette, Department of Nursing, 2001- present

- Provide strategic vision, administrative and academic leadership and direction for the Department of Nursing and the Department of Allied Health
  - Total college enrollment (Fall 2017): 2,543 students
  - Programs and enrollments in the Department of Nursing (Fall 2017): BSN pre-licensure program - 1,349; RN to BSN program - 819 (online program); DNP program - 19; MSN program - 114 (graduate nursing programs are online offerings)
  - Programs and enrollments in the Department of Allied Health (Fall 2017):
    - Dietetics - 25; Health Information Management - 121; Health Services Administration - 96 (online program)
    - Full-time faculty: 60, part-time/adjunct faculty: 11; staff: 15
    - Direct reports: Department Heads, Department of Nursing and Department of Allied Health
- Co-chair of University's Strategic Planning Steering Committee; developed the 2015-2020 Strategic Plan, mission and vision statements, and core values: [www.louisiana.edu/strategicplan](http://www.louisiana.edu/strategicplan)



- Wrote letters of intent, developed curricula and chaired committees to establish and implement the DNP, RN to BSN (redesigned), and HSA programs
- Led successful initial accreditation (DNP program)
- Provide continuing active administrative oversight related to reaccreditation activities for Nursing and Allied Health Programs
- Manage over 300 clinical affiliation agreements for all programs within the CONAHP; liaison to Operational Review Office related to clinical affiliation agreements - new agreements and renewals
- CONAHP representative on University Assessment Council and college lead related to assessment activities for all programs in the college
- Oversight for course planning and offerings for all college programs; lead faculty workload and evaluation processes
- Administrative liaison to the Office of Distance Learning and Academic Partnerships for RN to BSN program enrollment and retention initiatives, marketing and related activities
- CONAHP liaison to university's academic library
- Leadership role to implement interprofessional course options for students in the CONAHP
- Leadership role for research and scholarly initiatives for the CONAHP; initiated development of the college's research program strategic plan and faculty development plans by career stage and aspirant roles for faculty in the college
- Initiated and provide administrative oversight for Simulation Program national accreditation activities (with Department of Nursing Department Head)
- In collaboration with the Dean, participate in development activities to secure additional resources for the CONAHP
- In collaboration with the Dean and Department Heads manage fiscal resources and budgets (state-allocated, self-generated, and Foundation accounts) □ Active scholar-mentor role

*Department Head, UL Lafayette, Department of Nursing, 2001-2009*

- Administratively responsible for all aspects of the Department of Nursing (BSN and MSN programs, faculty, staff, and students)
- Led faculty and students to achieve an average NCLEX-RN pass rate of greater than 97% for first-time exam writers (BSN program) during tenure as DH and interim DH
- Chair, BSN Curriculum Committee
- Led major curriculum redesign and implementation in pre-licensure program
- Led several successful program reaccreditation visits

- Developed Simulation Program for the department and led the implementation of simulation activities throughout the BSN curriculum
- Led faculty teams and wrote application materials which resulted in the Department of Nursing designation as an NLN Center of Excellence in Nursing Education
- Planned and initiated the Teacher-Scholar Mentoring Program
- Active scholar-mentor role

*Interim Department Head, UL Lafayette, 1997-2001*

*Associate Professor, UL Lafayette, Department of Nursing, 1997 - 2001*

*Assistant Professor, UL Lafayette, Department of Nursing, 1983-1986; 1986-1997*

*Instructor, UL Lafayette, Department of Nursing, 1982-1983*

#### ADMINISTRATIVE/JOINT APPOINTMENT/CONSULTANT/CLINICAL PRACTICE EXPERIENCE

---

*Consultant/Oncology Clinical Nurse Specialist/Oncology Nursing Staff Development and Continuing Education, Our Lady of Lourdes Regional Medical Center, 2001-2008*

*Consultant, Oncology Nursing, Iberia General Medical Center, 1997*

*Consultant, Oncology Nursing, Abbeville General Hospital, 1997*

*Consultant, Quality Improvement, Ark-La-Tex Home Care, Bossier City, LA, 1996-1997*

*Consultant, Oncology Unit Development, University Medical Center, 1995*

*Consultant, Oncology Nursing/Nursing Administration, Homebound Care, Inc., 1992-1996*

*Oncology Clinical Nurse Specialist (part-time), Our Lady of Lourdes Regional Medical Center, 1989-1999*

*Consultant, Hospital and Nursing Administration, Earl K. Long Hospital, Baton Rouge, Louisiana, 1989*

*Director of Continuing Education, UL Lafayette, Department of Nursing, 1989-1992*

*Director of Nursing/Assistant Professor, University Medical Center, Joint Appointment, 1988-1989*

*Associate Director of Nursing/Assistant Professor, University Medical Center, Joint Appointment, 1987-1988*

*Oncology Clinical Nurse Specialist/Assistant Professor, Our Lady of Lourdes Hospital, Joint Appointment, 1986-1987*

*Clinical Coordinator/Staff Nurse IV, University of Texas, M.D. Anderson Hospital, 1979-1981*

*Staff Nurse II (Charge Nurse), Intensive Care Unit, Lafayette Charity Hospital, 1977-1979*

## PROFESSIONAL DISTINCTIONS

---

Fellow, American Association of Colleges of Nursing (AACN)/Wharton Executive Leadership Program, University of Pennsylvania Aresty Institute of Executive Education, August 2015  
Research Excellence Award for CONAHP, University of Louisiana at Lafayette, 2014  
SLEMCO/BORSF Endowed Professorship in Nursing, 2016 - 2019, 2013-2016, 2010-2013  
Who's Who in Health Science Education, 2003  
Acadiana's 25 Outstanding Nurses, District IV, Louisiana State Nurses Association, 2000  
Phi Kappa Phi Honor Society, 1997  
Oncology Certified Nurse of the Year Award, Oncology Nursing Certification Corporation, 1996  
Blue Key Faculty Excellence Award, Blue Key Honor Society Alumni, University of Louisiana at Lafayette, 1996  
C.V. Mosby Faculty Recognition Award, LSU Medical Center, 1996  
Our Lady of Lourdes/LEQSF Endowed Professorship in Nursing, 1996-1999  
Outstanding Alumnus Award, College of Nursing, University of Louisiana at Lafayette, 1990  
Outstanding Nurse of the Year Award, District IV, Louisiana State Nurses Association, 1988  
Louisiana Division of the American Cancer Society, Public Education Life Saver Award, 1987  
Sigma Theta Tau, Delta Eta Chapter, 1982

## SERVICE

---

### Service to the *Profession* (Selected)

Review Board, *Journal of Professional Nursing*, 2015 - present  
Review Board, *Oncology Nursing Forum*, 1997- present  
Editorial Board, *The Oncology Nurse APN/PA*, 2008-present  
Examination Committee, Graduates of Foreign Nursing Schools (CGFNS) International, Term: January 1, 2016 - December 31, 2017  
Board of Directors, Louisiana Organization of Nurse Executives, 2014 - 2017  
Advisory Committee, ASN Program, South Louisiana Community College 2016-present

Advisory Board, Educator Resource Center, Oncology Nursing Society, 2012- 2017  
 Member, Oncology Nursing Society Workgroup, Integrating Oncology Nursing Content into Pre-licensure Curriculum and Minimum Licensure Competency Standards, 2016- 2017; ONS Workgroup, Essential Prelicensure Curricular Content Related to Oncology Care  
 Member, Louisiana Council of Administrators in Nursing Administration (LaCANE) Task Force, Shortage of Nursing Faculty/ Workforce Demands, 2012-13  
 Chair, Nursing Curriculum Team, Statewide Articulation and Transfer Council, Louisiana Board of Regents, 2010-11  
 Co-chair, Gaps in School of Nursing Curricula National Project Team, Oncology Nursing Society, 2009-2012  
 Oncology Nursing Society Foundation, Master's Scholarship Reviewer, 2016, 2017  
 AACN/Wharton Nurse Executive Program Applicants Reviewer, 2016  
 Member, Louisiana Simulation Medical Training and Education Council (Louisiana Health Works Commission), 2009- 2016; Site Director, Lafayette Training Site, 2013, 2014, 2015; Website Design Committee, 2013- 2016; Member, Louisiana Statewide Simulation Faculty Development Program Leadership Team, 2016  
 Member, Planning Committee, Louisiana Nursing Summit, 2008-2011  
 Chair, LaCANE Task Force, Louisiana Nursing Workforce Center Development, 2007-08  
 Member, Publications Division Awards Task Force, Oncology Nursing Society, 2007  
 President, Nursing Leaders of Acadiana, 2005  
 Mentor, Oncology Nursing Society/ Aventis Pharmaceuticals/ *American Journal of Nursing* Fellows Novice/Expert Writing Program, 2000  
 Associate Editor, Leadership and Professional Development Feature, *Oncology Nursing Forum*, official publication of the Oncology Nursing Society, 1999-2002  
 President, South Louisiana Chapter of the Oncology Nursing Society, 1988-90,  
 Co-organizer and co-facilitator of the Acadiana Life with Cancer Support Group, 1986

**Service to the *University* (Selected)**

Member, University Assessment Council  
 □ Member, National Survey of Student Engagement (NSSE) Task Force  
 Member, University Travel Grants Review Committee  
 UL Lafayette Representative in SACS-COC Peer Evaluator Registry  
 Member, CONAHP representative Graduate Council Ad Hoc Committee on Graduate Admissions Policies, Spring 2017 - Fall 2017  
 Co-chair, Strategic Planning Steering Committee, University of Louisiana at Lafayette, 2014- 2016

Past Chair, Provost/Vice President for Academic Affairs Search Committee  
Past Chair, Living Learning Communities Committee  
Past Chair, Committee on Committees, Faculty Senate  
Past Member, Executive Committee, Faculty Senate  
Past Member, Faculty Senate  
Past Member, Faculty Development Committee  
Past Member, General Education Committee  
Past Member, Special Committee on Student Performance in Distance Learning  
Classes  
Past Member, SACS-COC Reaffirmation Committee Past  
Member, Ad Hoc Committee, Merit Evaluation

**Service to the *College/Department* (Selected)**

Coordinator, College Assessment Activities (WEAVE; LiveText)  
Past Chair, DNP Program Planning and Implementation Committee  
Member, DNP Academic Council (in collaboration with Southeastern Louisiana  
University)  
Lead, RN to BSN Program Planning and Implementation  
BSN, MSN, and DNP Program CCNE Accreditation Self-Study and CIPR Document  
Oversight  
Co-developer Health Services Administration Program (including new  
program proposal and curriculum development)  
Past Workgroup Chair, Nurse Education Concentration (MSN) Curriculum  
Change  
Member, Workgroup to Develop Post-MSN FNP and Psych-Mental Health FNP  
Program  
Collaboration with Picard Center - Nursing Endowed Chair  
Planned for implementation of UNIV 100 in College of Nursing & AHP  
Chairperson, NLN Centers of Excellence in Nursing Education Designation Committee  
(as Department Head)  
Chairperson, NLNAC and CCNE Accreditation Committees (BSN Program;  
Department Head role)  
Chairperson, Undergraduate Curriculum Committee (as Department Head)

**Service to the *Community* (Selected)**

Member, Governing Board; Member, Leadership Team, Education Committee, Strategy  
Cabinet, Clinical Advisory Committee, Medical/Scientific Committee, Facilities  
Review Committee, Employee Giving Task Force, Miles Perret Cancer Services in

Lafayette, Louisiana  
Member, Lafayette General Medical Center, Nurse Residency Program Advisory Council  
Member, Lafayette General Health Systems, Quality, Safety, and Satisfaction Committee (System Board level committee)  
Member, Advisory Committee, South Central Louisiana Community College, ASN Program

## PROFESSIONAL MEMBERSHIPS

---

Oncology Nursing Society, 1979 - present  
Multiple Research Projects, 2009- present  
Advisory Panel ONS Educator Portal Development (Pre-licensure, Graduate, and Staff Development Levels), 2011-2013  
Member Gaps in Schools of Nursing Curricula Project Team (National level project team), 2010-2012  
2007 Member Publishing Division Taskforce on Publishing Awards (National level task force)  
Oncology Nursing Certification Corporation - Member of Recognition Subcommittee (National level subcommittee) 1996-1997  
South Central Louisiana Chapter of ONS - Past President (2 terms) and Newsletter Editor  
Southern Nursing Research Society (SNRS)  
Council on Graduate Education for Administration in Nursing (CGEAN)  
International Society for Nurses in Cancer Care (INSCC)  
Professional Nurse Educators Group (PNEG)  
Louisiana Council for Administrators in Nursing Education (LaCANE)  
Louisiana Organization of Nurse Executives (LONE)  
Texas Woman's University Alumni Association  
University of Louisiana at Lafayette Alumni Association  
Phi Kappa Phi Honor Society  
Sigma Theta Tau International Honor Society  
National League for Nursing  
American Association of Colleges of Nursing

## SCHOLARSHIP

---

### **Book Chapters:**

Oberleitner, M. (2018). Theories, Models, and Frameworks from Administration and Management. Chapter 17. In McEwen, M. & Wills, E. *Theoretical Basis for Nursing*. 5<sup>th</sup> Ed., Philadelphia: Lippincott, Williams, & Wilkins. *In press*.

Oberleitner, M. (2018). Application of Theory in Nursing Administration and Management. Chapter 21. In McEwen, M. & Wills, E. *Theoretical Basis for Nursing*. 5<sup>th</sup> Ed., Philadelphia: Lippincott, Williams, & Wilkins. *In press*.

Lockhart, J. & Oberleitner, M. (2016). Evaluation of Specific Program Types and Impact on Program Assessment and Evaluation. Chapter 10. In Oermann, M. (Ed.) *A Systematic Approach to Assessment and Evaluation of Nursing Programs*. Washington, DC: National League for Nursing, pp. 119-134.

Oberleitner, M. (2014). Theories, Models, and Frameworks from Administration and Management. Chapter 16. In McEwen, M. & Wills, E. *Theoretical Basis for Nursing*. 4<sup>th</sup> Ed., Philadelphia: Lippincott, Williams, & Wilkins, pp. 354-385. *American Journal of Nursing 2014 Book of the Year Award*

Oberleitner, M. (2014). Application of Theory in Nursing Administration and Management. Chapter 20. In McEwen, M. & Wills, E. *Theoretical Basis for Nursing*. 4<sup>th</sup> Ed., Philadelphia: Lippincott, Williams, & Wilkins, pp. 452-478. *American Journal of Nursing 2014 Book of the Year Award*.

Oberleitner, M. (2011 ) Mentorship. Chapter 42. In Gullatte, M. (Ed.) *Nursing Management: Principles and Practice*. 2<sup>nd</sup> Ed., Pittsburg: Oncology Nursing Press, pp. 849-864.

Oberleitner, M. (2010). Theories, Models, and Frameworks from Administration and Management. Chapter 15. In McEwen, M. & Wills, E. *Theoretical Basis for Nursing*. 3<sup>rd</sup> Ed., Philadelphia: Lippincott, Williams, & Wilkins, pp. 322-347.

Oberleitner, M. (2010). Application of Theory in Nursing Administration and Management. Chapter 19. In McEwen, M. & Wills, E. *Theoretical Basis for Nursing*. 3<sup>rd</sup> Ed., Philadelphia: Lippincott, Williams, & Wilkins, pp. 414-439.

Oberleitner, M. (2006). Theories, Models, and Frameworks from Administration and Management. Chapter 15. In McEwen, M. & Wills, E. *Theoretical Basis for Nursing*. 3<sup>rd</sup> Ed., Philadelphia: Lippincott, Williams, & Wilkins, pp. 353-380.

**Oberleitner, M. (2006).** Application of Theory in Nursing Administration and Management. Chapter 19. In McEwen, M. & Wills, E. *Theoretical Basis for Nursing*. 2<sup>nd</sup> Ed., Philadelphia: Lippincott, Williams, & Wilkins, pp. 457-486.

**Oberleitner, M. (2002).** Theories, Models, and Frameworks from Administration and Management. In McEwen, M. & Wills, E. *Theoretical Basis for Nursing*. Philadelphia: Lippincott, Williams, & Wilkins, pp. 297-320.

**Oberleitner, M. (2002).** Application of Theory in Nursing Administration and Management. In McEwen, M. & Wills, E. *Theoretical Basis for Nursing*. Philadelphia: Lippincott, Williams, & Wilkins, pp. 390-414.

**Oberleitner, M. (2000).** Care of the Dying Cancer Patient. In Poor, B. & Poirrier, G. (Eds.), *Textbook of End of Life Care*. Sudbury, MA: Jones and Bartlett, Inc.

**Poirrier, G. & Oberleitner, M. (2000).** Home Health Care Clinical Pathways. In *Pocket Guide to Home Care Standards: Complete Guidelines for Clinical Practice, Documentation, and Reimbursement*. Springhouse, PA: Springhouse.

**Oberleitner, M., & Broussard, P. (1997).** Writing for Professional Growth. In Poirrier, G. *Writing - to -Learn: Curricular Strategies for Nursing and Other Disciplines*. New York: NLN Press.

#### **Book:**

**Poirrier, G., & Oberleitner, M. (1998).** *Clinical Pathways in Nursing: A Guide to Managing Care from Hospital to Home*. Springhouse, PA: Springhouse.

#### **Journal Articles:**

**Lockhart, J., Oberleitner, M., Vioral, A., & Felice, T.** Using Evidence to Prepare NonOncology Nurses for Cancer Survivor Care. *The Journal of Continuing Education in Nursing*. Accepted for publication 11/23/16; Slated for December, 2017 publication.

**Lemoine, J., Chauvin, S., Broussard, L., & Oberleitner, M. (2015).** A Framework for Statewide Interprofessional Faculty Development in Simulation-Based Education for Health Professions. *Clinical Simulation in Nursing*. 11(3), 153-162.

**Lockhart, J., Gallioto, M., Oberleitner, M., Fulton, J., McMahon, D., George, K.,**



Van Duesen-Morrison, J., Davis, A., & Mayer, D.K. (2013). A National Survey of Oncology Content in Pre-Licensure Registered Nurse Programs. *Journal of Nursing Education*. 52 (7), 383-390.

Heinrich, K.T., & Oberleitner, M. (January/February, 2012). How a Faculty Group's Peer Mentoring of Each Other's Scholarship Can Enhance Retention and Recruitment. *Journal of Professional Nursing*. 28(1), 5-12. DOI: 10.1016/j.profnurs.2011.06.002

Oberleitner, M., Broussard, A., & Bourque, J. (2011, March). An Unintended Consequence of Simulation: A Case Report. *Clinical Simulation in Nursing*, 7(2), e35e40. Doi:10.1016/j.ecns.2010.03.074.

Poirrier, G., & Oberleitner, M. (May/June 2011). Funding An Accelerated Baccalaureate Nursing Track for Non-Nursing College Graduates: An Academic/Practice Collaboration. *Nursing Economic\$*. 29(3): 118-125.

Heinrich, K.T., Hurst, H., Leigh, G., Oberleitner, M., & Poirrier, G. (2009, May/June). The Teacher -Scholar Project: How to Help Faculty Groups Develop Scholarly Skills. *Nursing Education Perspectives*. 30(3): 181-186.

Landry, M., Oberleitner, M., Landry, H., & Borazjani, J. (2006, July/ Aug). Education and Practice Collaboration: Using Simulation and Virtual Reality Technology to Assess Continuing Competency in the Long Term Acute Care Setting. *Journal for Nurses in Staff Development*. 22(4): 163-169.

Oberleitner, M. (2001, June). Responding in Writing to Clinical Cases: The Development of Clinical Reasoning in Nursing. *Language and Learning Across the Disciplines*. 5 (1): 49-57

Christy, P., & Oberleitner, M. (2000). Brain Cancer. *American Journal of Nursing*. 100 (4): 4-8.

Broussard, P., & Oberleitner, M. (1997). Writing and thinking: A process to critical understanding. *Journal of Nursing Education*. 36 (7): 334-6.

Price, T., Payne, R., & Oberleitner, M. (1996). Familial pancreatic cancer in South Louisiana. *Cancer Nursing*. 19(4): 275-282.

Poirrier, G., Granger, M. & Todaro, M. (1993). ACE - Alliance for Clinical Enhancement: A Collaborative Model. *NursingConnections*. 6(3): 53-61.  
Granger, M. & Hebert, W. (1993). Ingenuity reaps results in the home care setting. *Oncology Nursing Forum*, 12(1): 116-117.

Granger, M. & Hebert, W. (1992). High - tech home care with a homemade twist. *Caring*, 11(9): 72-75.

MONOGRAPH (Invited Submission):

Dugas, R. & Oberleitner, M. (2009). Redefining the conventions of informed consent: Challenges in the genomic era. In *Genetics and Ethics in Nursing- New Questions in the Age of Genomic Health*, Monsen, R. (Ed.). American Nurses Association's Nursebooks.org.

#### ABSTRACTS:

Lockhart, J., Oberleitner, M., Felice, T., & Vioral, A. (2017). Nurses Providing Cancer Survivor Care in Non-Oncology Settings: Evidence for Program and Policy Development. 44<sup>th</sup> Annual Conference of the Professional Nurse Educators Group. Pittsburgh, PA.

Lockhart, J., Oberleitner, M., Felice, T., & Vioral, A. (2015). Are Nurses Without Oncology Preparation Ready to Care for Cancer Survivors? Recommendations for Evidence-Based Professional Development. International Conference on Cancer Nursing 2015/International Society of Nurses in Cancer Care. Vancouver, British Columbia, Canada.

Lockhart, J., Oberleitner, M., Felice, T., & Vioral, A. (2015). Educational Needs of Non-Oncology Nurses Regarding Care of Cancer Survivors. Oncology Nursing Society 40<sup>th</sup> Annual Congress. Orlando, FL (accepted for poster presentation)

Lockhart, J., Oberleitner, M., Felice, T., & Vioral, A. (2015). Educational Needs of NonOncology Nurses Regarding Care of Cancer Survivors. Oncology Nurse Advisor Navigation Summit. Denver, CO. (invited poster presentation)

Lockhart, J., Oberleitner, M., Felice, T., & Vioral, A. (2015). What Are the Educational Needs of Medical-Surgical Nurses Who Care for Cancer Survivors in Non-Oncology Clinical Settings? Academy of Medical Surgical Nurses 24<sup>th</sup> Annual Convention. Las Vegas, NV.

**Oberleitner, M., & Broussard, L. (2014).** Scaling and Sustaining an Online, Accelerated RN to BSN Program. E-Learn 2014 World Conference on E-Learning in Corporate, Government, Healthcare, and Higher Education. New Orleans, LA

**Lockhart, J., & Oberleitner, M. (2014).** Using Best Evidence to Strengthen Cancer Care by New Graduates: Opportunities for Oncology Nurses to Lead. 2014 Cleveland Clinic Oncology Nursing Conference.

**Fulton, J., Gallioto, M., Lockhart, M., & Oberleitner, M. (2013).** Addressing Educational Challenges for Oncology Advanced Practice Nurses. National League for Nursing Education Summit.

**Oberleitner, M., Broussard, L., & Dowden, L. (2013).** Scaling and Sustaining an Online, Accelerated RN to BSN Program: Perils, Pitfalls, and Promise. American Association of Colleges of Nursing, 2013 Hot Issues Conference: Online Teaching Learning: Policies and Practices for the Future of Nursing Education.

**Hurst, H., & Oberleitner, M. (2013).** Dollars and "Sense". Is the DNP Degree Right for Me? Louisiana Association of Nurse Practitioners 2013 Annual Primary Care Conference.

**Lockhart, J., Oberleitner, M., & Fulton, J. (2012).** A National Survey of Oncology Content in Prelicensure RN and Graduate Nursing Curricula. Oncology Nursing Society 37<sup>th</sup> Annual Congress.

**Oberleitner, M. & Gauthier, D. (2008).** Making clinical assignments: What are Nursing Schools Doing? Proceedings of the Southern Nursing Research Society 2008 conference.

**Lockhart, J. & Oberleitner, M. (2007).** Strengthening your preceptor skills using evidence-based strategies. *Oncology Nursing Forum*, 34(2): 537.

**Oberleitner, M. & Gauthier, D. (2006).** Formulating patient assignments in nursing education programs: A national study. Proceedings of the National League for Nursing 2006 Education Summit.

Heinrich, K.T., Hurst, H., Leigh, G., Oberleitner, M., & Poirrier, G. (2006). How one Center of Excellence catalyzes faculty's scholarly productivity. Proceedings of the National League for Nursing 2006 Education Summit.

Sloan, H., Delahoussaye, C., & Oberleitner, M. (2002). Faculty describe strategies for implementing informatics throughout curriculum. Accessed online at [http://fitne:nurse@fitne.net/healthnet/current\\_issue/memschool.htm](http://fitne:nurse@fitne.net/healthnet/current_issue/memschool.htm).

Poor, B., Oberleitner, M., & Smith, T. (1998). Competencies of nurses administering chemotherapy in the home. *Oncology Nursing Forum* (supp), *25*(2): 320.

Granger, M. (1988). Nursing management of malignant carcinoid tumors. *Oncology Nursing Forum*(supp), *15*(2): 180.

Granger, M. (1987). Intravenous immunoglobulin administration in the treatment of Idiopathic Thrombocytopenia Purpura: Nursing implications. *Oncology Nursing Forum* (supp), *14*(20): 96.

Webinar:

Lockhart, J., & Oberleitner, M. (2012). Meeting the Health Care Needs of Cancer Survivors: How can We Best Prepare Our Nursing Graduates for this Challenge? Hosted by Oncology Nursing Society.

#### **SELECTED SYMPOSIA/CONFERENCE PROCEEDINGS:**

Broussard, P., & Oberleitner, M. (1998). Writing across the curriculum in nursing education: Implementation and outcomes. University of Washington/ American Nurses Association Council for Professional Nursing Education and Development. Bellevue, WA.

Oberleitner, M., & Broussard, P. (1997). Critical thinking attributes and perceptions of instructor caring among participants in a Writing-to-Learn project. *Proceedings of Third National Writing Across the Curriculum Conference*. Clemson University, College of Charleston, The Citadel. Charleston, S.C.

Oberleitner, M., & Broussard, P. (1995). A mentoring writing to learn strategy. *Proceedings of Annual Conference of the American Nurses Association Council for Professional Nursing Education and Staff Development*. Portland, OR.

Broussard, M., & Oberleitner, M. (1995). A faculty mentoring writing to learn project. *Proceedings of Second National Writing Across the Curriculum Conference*. Clemson University, College of Charleston, and The Citadel. Charleston, S.C.

Oberleitner, M., & Broussard, P. (1995). A faculty mentoring writing to learn strategy. *Proceedings of Sigma Theta Tau Nursing Innovations for Changing Times Research Conference*. University of Texas - Corpus Christi.

Granger, M. (1992). A proactive approach to oncology nursing certification. *Proceedings Strategies for Quality Cost-Effective Patient Care Through Clinical Nurse Specialists*. Indiana University. Indianapolis, IN.

Granger, M. (1991). A proactive approach to oncology nursing certification. *Proceedings Clinical Nurse Specialist Conference: Progress, Promise, and Controversy VIII*. University of Arizona.

## SELECTED PRESENTATIONS

Gauthier, D., Hurst, H., Cartier, J., & Oberleitner, M. (2017). Admission of Nurse Educators into DNP Programs. National League for Nursing Education Summit. San Diego, CA (poster)

Lockhart, J., Oberleitner, M., & Vioral, A. (2016). What We Don't Know CAN Hurt Patients: Using Evidence to Prepare Non-Oncology Nurses for Cancer Survivor Care. University of Pittsburg Medical Center (St. Margaret) 11<sup>th</sup> Annual Clinical Research Forum. Pittsburg, PA

Oberleitner, M., Lockhart, J., & Vioral, A. (2016). The Evidence Base for Addressing Essential Oncology Competencies for All Nurses. Oncology Nursing Society 41<sup>st</sup> Annual Congress, San Antonio, TX (poster)

Oberleitner, M. (2015). Human Resource Management: Case Studies (Panel). Louisiana Council of Administrators in Nursing Education (LaCANE) Nursing Education Leadership Seminar, McNeese State University, Lake Charles, LA

Oberleitner, M. (2015). Evidence Related to the Use of Medical Grade Honey and the Impact on Wound Healing, New Cardiovascular Horizons Conference 2015, New Orleans, LA

**Oberleitner, M. (2015).** Patient Portal and Louisiana Health Information Exchange (LaHIE) Panel Discussion, Louisiana Organization of Nurse Executives (LONE), Spring Conference, New Orleans, LA

**Oberleitner, M. (2014).** Want to Publish? Tips and Strategies for Success, Louisiana Association of Nurse Practitioners 20<sup>th</sup> Annual Primary Care Conference, New Orleans, LA

**Lockhart, J., & Oberleitner, M. (2014).** Using Best Evidence to Strengthen Cancer Care by New Graduates: Opportunities for Oncology Nurses to Lead (poster), Cleveland Clinic 2014 Oncology Nursing Conference, Cleveland, OH

**Oberleitner, M., Broussard, L., & Dowden, L. (2013).** Scaling and Sustaining an Online, Accelerated RN to BSN Program: Perils, Pitfalls, and Promises. American Association of Colleges of Nursing Hot Issues Conference, St. Louis, MO

**Oberleitner, M., Lockhart, J., & Lubejko, B. (2012).** Cancer Care and Survivorship: Meeting the Educational Challenges with Evidence-Based Resources, ONS Connections: Advancing Care Through the Science, Phoenix, AZ

**Oberleitner, M., Lockhart, J., Fulton, J. (2012).** A National Survey of Oncology Content in Pre-Licensure RN and Graduate Nursing Curricula, Oncology Nursing Society 37<sup>th</sup> Annual Congress, New Orleans, LA

**Lockhart, J., Oberleitner, M., Gallioto, M. (2011).** Meeting the Health Care Needs of Cancer Survivors: How Can We Best Prepare Our Nursing Graduates for this Challenge? National League for Nursing Education Conference, Orlando, FL

**Oberleitner, M. (2011).** Cancer Update 2011, UL Lafayette Continuing Education Program Series, Lafayette, LA

**Oberleitner, M. & Green, M. (2010).** Faculty Recruitment and Retention Issues, Louisiana Nursing Summit 2010, Baton Rouge, LA

**Oberleitner, M., Shirey, M., & Gullatte, M. (2009).** ONS Leadership Short Course on Professional Abilities, The Gift of Leadership: Conceptualizing, Packaging, and Delivering on the Promise, Oncology Nursing Society Annual Congress, San Antonio, TX

**Oberleitner, M., Gullatte, M., & Lockhart, J. (2009).** ONS Leadership Short Course on Professional Abilities, ONS Institutes of Learning, Tampa, FL

**Oberleitner, M. (2009).** What are the Measures of Success in Nursing Education? Aspects of Systematic Program Evaluation, Louisiana Community and Technical College System, Summer Nurse Educator Institute, Lafayette, LA

**Oberleitner, M., Lockhart, J., & Heinrich, K. (2008).** ONS Leadership Short Course on Professional Abilities, Lions, Tigers, and Bears...A Call to the Adventure of Leadership, Oncology Nursing Society Annual Congress, Philadelphia, PA

**Oberleitner, M., & Poirrier, G. (2007).** Extreme Makeover: Learning Labs -Edition-Improving the Quality of Nursing Skills Labs, American Association of Colleges of Nursing Baccalaureate Conference, New Orleans, LA

**Lockhart, J. & Oberleitner, M. (2007).** Strengthening Your Preceptor Skills Using Evidence-Based Strategies. Oncology Nursing Society Annual Congress, Las Vegas, NV

**Heinrich, K.T., Hurst, H., Leigh, G., Oberleitner, M., & Poirrier, G. (2006).** How One Center of Excellence Catalyzes Faculty's Scholarly Productivity. National League for Nursing 2006 Education Summit  
New York, NY

**Oberleitner, M. & Gauthier, D. (2006).** Formulating Patient Assignments in Nursing Education Programs: A National Study, National League for Nursing 2006 Education Summit, New York, NY

#### **GRANTS/RESEARCH PROJECTS:**

*LiquidGlove: Development of a Polymer-based Barrier Product as a Replacement for Conventional Gloves in Healthcare Environments.* Louisiana Board of Regents Proof-Of-Concept/Prototype Initiative; PI: Dr. Yu Wang (CHEM); Co-PI: Oberleitner; \$57,454; Submitted 10.31.17; Under review.

*Optimizing Transition of ADN/ASN and Diploma Program Graduates to Online RN to BSN Programs.* Submitted 8/4/17 to Health Works Commission, Louisiana Board of Regents; \$55,483 (not funded).

*Effect of Empiric Change of Urinary Indwelling Catheters in Female ICU Patients on Incidence of Catheter Associated Urinary Infections (CAUTI);* collaborative project with Lafayette General Medical Center/LGH System; co-investigators: Dr. Deedra Harrington (university), Dr. Christy Lenahan (university); Dr. Ziad Ashkar (health system Chief Medical Officer), Joan Stokes (health system VP Quality); Spring 2017-present

*Design and Testing of a Virtual Coaching Model for Clinical Nursing Faculty.* (with Dr. J. Lockhart). Submitted to Jewish Healthcare Foundation. Pittsburgh, PA; \$25,000; 2016. (not funded)

*Design and Testing of a Web-Based Faculty Development Module on Clinical Conferencing: The Impact of Integration of Gamification and Adaptive Learning Techniques on Knowledge, Self-Confidence, and Satisfaction Outcomes in Clinical Nursing Faculty;* (with Dr. J. Lockhart). 2016; Submitted to the National League for Nursing; \$24,725 (not funded)

*Nurse Educators in DNP Programs: Current Status and Controversies* (with D. Gauthier, J. Cartier, & H. Hurst). National survey; 2014-2015; In-kind funding by the University of Louisiana at Lafayette

*Non-Oncology Nurses' Educational Needs Regarding Care of Cancer Patients and Survivors in Non-Oncology Designated Clinical Settings; Focus: Medical-surgical Nurses* (with J. Lockhart, A. Vioral, & D'Amico) 2014-2015. Funded by the Oncology Nursing Society (ONS).

*Non-Oncology Nurses' Educational Needs Regarding Care of Cancer Patients and Survivors in Non-Oncology Designated Clinical Settings; Focus: Perspective of Experienced Oncology Nurses* (with J. Lockhart, A. Vioral, T. Felice). 2014. Funded by ONS.

*A National Survey of Oncology Content in Pre-licensure RN and Graduate Nursing Curricula* (with J. Lockhart, M. Galioto, J. Fulton, et al). Funded by the Komen Foundation and ONS. 2009-2012

*Nursing Absenteeism: A Socially Influenced Phenomenon?* (J. Aucoin, Dr. L. Broussard, Dr. M. Oberleitner, E. Smith, & J. Hebert), Delta Eta Chapter, Sigma Theta Tau, \$350, 2011



*The Teacher-Scholar Project* (with K. Heinrich). Funded by UL Lafayette. 2005-2008.

*Implementation of an RN to MSN Articulation Program, Promise of Nursing for Louisiana Nursing School Grant Program*, National Student Nurse Foundation and Louisiana Nurses Foundation, \$25,000 (with Dr. P. Broussard), 2008

*Formulating Patient Assignments in Nursing Education Programs*, National Study, Delta Eta Chapter, Sigma Theta Tau (Partial Support), \$450, 2005

*Mobility in Nursing Education Financial Aid Grant*, Helene Fuld Health Trust HSBC, \$98,120, 2000

*Software and Internet Access Upgrades for NCLEX-RN Examination Preparation for Nursing Students*; UL Lafayette Student Technology Fee Awards Program, \$12,655, 2000

*Enhancement of the Department of Nursing Computer Lab*; UL Lafayette Student Technology Fee Awards Program, \$13,849, 1999

*Competencies of Nurses Administering Chemotherapy in the Home* (B. Poor, Principal Investigator); Oncology Nursing Foundation, \$5000, 1995-1997

*Summer Enrichment Program to Encourage Minority Participation in Graduate Education* (R. Payne, Principal Investigator); U.S. Department of Education, \$40,000, 1990

#### INTRAMURAL GRANTS

---

*Health Care Facility Redesign* (with Dr. P. Landry), \$350; UL Lafayette Faculty Development Award, 2004

*Grants Management*, \$1100; UL Lafayette Faculty Development Award, 1997

*Health Care Research Opportunities*, \$1,000; UL Lafayette Faculty Development Award, 1996

*A Faculty Mentoring Writing-to-Learn Strategy* (with P. Broussard), \$400; UL Lafayette Instructional Grant, 1993-1994

*A Research Agenda for the College of Nursing*, \$750; UL Lafayette Faculty Development Award, 1991

*Cancer Risk Factor Identification in a Campus Community - A Pilot Study* (with R. Earl), \$500; UL Lafayette Instructional Grant, 1983-84

*The Effect of Video Teaching on University Student's Health Knowledge*, \$300; UL Lafayette Instructional Grant, 1982-83

#### DIRECTION OF GRADUATE STUDENTS

---

#### DOCTOR OF NURSING (DNP) PRACTICE SYNTHESIS PROJECT CHAIR/COMMITTEE ADVISING:

- 2017- 2018     Dent, Dina (Committee)  
                  *"Evaluation of a Nurse Residency Program"*
- 2016             Alexander, LaShawn (Committee)  
                  *"Creation and Implementation of an Evidence Based Lactation Policy at the University of Louisiana at Lafayette"*
- 2014- 2016     Clark, Rebecca (Committee)  
                  *"The Process of Implementing a Family History Tool to Identify Women at High Risk for Breast Cancer in a Primary Care Clinic"*  
                  Doctor of Nursing Practice
- 2014- 2016     Lavergne, Nicole (Committee)  
                  *"Implementing Evidence-Based Guidelines for Hypertension Screening in the Adolescent Population in a School-Based Health Center"*  
                  Doctor of Nursing Practice

#### PHD IN NURSING LEADERSHIP PRACTICUM:

- 2016 Dr. Catherine Belden  
      Preceptor for Nursing 736 Role Practicum Course (2 credits)  
      PhD student at William Carey University  
      Joseph and Nancy Fail School of Nursing  
      Hattiesburg, MS

2016 Dr. Joseann DeWitt  
Preceptor for Nursing 736 Role Practicum Course (2 credits)  
PhD student at William Carey University  
Joseph and Nancy Fail School of Nursing  
Hattiesburg, MS

THESIS/FOCUSED SCHOLARLY PROJECT CHAIR/COMMITTEE ADVISING:

2013 Beacom, Robin (Master's Scholarly Project Chair)  
*"A Proposal for the Implementation of an APRN Managed Heart Failure Clinic"*  
Master of Science in Nursing

2012 Derouen, Tammy (Master's Scholarly Project Chair)  
*"Early Recognition of Patient Problems: Learning to Recognize Changes in Patient Conditions"*  
Master of Science in Nursing

2011-2013 Bartlett, Rebecca (Master's Thesis Committee)  
*"Motivation in Pursuing Higher Nursing Education"*  
Master of Science in Nursing

2010 Kastner, Tanya (Master's Thesis Committee)  
*"Reasons for Career Choice and Level of Job Satisfaction Among Baccalaureate Nursing Faculty"*  
Master of Science in Nursing

2007 Broussard, Erika (Master's Thesis Committee)  
*"A Retrospective Analysis Comparing the Pain Reported by Patients Receiving Intracervical Lidocaine Prior to Endometrial Biopsy to the Pain Reported by Patients Not Receiving Intracervical Lidocaine Prior to Endometrial Biopsy: A Pilot Study"*  
Master of Science in Nursing

2007 Delima, Michelle (Master's Thesis Committee)  
*"Critical Thinking, Intuition, and Reflection to Promote Clinical Reasoning: A Synthesized Review of the Literature"*  
Master of Science in Nursing

- 2006 Myers, Rachel (Master's Focused Scholarly Project Chair)  
*"Accreditation of Nursing Education Programs"*  
Master of Science in Nursing
- 2006 Miller, Jo Anne (Master's Focused Scholarly Project Chair)  
*"Approaches to Formulating Clinical Assignments in Nursing Education - Data Management and Analysis"*  
Master of Science in Nursing
- 2005 Duval, Danette (Master's Focused Scholarly Project Chair)  
*"Detecting Breast Cancer Early - Barriers to Screening and Detection"*  
Master of Science in Nursing
- 2005 Neeley, Angela (Master's Thesis Committee)  
*"Risk Factors Associated with Increased Morbidity in Shift Workers"*  
Master of Science in Nursing
- 2003 Lemaire, Charmaine (Master's Focused Scholarly Project Chair)  
*"A Comparison of the Level of Intravenous Contamination and Bacteremia When Replacing Intravenous Administration Sets at 72 and 96 Hour Time Intervals"*  
Master of Science in Nursing
- 1998 Kramer, Kim (Master's Focused Scholarly Project Chair)  
*"Cervical Cancer Screening in Indigent Populations"*  
Master of Science in Nursing
- 1996 Harris, Beth (Master's Thesis Committee)  
*"Effects of the Look Good; Feel Better Program on Breast Cancer Patients' Reports of Self-Esteem"*  
Master of Science in Nursing
- 1993 Poor, Belinda (Master's Thesis Committee)  
*"Competencies of Nurses Administering Chemotherapy in the Home Setting"*  
Master of Science in Nursing
- 1993 Kalluri, Atrimahamurri (Master's Thesis Committee)  
*"Acadiana Cancer -Environment Computer GIS Model"*

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

**PERSONNEL COMMITTEE**

**June 21, 2018**

- Item J.6.**     **University of Louisiana at Lafayette's** request for approval to appoint Dr. Jaimie L. Hebert as Provost and Vice President for Academic Affairs effective July 1, 2018.

**EXECUTIVE SUMMARY**

The University requests approval to appoint Dr. Jaimie L. Hebert as Provost and Vice President for Academic Affairs effective July 1, 2018 at an annual salary of \$275,000. The staff recommends approval.

**RECOMMENDATION**

It is recommended that the following resolution be adopted:

***NOW, THEREFORE, BE IT RESOLVED,** that the Board of Supervisors for the University of Louisiana System hereby approves University of Louisiana at Lafayette's request for approval to appoint Dr. Jaimie L. Hebert as Provost and Vice President for Academic Affairs effective July 1, 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*

May 31, 2018

J6

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

Dear Dr. Henderson:

Upon the recommendation of the QSN Committee for the Provost and Vice President for Academic Affairs, I request that Dr. Jaimie L. Hebert be named Provost and Vice President for Academic Affairs at an annual salary of \$275,000, effective July 1, 2018. Dr. Hebert will also have the academic rank of Professor in the Ray P. Authement College of Sciences.

Dr. Hebert holds the doctorate in Statistics from the University of Louisiana at Lafayette. His résumé is attached.

Please submit this request to the Board of Supervisors for the University of Louisiana System at its June 2018 meeting. Thank you for your consideration.

Sincerely,

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

E. Joseph Savoie  
President

svc

Attachments

## **Jaimie L. Hebert**

Business: (936) 294-1001

### **EDUCATION**

Ph.D. in *Statistics*, University of Louisiana - Lafayette, 1990

Master of Science in *Statistics*, University of Louisiana - Lafayette, 1988

Bachelor of Science in *Statistics*, University of Louisiana - Lafayette, 1986

### **PROFESSIONAL EXPERIENCE**

2016 – present	<i>President</i> Georgia Southern University
2011 – 2016	<i>Provost and Vice President of Academic Affairs</i> Sam Houston State University
2005 – 2011	<i>Dean, College of Arts and Sciences</i> Sam Houston State University
1999 – 2005	<i>Chair and Professor of Statistics</i> Dept of Mathematics and Statistics Sam Houston State University
1995 – 1999	<i>Assistant, Associate Professor of Statistics</i> Sam Houston State University
1990 – 1995	<i>Assistant Professor of Mathematical Science</i> Appalachian State University

### **ADMINISTRATIVE HIGHLIGHTS**

*Department of Mathematics and Statistics (Sam Houston State University)*

- Secured funding and official status for the Reeves Center for Mathematics Education
- Featured undergraduate research program in *Mathematics Monthly* cover story
- Restructured developmental mathematics program to incorporate required laboratory hours in lower level courses, required use of on-line tutoring services, and raising standards for entry into freshman level mathematics courses.
- Established a self-sufficient Mathematics Tutoring Lab available to students throughout campus
- Led in the development of a Department of Computer Science - separated from Mathematics and Statistics
- Established Masters degree in Digital Forensics
- Proposed Doctorate in Mathematics Education to the Texas State University System (TSUS) Board of Regents and Texas Higher Education Coordinating Board (THECB) resulting in a joint program with Texas State University
- Grew the number of Teaching Assistantships from six shared by four programs to more than twenty

*College of Arts and Sciences (Sam Houston State University)*

- Increased funded research by 300%
- Increased publications and creative works by 200%
- Established graduate program in Applied GIS within the Department of Geography and Geology – first graduate program in the department
- Established on-line master's degree in Quality and Information Assurance
- Established master's degree in Music Therapy
- Established Nursing program and Department of Nursing – wrote initial proposal, recruited all faculty, established agreements with local hospitals, secured adequate budgetary funding to run the program
- Established independent Office of Medical and Allied Health Professions to assist pre-professional students with specialized advisement, preparation for admissions, and career path guidance
- Established freshman immersion program (WASH) in Department of Art
- Established Aquatics Research facility at Biological Field Station including permanent operating and equipment budget
- Established exchange agreements throughout Europe, Asia, Central and South America
- Facilitated student group travel to 14 countries
- Led the construction and design for the Gaertner Performing Arts Center

*Division of Academic Affairs (Sam Houston State University)*

- Developed and implemented a streamlined strategic planning and budgeting process to maintain quality and consistency through 25% enrollment growth
- Initiated a formal program review process for graduate and undergraduate programs
- Centralized new faculty orientation into the faculty development center (PACE) and coordinated effort among associate deans in all colleges to improve consistency and efficiency in orienting new faculty to Sam Houston culture and operations
- Established Provost's Breakfast Series for new faculty to address topics that are not covered in faculty orientations
- Established an Office of Academic Planning and Assessment to centralize assessment activities and coordinate divisional planning
- Developed on-line advising capabilities through the student advising and mentoring center (SAM Center)
- Established a joint program marketing effort for undergraduate programs with Division of Enrollment Management
- Developed and implemented an initial start-up plan for a remote campus, The Woodlands Center, including personnel resources, furnishing needs, timelines for programs, initial scheduling and responsibilities for all personnel



- Reorganized Correspondence and Continuing Education into independent auxiliary enterprises
- Established the Center for Academic Community Engagement
- Led 14 new bachelor degrees proposed and approved by TSUS and THECB: Entrepreneurship (BBA), Biomedical Science (BS), General Studies (BGS), Electronics and Computer Engineering Technology (BS), Victim Studies (BS), Health Sciences (BS), Nursing – RN to BSN (BSN), Agriculture Communications (BS), Computer Software Engineering (BS), Public Health (BS), Digital and Cyber Forensics Engineering Technology (BS), Athletic Training (BS), Health Care Administration (BS), and Wellness Management (BS)
- Led nine new masters degrees proposed and approved by TSUS and THECB: Creative Writing, Publishing and Editing (MA), Project Management (MS), Digital Media (MA), Band Conducting (MA), Sustainable Agriculture and Food Environment (MAG), Comparative and Global Education (MEd), Sport Management (MS), Health Care Quality and Safety (MS), Public Health – Correctional Health (MPH)
- Led three new doctoral programs proposed and approved by TSUS and THECB: Forensic Science (PhD), Instructional Technology (EdD), Developmental Education Administration (EdD)
- Secured planning authority for a Doctor of Osteopathic Medicine from TSUS
- Initiated academic organizational changes to enhance effectiveness and efficiency in educational missions: Established College of Fine Arts and Mass Communication; Established School of Nursing; Separated Department of Theatre and Dance into a Department of Theatre and Musical Theatre and a Department of Dance; Established a Department of Criminal Justice and Criminology, a Department of Forensic Science, and a Department of Security Studies within the College of Criminal Justice; Established a new College of Health Sciences; Successfully proposed the rebranding of Industrial Technology to Engineering Technology
- Reorganized reporting structures to incorporate centralized administration of Student Success Initiatives
- Established an Austin Internship program to place students in legislative offices during session
- Played integral role in securing gifts of over \$35 million including \$10 million toward the construction of the Pirkle Technology Center
- Secured State funding and conducted planning for Biological Sciences Laboratory Building (\$60 million) and Department of Art Facility (\$30 million)
- Initiated planning and design of new Fine Arts and Graphic Design building

### *Georgia Southern University*

- Reduced and reorganized central administration
- Established separate divisions of Student Affairs and Enrollment Management
- Secured \$2 million in funding for baseball complex renovation
- Secured design and construction State funding for \$58 million Engineering Research Center
- Secured building and equipment State funding of \$35 million for Health Professions building
- Led the University System of Georgia consolidation of Georgia Southern University with Armstrong State University
- Established complete organizational structure for the new consolidated university, including the optimal relocation of colleges among the three campuses of the new university
- Established a consolidated fiscal plan for the new university
- Established uniform admission requirements across all campuses and launched unified marketing/communication plan for the new university
- Planned and implemented a hiring and recruiting process to employ over 2,600 employees across three campuses in the new university
- Established and launched a \$3 million Student Success Initiative utilizing consolidation savings
- Established a regional academic expansion plan that incorporates the three campuses of the new university
- Launched a strategic planning process for the new university
- Prepared SACS prospectus reflecting all aspects of the new university (Approved by SACS December 2017 and the USG Board of Regents in January 2018)

## **SERVICE AND PROFESSIONAL ACTIVITIES**

### *University Related*

- Academic Affairs Council
- Council of Academic Deans
- Academic Policy Council
- Banner/ERP Steering Committee
- SACS Compliance Committee (2009 reaffirmation)
- SACS Policy Committee (1999 reaccreditation)
- Faculty Evaluation Committee (chaired)
- Core Curriculum Assessment Committee
- Faculty Grievance Committee (chaired)
- Athletic Advisory Council (chaired)
- Standing Faculty Tenure Committee

- Texas Success Initiative Committee
- University Risk Management Planning Committee
- Faculty Senate

#### *Discipline/Administrative Related*

- Treasurer and Vice President, *Texas Association of Chief Academic Officers* (2014 – 2016)
- Secretary-Treasurer, *Mathematical Association of America, Texas Section* (2005-2008)
- Senior Research Editor, *Journal of Developmental Education* (1996 - 2005)
- Executive Committee, *Mathematical Association of America, Texas Section* (2001-2005)
- Research Editor, *Journal of Developmental Education* (Fall 1991 - Spring 1995)
- Referee, *Communications in Statistics*, (Spring 1995 – present)
- Referee, *The American Statistician*, (Fall 1997 – present)

#### *Student Related*

- Advisor, SHSU Rotoract Club (Fall 1999 – 2004)
- Advisor, SHSU Stat Club (Fall 1996-2000)
- Advisor, ASU Math Club (Fall 1992 - Spring 1995)
- Advisor, ASU CoMap Mathematics Modeling Team, (Spring 1995)
- Advisor, Tau Kappa Epsilon Fraternity (Fall 1991 - Spring 1995)

#### *Community Related*

- Statesboro/Bulloch County Economic Development Committee
- East Georgia Regional Medical Center (Hospital Board Member)
- Georgia Chamber of Commerce (Board Member)
- Rotary Club of Statesboro
- Rotary Club of Huntsville (President, Vice President, Treasurer, Director)
- Huntsville Girls Softball Association (Board member)
- Huntsville/Walker County Economic Development Committee

## **HONORS AND AWARDS**

100 Most Influential Georgians (2017, 2018)

Paul Harris Fellow – Rotary International (2008)

Faculty Senate Outstanding Administrator Award (2006)

ASU Project Development Award (1993)

TKE Grand Prytanis National Key Leadership Award (1995)

SGA Outstanding Teacher Award Nominee (1993, 1994, 1995)

ΦΚΦ Honor Society

## PUBLICATIONS

### REFEREED JOURNAL ARTICLES

1. Hebert, J. L. and Koudelik, P. R., (2008) "A Comparison of Reliability Estimators Under Pitman's Measure of Closeness."
2. Hebert, J. L. and Scariano, S. M. (2004) "Comparing Location Estimators for Exponential Mixtures Under Pitman's Measure of Closeness," *Communications in Statistics* 33:1, 29-46.
3. Hebert, J. L. and Scariano, S. M., (2003) "Adapting EWMA Control Charts for Batch-Related Data," *Quality Engineering*, 15:4, 545-556.
4. Hebert, J. L. and Arnholt, A. (2001) "Optimal Combinations of Estimators," *Interstat*, March No. 2.
5. Merianos, D., Marquart, J., Hebert J. L. and Damphousse, K. (1997) "From the Outside In: Using Public Health Data to Make Inferences About Older Inmates," *Crime and Delinquency* 43:3, 298-313.
6. Merianos, D. Marquart, J., Hebert J. L. and Carroll, L. (1997) "Health Conditions and Prisoners: A Review of Research and Emerging Areas of Inquiry," *The Prison Journal* 77:2, 184-208.
7. Hebert, J. L. and Carpenter, M. (1997) "Estimating Guaranteed Lifetimes of Systems in a Random Environment," *Communication in Statistics-Theory and Methods* 26:2, 309-316.
8. Hebert, J. L. (1997) "Properties of the Dirichlet-Exponential Mixture," *Proceedings of CAM\*97*, 111-119.
9. Button, C. and Hebert, J. L. (1997) "Unsupervised Classification of Remotely Sensed Images with Spatially Augmented Data," *Proceedings of CAM\*97*, 58-67.
10. Arnholt, A. T. and Hebert, J. L. (1995), "Estimating the mean with known coefficient of variation," *The American Statistician* 49, 367-369.
11. Arnholt, A. T. and Hebert, J. L. (1995), "A note on the expected time until next failure with an on-going experiment," *Seagate Technical Research Journal*, Seagate Technology, Oklahoma City, OK, REL-TECH-RPT-96001A, 1-13.
12. Huddy, D. C., Hebert, J. L., Hyner, G. C., and Johnson, R. L. (1995), "Facilitating changes in exercise behavior: effect of structured statements of intention on perceived barriers to action," *Psychological Reports* 76, 867-875.
13. Carpenter, M. and Hebert, J. L. (1995), "Estimating the minimum and maximum location parameters for two IG-exponential scale mixtures," *Communications in Statistics: Theory and Methods* 24, 1227-1233.
14. Hebert, J. L. and Seaman, J. W., Jr. (1994), "The variance of a left-truncated mixed exponential process," *Journal of Applied Probability* 31:1, 167-179.
15. Hebert, J. L. (1994), "Generating moments of exponential scale mixtures," *Communications in Statistics: Theory and Methods* 23, 1173-1180.
16. Hebert, J. L. (1994), "Moments of inverted scale mixtures," *Communications in Statistics: Theory and Methods* 23, 1181-1189.
17. Carpenter, M. and Hebert, J. L. (1994), "Estimating the minimum and maximum location parameters for two gamma-exponential scale mixtures," *Communications in Statistics: Theory and Methods* 23, 2367-2377.

18. Bauldry, W. B. and Hebert, J. L. (1993), "Truncation and variance in scale mixtures," *Mathematical Computation with Maple V: Ideas and Applications*, Thomas Lee (editor), Birkhauser, Boston, 67-76.

#### FORMALLY PUBLISHED PROCEEDINGS

19. Hebert, J. L. and Westbay, J. (2002) "Exact Run Lengths for One-sided Exponential Mixture CUSUM Charts" *Proceedings of the Joint Meetings of the American Statistical Association, IMS, and Biometric Societies: Section on Quality and Production* (electronically published by ASA).
20. Hebert, J. L. and Bandalisiri, W. A. (2002) "Nonparametric Bootstrap Estimation of Location Extrema in Exponential Mixture Models" *Proceedings of the Joint Meetings of the American Statistical Association, IMS, and Biometric Societies: Section on Physical and Engineering Statistics* (electronically published by ASA). Arrambide, L. S. and Hebert, J. L. (1999) "Effects of Sub-sampling on Classification Methods Applied to Remotely Sensed Images," *Proceedings of the Joint Meetings of the ASA, IMS, and Biometric Societies: Section on Environmental Statistics*, pp. 124-129.
21. Cooper, P. A. and Hebert, J. L. (1999) "Retro-engineering Medium-Scale Client-Server Applications," *Proceedings of WEBNET '99 Honolulu*, HW.
22. Hebert, J. L. and Miller, M. (1998) "Properties of the Reliability Function for Systems of Exponential Mixtures," *Proceedings of the Joint Meetings of the ASA, IMS, and Biometric Societies: Section on Physical and Engineering Statistics* 126-130.
23. Arnholt, A., Hebert, J. L., and Johnston, D. (1998) "Estimating the Mean with a Bootstrapped Coefficient of Variation," *Proceedings of the Joint Meetings of the ASA, IMS, and Biometric Societies: Section on Statistical Computing* 110-115.
24. Hebert, J. L. (1997) "Unsupervised Classification with Spatially Adapted Data," *Proceedings of the Joint Meetings of the ASA, IMS, and Biometric Societies: Section on Environmental Statistics*, 113-117.
25. Xie, J., Carpenter, M., and Hebert, J. L. (1996), "Estimation in the presence of unknown mixing parameters in systems of two components in a common environment," *Proceedings of the Joint Meetings of the ASA, IMS, and Biometric Societies: Section on Physical and Engineering Science*, 68-70.
26. Ren, Q., Hebert, J. L., and Carpenter, M. (1996) "Estimating the minimum and maximum location parameters for two gamma-exponential mixtures in Pitman Measure," *Proceedings of the Joint Meetings of the ASA, IMS, and Biometric Societies: Section on Physical and Engineering Science*, 128-131.
27. Plank, P. Carpenter, M. and Hebert, J. L. (1996), "Using cluster and classification analysis to detect the impact of military training on the environment: a case study," *Proceedings of the Joint Meetings of the ASA, IMS, and Biometric Societies: Section on Environmental Statistics*, 119-122.
28. Arnholt, A. T. and Hebert, J. L. (1996), "Estimation and prediction for multiple batch experiments with variable start times," *Proceedings of the Joint Meetings of the ASA, IMS, and Biometric Societies: Section on Physical and Engineering Science*, 204-208.

### TECHNICAL REPORTS

29. Hebert, J. L., Cooper, P., Konen, H., and Smith, G. (1999) "Final Report - Image Analysis in Support of Threatened and Endangered Species." *USACERL Technical Report* Champaign, IL.
30. Hebert, J. L. and Stanek, G. (1997), "Monitoring an autocorrelated moving average process: A simulation study of QC attributes," *ESL Technical Report*, Texas A&M University, College Station, TX.
31. Carpenter, M. and Hebert, J. L. (1996), "Statistical process control applied to automated data screening," *ESL Technical Report*, Texas A&M University, College Station, TX.
32. Carpenter, M. and Hebert, J. L. (1995), "Statistical aspects of remote sensing in support of classification and land-use detection," Texas Regional Institute of Environmental Studies (*TRIES*) *Technical Report* #95-03, Sam Houston State University, Huntsville, TX.
33. Hebert, J. L. and Seaman, J. W., Jr. (1990), "Stochastic antagonism in bi-matrix games," *Technical Report 90-7*, Department of Statistics, University of Southwestern Louisiana, Lafayette, La.

### GRANTS AND GRANT RELATED WORK

1. "Mathematics for English Language Learners." Funded through the Texas Education Agency and subcontracted through the Texas State University System. Principle Investigator. \$225,000.
2. "Image Analysis in Support of Threatened and Endangered Species." Funded through USACERL and subcontracted through Lockheed Martin (ORNL). Principle investigator. Co-investigators: Peter Cooper, Harry Konen, Wasin So, Radka Turcjova, Jian Wang. \$420,000.
3. "Change Assessment for Military Landscape Monitoring in Support of Carrying Capacity Analyses for Military Ranges Via Optimal Usage of Aircraft Videography and Satellite Remotely Sensed Data," Funded through SERDP. Co-investigators: Patrick Van Fleet (PI) and Cecil Hallum. \$315,000.
4. "Time Series Modeling in Support of Quality Control Techniques for Automating Energy Data Screening," Funded through The Texas Engineering Experimental Station, Texas A&M University, College Station, TX. Co-Investigator: M. Carpenter. \$25,000.
5. "Watershed Impacts to the Terrestrial and Aquatic Ecosystem of Lake Livingston." Submitted to the National Science Foundation. Title: Research Statistician.
6. "Enhancement of Image Assessment Capabilities for Natural Resource Characterization." Funded through the US Department of Defense, SERDP and CERL. Co-investigators: Mark Carpenter, Johnny Carroll, Cecil Hallum, Harry Konen, Wasin So, Patrick Van Fleet. \$630,000.
7. "Reliability and Minimum Guaranteed Lifetimes of k-out-of-n Systems in a Random environment." Funded through The Texas Engineering Experimental Station, Texas A&M University, College Station, TX. Co-investigator: Mark Carpenter. \$125,000.

8. "Quality Control Techniques for Automated Energy Data Screening," Funded through The Texas Engineering Experimental Station, Texas A&M University, College Station, TX Co-Investigator's: M. Carpenter and D. Ruch. \$25,000.
9. "Statistical Aspects of Remote Sensing in Support of Classification and Land-use Detection," Funded as a component of the Texas Regional Institute of Environmental Studies, Coordinator: Mike Warnock Title: Research Statistician. \$750,000.

## PROFESSIONAL PRESENTATIONS

1. "Workshop for New Provosts," American Association of State Colleges and Universities, Academic Affairs Meeting, Portland, OR, July 2015.
2. "Workshop for New Provosts," American Association of State Colleges and Universities, Academic Affairs Meeting, New Orleans, LA, February 2015.
3. "Workshop for New Provosts," American Association of State Colleges and Universities, Academic Affairs Meeting, Ft. Lauderdale, FL, July 2014.
4. "Workshop for New Provosts," American Association of State Colleges and Universities, Academic Affairs Meeting, Coronado, CA, February 2014.
5. "Workshop for New Provosts," American Association of State Colleges and Universities, Academic Affairs Meeting, Fairfield, AL, February 2013.
6. "Workshop for New Provosts," American Association of State Colleges and Universities, Academic Affairs Meeting, San Francisco, CA, July 2012.
7. "Student Learning Progress Model—Lessons Learned," American Association of State Colleges and Universities, Academic Affairs Meeting, San Antonio, TX, February 10, 2012.
8. "The Modern Mathematics Curriculum" College of Sciences, Palawan State University, Puerto Princessa City, Palawan, Philippines, October 24, 2006.
9. "Maximum Likelihood Estimation for Exponential Mixtures" Padagogische Hochschule Karlsruhe, Institut für Mathematik und Informatik, Karlsruhe, Germany, June 21, 2006.
10. "Exact Run Lengths for One-sided Exponential Mixture CUSUM Charts" *Joint Meetings of the American Statistical Association, IMS, and Biometric Societies* Atlanta, GA, August 5-9, 2001.
11. "Nonparametric Bootstrap Estimation of Location Extrema in Exponential Mixture Models" *Joint Meetings of the American Statistical Association, IMS, and Biometric Societies* Atlanta, GA, August 5-9, 2001.
12. "Comparing Exponential Location Estimators Under Pitman's Measure of Closeness," *Joint Meetings of the American Statistical Association, IMS, and Biometric Societies*, Indianapolis, IN, August 13-17, 2000.
13. "Retro-engineering Medium-Scale Client-Server Applications," WEBNET '99 Honolulu, HI, July 1999.
14. "Effects of Sub-sampling on Classification Methods Applied to Remotely Sensed Images," *Joint Meetings of the American Statistical Association, IMS, and Biometric Societies*, Baltimore, MD, August 8-12, 1999.
15. "Image Analysis in Support of Threatened and Endangered Species – Final Demo," Oak Ridge National Laboratory, Oak Ridge, TN August 16, 1999.

16. "Properties of the Reliability Function for Systems of Exponential Mixtures," *Joint Meetings of the American Statistical Association, IMS, and Biometric Societies*, Dallas, TX, August 10-14, 1998.
17. "Comparing Minimum and Maximum Location Estimators for Exponential Mixtures Under Pitman's Closeness Criterion," *Conference of Texas Statisticians*, Baylor University, Waco, TX, April 1998.
18. "Unsupervised Classification with Spatially Adapted Data," *Joint Meetings of the American Statistical Association, IMS, and Biometric Societies*, Anaheim, CA, August 10-14, 1997.
19. "Properties of the Dirichlet exponential mixture model," *CAM\*97*, University of Central Oklahoma, Edmond, OK, February, 1997.
20. "Estimating the minimum and maximum location parameters for two gamma-exponential mixtures in Pitman Measure," *Joint Meetings of the ASA, IMS, and Biometric Societies*, Chicago, IL, August, 1996.
21. "Estimation and prediction for multiple batch experiments with variable start times," *Joint Meetings of the American Statistical Association, IMS, and Biometric Societies*, Chicago, IL, August, 1996.
22. "Estimating the mean with known coefficient of variation," *Joint Meetings of the American Statistical Association, IMS, and Biometric Societies*, Orlando, FL, August, 1995.
23. "Generating moments of exponential mixtures," *Joint Meetings of the American Statistical Association, IMS, and Biometric Societies*, Orlando, FL, August, 1995.
24. "Generating moments of exponential mixtures," *Department of Mathematical Sciences*, Appalachian State University, Boone, NC, 28607, March, 1995.
25. "Estimating minimum and maximum location parameters in a random environment," *Joint Meetings of the American Statistical Association, IMS, and Biometric Societies*, Toronto, Ontario, August, 1994.
26. "Statistical reporting in educational research: some common problems encountered in the editorial process," *Kellogg Institute*, Appalachian State University, Boone, NC, July 1994.
27. "Estimating the minimum and maximum location parameters for two gamma-exponential scale mixtures," *Joint Meetings of the American Statistical Association, IMS, and Biometric Societies*, San Francisco, CA, August, 1993.
28. "The variance of left-truncated scale mixtures," *Joint Meetings of the American Statistical Association, IMS, and Biometric Societies*, Boston, MA, August, 1992.
29. "Stochastic antagonism in bi-matrix games," *Joint Meetings of the Louisiana Academy of Sciences and the LA Chapter of the American Statistical Association*, New Orleans, LA, March, 1990.
30. "Stochastic antagonism in bi-matrix games," *SIAM Conference on Applied Probability*, New Orleans, LA, March, 1990.
31. "Payoff variance in matrix games," *Joint Meetings of the Louisiana Academy of Sciences and the LA Chapter of the American Statistical Association*, Alexandria, LA, March, 1989.



**GRADUATE STUDENTS (Statistics)**

1. Quan, Ren (August 1996). "Location Estimation Under Pitman Closeness for the Gamma Exponential Mixture."
2. Button, Cheryl (May 1997). "Unsupervised Classification with Spatial Data."
3. Stanek, Greg (December 1997). "Monitoring Data Generated by an MA(1) Process Using QC Charts and an Exponentially Weighted Moving Average Model."
4. Wainwright, Andrea (December 1998). "Alternative Priors and MLE/MOM Comparisons for Exponential Mixtures."
5. Arrambide, L. S. (May 1999). "Effects of Sub-sampling on Classification Methods Applied to Remotely Sensed Images."
6. Koudelik, P. R. (May 2000). "A Comparison of Reliability Estimators Using Pitman's Measure of Closeness."
7. Westbay, J. K. (May 2001). "Exact Run Lengths for Exponential Mixture CUSUM Schemes."
8. Bandalasiri, W. A. (December 2001). "Nonparametric Bootstrap Estimation of Location Extrema in Exponential Mixture Models."
9. Henke, J. (December 2003). "Simulating a gamma-exponential mixture."
10. McBride, J. J. (December 2003). "Run Length Distributions for Upper-sided EWMA Charts."
11. Zhou, Yi (August 2004). "Method of Moments Estimation for Exponential Distributions."
12. Willey, Richard (August 2005). "Principle Component Regression."

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

**PERSONNEL COMMITTEE**

**June 21, 2018**

- Item J.7.**      **University of Louisiana at Monroe's** request for approval to appoint Dr. John M. Pratte as Dean of the College of Arts, Education, and Sciences effective July 2, 2018.

**EXECUTIVE SUMMARY**

The University requests approval to appoint Dr. John M. Pratte as Dean of the College of Arts, Education, and Sciences effective July 2, 2018 at an annual salary of \$170,000. The staff recommends approval.

**RECOMMENDATION**

It is recommended that the following resolution be adopted:

***NOW, THEREFORE, BE IT RESOLVED,** that the Board of Supervisors for the University of Louisiana System hereby approves University of Louisiana at Monroe's request for approval to appoint Dr. John M. Pratte as Dean of the College of Arts, Education, and Sciences effective July 2, 2018.*

University of  
**LOUISIANA**  
Monroe

**Office of the President**

700 University Avenue • Monroe, LA 71209-3000  
Phone: 318.342.1010 • Fax: 318.342.1019

J7

May 30, 2018

**RECEIVED**

MAY 31 2018

**UNIVERSITY OF  
LOUISIANA SYSTEM**

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

Dear Dr. Henderson,

The University of Louisiana Monroe (ULM) requests approval of Dr. John M. Pratte as Dean of the College of Arts, Education, and Sciences effective July 2, 2018.

Dr. Pratte is replacing Dr. Chris Michaelides who is currently Interim Dean. Dr. Pratte was located through a national search assisted by Myers-McRae Executive Search and Consulting, a recognized firm with over thirty years of experience recruiting for leadership positions in higher education. A search committee consisting of faculty and staff from the college, as well as a student and an alumnus (community member), worked with Myers-McRae to develop a job prospectus for the position that was sent out to the firm's email list. The position was also advertised in the Chronicle of Higher Education, HigherEdjobs.com, and American Conference of Academic Deans. Thirty-eight applications were received by Myers-McRae. These applications were ranked by the search committee and nine candidates were selected for Skype/phone interviews. Four finalists were then invited to interview on-campus. Following the on-campus interviews, the search committee assembled and delivered a report to Dr. Eric Pani, Vice President of Academic Affairs, containing the pros and cons of each candidate. Dr. Pratte was strongly recommended by the committee. Dr. Pratte has a Ph.D. in Physics from the University of Colorado and has served as the Chair of the Chemistry and Physics Department, Associate Dean and Dean of the College of Sciences and Mathematics at Arkansas State University.

Thank you for consideration of our request.

Sincerely,



Nick J. Bruno, Ph.D.  
President

# John Michael Pratte

Office: P. O. Box 419  
State University, AR 72467  
870-972-3298  
jpratte@astate.edu

## Education

University of Colorado, Boulder, Colorado (1985-1990), Doctor of Philosophy, Physics  
Dissertation: Fluid Flow Over Topography in a Periodically-Forced Basin

University of Texas, Austin, Texas (1981-1985), Bachelor of Science in Physics

## Employment

### Arkansas State University, Jonesboro, Arkansas

*Professor of Physics, 07/2006 – Present*

*Dean of the College of Sciences and Mathematics, 03/2012 – 08/2017*

Responsible for managing and evaluating a college consisting of 4 departments and 2 doctoral programs with over 1,000 students and over 220 employees. Oversight of a total budget over \$10 million. Led all fundraising activities in the College. College experienced a 35% increase in the number of degrees awarded, a 30% increase in external funding in constant dollars, and a 50% increase in the number of scholarship endowments during this period.

*Associate Dean of Research and External Engagement, 10/2010 – 03/2012*

Program manager for all Congressional earmarks within the College (4 with over \$15 million of funding). Responsible for the submission of all grants within the College. Provided grant writing and management aid to faculty. Led college-wide assessment activities. Responsible for engaging external constituencies.

*Chair of the Chemistry and Physics Department, 07/2006 – 10/2010.*

Responsible for managing and evaluating a department of 23 faculty and staff and a budget of over \$1 million. Scheduled all classes. Developed partnerships with industry and alumni. Oversaw all undergraduate and graduate students. Taught courses in physics, astronomy, and physical science. Oversaw RISE Program. Research on science pedagogy.

### Kennesaw State University, Kennesaw, Georgia

*Professor, 08/2004 – 06/2006*

*Associate Professor, 05/2000 – 08/2004*

Coordinator of the physics program. Co-coordinator of the general education science program. Director of the Environmental Science Activities for the 21<sup>st</sup> Century (ESA21) Project. Taught physics, physical science, astronomy, interdisciplinary science, environmental science, and earth science courses. Research on science pedagogy.

**Clayton State University, Morrow, Georgia**

*Associate Professor, 08/1999 – 05/2000*

*Assistant Professor, 09/1993 – 08/1999*

Science coordinator for the Middle School Teacher Education program.

Director of the Environmental Scholars Program. Co-director of Project S<sup>2</sup>AIL.

Webmaster for the School of Arts and Sciences. Taught physics, astronomy, interdisciplinary science, earth science, and teacher education courses.

**Shell Oil Company, New Orleans, Louisiana**

*Geophysicist, 07/1990-09/1993.*

Developed techniques for amplitude versus offset (AVO) analysis of deepwater Gulf of Mexico seismic data.

**Grants (\$1.6 million as PI)**

1995-1996	Eisenhower Grant (PI), \$8,685
1995	CEISMC Development Grant (Co-PI), \$25,000
1995	CETL Development Grant (Co-PI), \$3,000
1996	USG "Connecting Teachers and Technology" Grant (PI), \$20,000
1996	USG "Connecting Teachers and Technology" Grant (Senior Personnel), \$20,000
1997	CCSU ITP Faculty Grants (PI), \$3,000
1998	CCSU Faculty Development Grant (PI), \$3,000
1997-1998	Eisenhower Grant (Co-PI), \$29,900
1998-1999	Eisenhower Grant (Co-PI), \$32,000
1998-1999	Georgia Power Environmental Scholars Grant (PI), \$5,000
1998-2001	NSF ATE Grant (Senior Personnel), \$850,000
2000	KSU Master Teaching Grant (Co-PI), \$5,000
2001	NSF CCLI-EMD Grant (DUE-0088723, PI), \$74,985
2002	KSU Maymester Grants (PI), \$1,695
2003-2005	NSF CCLI-EMD Grant (DUE-0231171, PI), \$322,244
2004	KSU "Year of France" Grant (PI), \$500.
2005	NCLB Improving Teacher Quality Grant (PI), \$32,165
2006	NSF CCLI-EMD Grant (DUE-0535983, PI), \$ 84,810
2008-2009	SENCER Implementation Grant (PI), \$3,000
2009-2012	NSF DBI REU Grant (DBI-0552608, PI for 2009-12), \$479,985
2011-2016	NSF S-STEM Grant (DUE- 1060209, PI), \$ 567,185
2013-2016	SENCER Implementation Grant (PI), \$3,000

**Contracts**

2010-2013 SHADES Earmark (DOD, Program Manager and PI), \$6.7 million

**Fellowships and Awards**

2005	KSU College of Sciences and Mathematics Distinguished Scholar Award
2007	ASU College of Sciences and Mathematics Dean's Leadership Award

2008-Pres. SENCER National Leadership Fellow  
2010 ASU "Friend of Diversity" Award

## **Books**

Romero, A and. Pratte, J.M. *Institutional Failure in Higher Education*, under review.

## **Refereed Publications**

Stillion, B.D., Pratte, J.M., and Romero, A. (2010) "Engagement at the Theater: Science in the Cinema", *Science Education & Civic Engagement: An International Journal*, Volume 2, Issue 2, pp. 41-44.

Pratte, J.M. (2007), "The Absence of Class Time Effect On Science and Civic Engagement", *Science Education & Civic Engagement: An International Journal*, Volume 1, Issue 2, pp. 37-41.

Pratte, J.M. (2006) "Engaging Physics Students Using Environmental Lab Modules", *The Physics Teacher*, Volume 44, Issue 5, pp. 301-303.

Pratte, J.M. and Laposata, M.M. (2005) "The ESA21 Project: A Model for Civic Engagement", *Journal for College Science Teaching*, Vol. XXXV, No. 3, pp 39-43.

Laposata, M., Pratte, J., Waggoner, C., Rhinehart, K., and Fox, C. (2005) "Environmental Science Activities for the 21st Century", *Tested Studies for Laboratory Teaching*, Vol. 26, pp. 402-405.

Pratte, J.M. and Hart, J.E. (1991) "Experiments on Periodically Forced Flow Over Topography in a Rotating Fluid", *Journal of Fluid Mechanics*, 229, pp 87-114.

Pratte, J.M. and Hart, J.E., (1990) "Endwall driven, Low Prandtl Number Convection in a Shallow Rectangular Cavity", *Journal of Crystal Growth*, 102, pp. 54-68.

Hart, J.E. and Pratte, J.M. (1990) "A Laboratory Study of Oscillations in Differentially Heated Layers of Mercury", *Notes on Numerical Fluid Mechanics*, Vol. 27, Vieweg, Braunschweig.

## **Presentations**

Pratte, J.M., Johnson, M.D, and Lutz, P.M (2017) "Research Ethics and Responding to Research Misconduct or Mismanagement", Panel Session, Council of Colleges of Arts and Sciences 2017 Annual Meeting, Denver, CO .

Gutierrez, N.A., Lutz, P.M., and Pratte, J.M. (2016) "Living with the Ghosts of Deans Past", Panel Session Council of Colleges of Arts and Sciences 2016 Annual Meeting, San Diego, CA.

Brandon, M., Mitchell, D., and Pratte, J. (2014). "Location, Location, Location: The Impact of Place on an Institution", Panel Session, Council of Colleges of Arts and Sciences 2014 Annual Meeting. San Antonio, TX.

Simon, J, Pratte, J.M., and Kirby, D. (2014). "(Even More) Publish or Perish: Adjusting to Revised Demands for Faculty Scholarship", Panel Session, Council of Colleges of Arts and Sciences 2014 Annual Meeting. San Antonio, TX.

Harris, K., Klotz, T., and Pratte, J. (2014) "ELF: The Experiential Learning Fellowship Program", SENCER Summer Institute 2014, Asheville, North Carolina.

Pratte, J.M., Howard, D., and Anderson, M. (2013). "Building Research Infrastructure in an Era of Declining External Funding", Panel Session, Council of Colleges of Arts and Sciences 2013 Annual Meeting. Jacksonville, FL.

Pratte, J.M, Anderson, D., and Danilowicz, B. (2013). "During a Time of Change: Metrics for 21st-Century Research Universities", Panel Session, Council of Colleges of Arts and Sciences 2013 Annual Meeting. Jacksonville, FL.

Pratte, J.M. and Krumpke, K. (2013) "Learning to Breathe in the Helmet: Taking SENCER Ideals from Instructor to Administrator", SENCER Summer Institute 2013, Santa Jose, California.

Pratte, J.M., Stillion, B.D., and Romero, A. (2011) "Informal to Formal: The evolution of an ISE Project into a Science Course", SENCER Summer Institute 2011, Indianapolis, Indiana.

Kennon, J.T. and Pratte, J.M., (2009) "Students on the Edge of Space II", SENCER Summer Institute 2009, Chicago, Illinois.

Pratte, J.M. and Romero, A. (2009) "Engagement at the Theatre: Science in the Cinema", SENCER Southern Center for Innovation Conference, 2009, Asheville, North Carolina.

Kennon, J.T. and Pratte, J.M. (2008) "Students on the Edge of Space", SENCER Summer Institute 2008, San Jose, California.

Pratte, J.M. and Kennon, J.T. (2008) "Atmospheric Dynamics", SENCER Washington Symposium 2008, Washington, D.C.

Pratte, J.M. (2007) "The Effects of Online Classes on Engagement", SENCER Summer Institute 2007, Portland, Maine.

Pratte, J.M. (2006) "Project IBEAM: Integrative Biology Experimental Activity Modules", (invited), American Association of Physics Teachers 2006 Winter Meeting, Anchorage, Alaska.

Pratte, J.M. and Laposata, M.M. (2005) "ESA21 Activities in a Science Classroom", SENCER Summer Institute 2005, San Jose, California.

- Pratte, J.M. (2004) "Using ESA21 Activities in an Environmental Science Classroom", J.M. Pratte, SENCER Summer Institute 2004, San Jose, California.
- Pratte, J.M., Laposata, M.M., Fox, C., Rhinehart, K., and Waggoner, C. (2004) "ESA21: Environmental Science Activities for the 21st Century" (poster), SENCER Summer Institute 2004, San Jose, California.
- Pratte, J.M. and Laposata, M.M. (2004) "ESA21: Environmental Science Activities for the 21st Century", 2004 NSTA National Conference, Atlanta, Georgia.
- Laposata, M.M. and Pratte, J.M. (2003) "The ESA21 Project", SENCER Regional Meeting, Charleston, SC.
- Laposata, M.M. and Pratte, J.M. (2003) "ESA21: Environmental Science Activities for the 21st Century", Georgia Academy of Science, Reinhardt College, Waleska, GA.
- Pratte, J.M. (2003) "The ESA21 Project", (invited) McGraw-Hill Environmental Science Symposium, Key West, FL.
- Pratte, J.M. (2003) "Environmentally-Themed, Modular Physics Labs", American Association of Physics Teachers Conference, Austin, Texas.
- Pratte, J.M. (2001) "Environmental Science Laboratory Experiments for Non-Science Majors", National Science Teachers Association Conference, St. Louis, Missouri.
- Pratte, J.M. (2000) "Interdisciplinary Science Without Team Teaching", National Science Teachers Association Conference, Orlando, Florida.
- Pratte, J.M. (2000) "Lies, Damn Lies, and Science", Panel Session, International Society for the Study of Narrative Conference, Atlanta, Georgia.
- Pratte, J.M. (1999) "Science in Context: The Case for Narratives in Interdisciplinary Science", invited seminar, Kennesaw State University, Kennesaw, Georgia, December 9, 1999.
- Pratte, J.M. (1999) "Science in a Fish Bowl", invited seminar, Kennesaw State University, Kennesaw, Georgia, February 4, 1999.
- Pratte, J.M. (1997) "Using Information Technology in a College Curriculum", invited seminar, Dalton College, Dalton, Georgia, May 16, 1997.
- Pratte, J.M. and Pridmore, B. (1996) "Using the World Wide Web in College Science Classes: Experiences at Clayton State College" National Science Teachers Association Conference, Atlanta, Georgia.
- Pratte, J.M. (1996) "Scientific Systems for Asynchronous Interactive Learning: Demonstration", University System of Georgia Computing Conference, Eatonton, Georgia.



Pratte, J.M. and Hughes, K.D. (1996) "S<sup>2</sup>AIL: Interactive Laboratory Experiments Over the Web", University System of Georgia Faculty Development Workshop, Athens, Georgia,.

Pratte, J.M. (1995) "Using the World Wide Web to Deliver Instructional Material", University System of Georgia Faculty Development Workshop, December 11-12, 1995.

### **Workshops Organized**

"ESA21: The Next Generation" Workshop for middle and high school teachers, Kennesaw State University, June 6 – 10, 2005.

"Nothing Happens Without Water" Workshop for middle and high school teachers, Kennesaw State University, June 21 – July 2, 1999.

"The Interactive Fishtank" Workshop for middle and high school teachers, Georgia Tech, June 21 - July 2, 1997.

"The Physics of Everyday Life" Workshop for middle and high school teachers, Clayton State College, June 12-16, 1995.

### **External Reviews**

Physics Program, Southern Illinois University – Edwardsville, 2009

Bachelor of General Studies Program, University of Arizona, 2017

### **Major Service to the Institution**

1997-2000	Science Coordinator, Middle Grades Teacher Education Program
1993-2000	University System of Georgia Regents Advisory Committee
2000-2006	KSU University Senate (Chair elect, 2006)
2000-2006	KSU Faculty Council (Chair, 2004-2005)
2000-2006	Co-Coordinator, General Education Science Sequence
2003-2004	Chair, KSU Faculty Workload Committee
2003-2004	Chair, Departmental Data Collection Task Force
2003	Chair, Environmental Science Search Committee
2004	Chair, Science Ed Search Committee
2004	Chair, Biology Ed Coordinator Search Committee
2004	Chair, Biology Ed Search Committee
2005	Chair, Physics Search Committee
2005	Chair, Physics Lecturer Search Committee
2005	University Tenure and Promotion Revision Committee
2004-2006	Coordinator, Physics Program
2007-2012	ASU Assessment Academy Team
2007-2010	ASU Academic Budget Committee (Chair, 2009-2010, 2012-2014)

2012-2014  
2007-2010 ASU University Planning Committee  
2014-2015  
2007-2010 Campus Representative, Arkansas Space Grant Consortium  
2009-2011 ASU Technology Fee Committee  
2009 Co-Chair, Dean of CSM Search Committee  
2010 Dean of Continuing Education and Community Outreach Search Committee  
2010-2013 ASU Strategic Planning Committee  
2010-2012 ASU Research and Teaching Task Force  
2010-2012 Chair, College of Sciences and Mathematics Assessment Committee  
2011-Pres. ASU Cost Containment Committee (Co-Chair, 2013-Present)  
2012-2017 Academic Deans Council (Chair, 2014-2015)  
2014-2015 University Shared Governance Oversight Committee  
2015-2017. University Faculty Handbook Committee  
2016 Chair, Dean of Liberal Arts Search Committee

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

**PERSONNEL COMMITTEE**

**June 21, 2018**

- Item J.8.** University of New Orleans' request for approval to appoint Dr. Carolyn Golz as Associate Vice President for Student Affairs and Dean of Students effective July 15, 2018.

**EXECUTIVE SUMMARY**

The University requests approval to appoint Dr. Carolyn Golz as Associate Vice President for Student Affairs and Dean of Students effective July 15, 2018 at an annual salary of \$128,000. The staff recommends approval.

**RECOMMENDATION**

It is recommended that the following resolution be adopted:

***NOW, THEREFORE, BE IT RESOLVED,** that the Board of Supervisors for the University of Louisiana System hereby approves University of New Orleans' request for approval to appoint Dr. Carolyn Golz as Associate Vice President for Student Affairs and Dean of Students effective July 15, 2018.*



THE UNIVERSITY *of*  
**NEW ORLEANS**  

---

**OFFICE OF THE PRESIDENT**

May 16, 2018

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

Dear Dr. Henderson,

The University of New Orleans requests approval to appoint Dr. Carolyn Golz to the position of Associate Vice President for Student Affairs and Dean of Students to begin effective July 15, 2018.

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

Sincerely,

John W. Nicklow  
President



THE UNIVERSITY *of*  
NEW ORLEANS

ACADEMIC AFFAIRS

To: John W. Nicklow  
President

From: Mahyar Amouzegar, Provost and Senior Vice President  
Academic Affairs

Date: May 16, 2018

Re: Associate Vice President for Student Affairs and Dean of Students

Based on feedback received from the search committee and my interaction with the candidates, I would like to recommend Dr. Carolyn Golz for the position of Associate Vice President for Student Affairs and Dean of Students.

Dr. Golz has a strong background in collaborative leadership. She has expressed her willingness to take on campus-wide tasks outside of Student Affairs in order to build the division's mission as well as share that mission with the campus community. Dr. Golz has demonstrated a robust vision for the Office of Student Affairs that supports student learning and growth.

**CAROLYN M. GOLZ, PH.D.**  
Santa Cruz, CA • 95060  
(312) 339-0612 • carolyngolz@gmail.com

## **EDUCATION**

---

**Doctor of Philosophy, Organizational Leadership** December 2013  
The Chicago School of Professional Psychology, Chicago, IL

*Dissertation: The Impact of Student Engagement on Alumni Giving*

**Master of Science, Experiential Education** December 2003  
Minnesota State University, Mankato, MN with honors

**Master of Science, Criminal Justice Administration** May 2000  
Ferris State University, Big Rapids, MI with honors

**Bachelor of Arts, Psychology** May 1997  
University of Alaska Fairbanks, Fairbanks, AK with honors

## **PROFESSIONAL EXPERIENCE**

---

**University of California Santa Cruz** February 2014 – Present  
*A large, public university in a coastal community. UC Santa Cruz, a Hispanic Serving Institution, serves over 17,000 students, over 8000 of whom live on campus.*

**College Administrative Officer** February 2014 – Present

- Serve as the chief student affairs officer for Cowell and Stevenson Colleges, which serve approximately 3500 students.
- Supervise the Associate College Administrative Officer who oversees all aspects of housing, residence life, and student conduct for both colleges. Indirectly supervise 7 additional residence life professional staff members.
- Supervise two College Program Coordinators who are responsible for planning and implementing Welcome Week activities, college-sponsored co-curricular programming, and commencement activities. Indirectly supervise two additional College Programs staff members.
- Supervise a financial analyst, an event center manager, and two college assistants.
- Manage emergency planning processes within the two colleges, responding to crises as necessary.
- Work closely with the Provost for each college to create and implement a shared vision for co-curricular learning that supports the themes of the colleges and the mission of the university.
- Directly oversee and manage \$1.6 million multi-funded annual operating budget.
- Serve on the campus-wide Demonstration Operations Team responding to demonstrations, labor relations activities, and other large public events to ensure safety, support the academic mission of the university, and protect first amendment rights.
- Represent the Colleges on a variety of campus-wide committees including: web steering, IT advisory, coordinated community review team for Title IX issues, communications council, orientation planning team.

**Accomplishments**

- Implemented a cross-functional early alert team, working closely with advising staff, counseling staff, and EOP staff to respond to concerns about individual students with the goal of increasing student success.
- Successfully implemented the transition to a branded mobile app through Guidebook for welcome week programming within all of the Colleges. This included contract review, soliciting funding sources, and coordinating with nine College Programs Coordinators to create a cohesive look and feel for each guide that met university brand standards.
- Coordinated review of college leadership class that resulted in a revised curriculum incorporating the Social Change Model of Leadership. The class now meets university general education requirements for the Practical Experience: Collaborative GE credit.

**Lake Forest College**

**June 2008 – January 2014**

*A small, private, selective liberal arts college in a suburban community north of Chicago. Lake Forest College serves 1500 students, 1150 of whom live on campus.*

**Senior Associate Dean of Students/ Director of Residence Life**

**June 2011 – January 2014**

- Reported directly to the Dean of Students who serves as the Senior Student Affairs Officer for the College. Retained responsibilities of Associate Dean of Students position.
- Managed four direct reports: one director, two associate directors, and department assistant. Indirectly managed five residence directors, and 39 resident assistants.
- Directly supervised the Director of the Gates Center for Leadership Development and Personal Growth, who oversaw New Student Orientation, Greek Life, student activities, student union, leadership development, service learning, and student government. Also indirectly supervised two professional staff members and a Department Assistant.
- Directly managed, including budgeting and forecasting, a \$270,000 budget for residence life. Indirectly responsible for \$550,000 budget for the Gates Center.
- Served on institution-wide committee that created a comprehensive co-curricular development plan (the Forester Five foundations) for student learning outside the classroom.
- Worked with Facilities Management staff to coordinate building enhancements and repairs.
- Oversaw the campus-wide student conduct process for cases involving non-academic alleged violations of the Student Code of Conduct, serving as the appeal officer for all cases except suspension.
- Responded to and resolved day-to-day student and parent concerns that were referred to the Office of the Dean of Students.
- Served on campus Crisis Management Team.
- Participated in shared governance process that included committee work and regular governance meetings with faculty, staff and students.
- Maintained many responsibilities of Associate Dean of Students position.

**Accomplishments**

- Partnered with a development company to demolish an outdated 64-bed residence hall and build a new 230-bed hall in its place. Also navigated enrollment growth and demand for residential space that exceeded our capacity through creative problem solving.
- Successfully reorganized residence life to increase community building, operational efficiency, and customer service. Also led residence life team in strategic planning process.
- Worked with campus-wide committee to revise policies and procedures related to Title IX complaints. Served as chair of the sexual misconduct hearing board, hearing cases involving faculty, staff, and students.

**Associate Dean of Students for Community Standards**

**August 2008 – May 2011**

- Served as the senior hearing officer for the college, hearing non-academic cases involving alleged violations of the Student Code of Conduct and oversaw Residence Life staff in their roles as hearing officers.
- Recruited and trained student, faculty, and staff panelists for conduct board hearings.
- Trained residence life staff on creating and implementing community standards in residence halls.
- Chaired the Early Action Student Support Team (EASST) and Disruptive Behavior Assessment Team (DBAT).
- Responded to neighbor complaints regarding off-campus student behavior, following up with neighbors, local police, and students as appropriate and necessary.
- Participated in Dean on Call rotation responding to emergency or crisis situations.
- Coordinated Student Affairs staff role at Commencement, including all communication with graduating seniors
- Advised the Senior Steering Committee, responsible for planning and implementing fundraising events for the Senior Class Gift, and senior commencement activities.
- Certified enrollment for students participating in veterans benefits programs.
- Served as the interim Director of Residence Life from May 2010 to August 2010 and May 2011 to June 2011.

**Accomplishments**

- Successfully led transition of all student affairs webpages to new content management system (LiveWhale).
- Implemented new software for student conduct (Pave Judicial Action), moving the college from a paper-heavy process to a completely paperless process.

**University of Illinois at Chicago (UIC)**

**June 2003 – August 2008**

*A large, urban, public institution serving 25,000 students. UIC, one of the top five most diverse campuses in the nation, houses 3500 students.*

**Area Coordinator**

**May 2005 – August 2008**

- Supervised up to three masters-level Resident Directors, three support staff members, and three graduate assistants.
- Indirectly supervised up to two graduate Assistant Resident Directors, two desk supervisors, a security supervisor, and 30 Resident Assistants.
- Served as complainant in conduct cases in which residential students were referred to the Dean of Students Office for formal hearings.
- Participated in senior staff on-call duty rotation.
- Coordinated the opening of a new 740-bed residential tower complex.
- Coordinated leadership programs for residential students including Project: LEAD and New Student Days, as well as advised RHA and NRHH.

**Resident Director for Leadership Programs**

**June 2003 – May 2005**

- Planned, implemented and evaluated New Student Days program, five days of community-building and educational programming for first-year residential students.
- Coordinated Campus Housing Leadership Institute, a three-day leadership development program for incoming first-year residential students.
- Advised the Residence Hall Association.
- Chaired the student staff training and selection committees.



**Minnesota State University, Mankato**

**January 2003 – May 2003**

*A mid-sized public institution located in a small town. The university serves 13,000 students and approximately 3100 students live on campus.*

**Assistant Complex Director**

- Filled a mid-year vacancy during the last semester of graduate program.
- Supervised six Community Advisors in an area housing approximately 225 students.
- Participated in the Assistant Complex Director Selection Committee.

**The Princeton Review, Newton, MA**

**November 2000 – August 2002**

*A publicly traded company that provides test preparation, tutoring and admissions resources for students.*

**Director of Operations**

**June 2001 – August 2002**

- Managed a department of six full-time staff members and a \$2M operating budget.
- Oversaw day-to-day course operations for Eastern Massachusetts, Maine, New Hampshire, and Vermont including: hiring, training and staffing over 300 part-time teachers, reserving rooms at local sites for test preparation classes, and ensuring that all courses ran smoothly and efficiently.
- Led a reorganization of department and continually re-evaluated the effectiveness of operating systems.

**Assistant Director of Student Services**

**November 2000 – June 2001**

- Provided customer service support for students enrolled in The Princeton Review courses.
- Served on MCAT team call for network, providing student services viewpoint on related issues and coordinated all official communication with students.
- Developed and implemented systems for addressing student concerns.

**Ferris State University, Big Rapids, MI**

**July 1997 – July 2000**

*A mid-sized public institution located in a small town. Ferris serves 14,000 students, approximately 3500 of whom live on campus.*

**Residence Hall Director**

**July 1997 – July 2000**

**Summer Orientation Supervisor**

**May 1998 – July 2000**

**SELECT PRESENTATIONS**

---

Golz, C. (2017). Effective expectation setting for retaining entry-level student affairs professionals. Webcast presentation for Academic Impressions.

Fishman, S., & Golz, C. (2014). Applying transition theory to life-long learning and alumni engagement. Presented at the annual NASPA Conference.

Golz, C., Vianden, J., & Dennig, C. (2014). Showing the love: #SAPros as leaders in developing student loyalty. Presented at the annual NASPA Conference.

Beebe, C., Bruce, T., Golz, C., Iwamiya, S., & Harrison, S. (2014). Back to basics: Making the senior-level housing officer competencies practical for new professionals. Presented at the annual ACUHO-I conference.

## **Carolyn Golz, page 5**

Golz, C. (2013). Student engagement and alumni giving: Are they related? Presented at the annual NASPA conference.

Beebe, C., Bruce, T., Golz, C., Iwamiya, S., & Harrison, S. (2013). You don't know what you don't know: Preparing midlevel staff for the chief housing officer position. Presented at the annual ACUHO-I conference.

Flot, R., Golz, C., & State, T. (2012). Creating an institution-wide co-curricular development plan. Presented at the NASPA IV-E annual conference.

Golz, C., & State, T. (2012). Student affairs and alumni relations partnerships. Presented at the NASPA IV-E annual conference.

Golz, C., Green, D., Horvath, T. K., Payne-Kirchmeier, J. (2012). Bringing order to chaos: Leading a housing program through a university/student affairs restructure. Presented at the annual ACUHO-I Conference.

Darrell, E., & Golz, C. (2011). Training conduct hearing officers. Presented at the annual GLACUHO Conference.

Golz, C., Moore, J., Nemcek, L., Sterling, R. (2010). Using social media to build community on campus. Lake Forest College Administrative Staff Meeting.

## **PUBLICATIONS**

---

Beebe, C. W., Brouillard-Bruce, T., Golz, C., Harrison, S. H., & Iwamiya, S. (In Press). Know and do: Evolving professional competencies in student housing. *Journal of College and University Student Housing*.

## **PROFESSIONAL INVOLVEMENT**

---

- NASPA Region VI Women in Student Affairs Knowledge Community, *chair*, 2016-present
- NASPA Excellence Awards, *co-chair*, 2016-present
- NASPA NorCal Advisory Committee, *member*, 2014-2016
- NASPA Excellence Awards, *area chair*, 2014-2016
- Association of College and University Housing Officers – International (ACUHO-I), *member*, 2010-present
- ACUHO-I Professional Standards Institute, *participant*, 2013
- Association for Student Conduct Administration (ASCA), *member*, 2008-2013; #ASCACHat *moderator*, 2013-2016
- ASCA Circuit 7, *Illinois State Representative*, 2011
- NASPA: Student Affairs Administrators in Higher Education, *member*, 2004, 2007, 2009-present
- Great Lakes Association of College and University Housing Officers (GLACUHO) Contemporary Issues Committee, *chair*, 2011
- GLACUHO Professional Recruitment and Orientation Committee, *member*, 2005-2007
- GLACUHO New Professionals/ Mid-Managers Drive In Conference, *host*, 2006
- GLACUHO Professional Development Committee, *member*, 2004-2005
- Illinois Residence Hall Association, *advisor*, 2003-2005

## **INSTITUTIONAL SERVICE**

---

Chancellor's Diversity Advisory Committee, member (2017-present)  
Campus Climate Action Team, member (2017-present)  
Campus Demonstrations/Free Speech Ad Hoc Work Group, member (2017-present)  
College Administrative Officers Group, Convener (2017-present)  
Council of Provosts, student life liaison (2017-present)  
Rosa Parks African American Theme House (RPAATH) Steering Committee, Chair, (2014-present)  
UCSC Coordinated Community Review Team for Title IX-related issues, Co-Chair (2016-2017), member (2015-2016)  
UCSC Cowell College Provost Search Committee (2015)  
UCSC Stevenson College Provost Review Committee, Chair (2015)  
UCSC Director of Dining Services Search Committee, Chair (2015)  
Lake Forest College Early Alert Student Support Team, Chair (2008-2014)  
Lake Forest College Sexual Misconduct Hearing Board, Chair (2012-2014)  
Lake Forest College Disruptive Behavior Assessment Team, Chair (2008-2014)

## **FORMAL TEACHING EXPERIENCE**

---

University of California Santa Cruz (Spring 2017)  
COWL 86/ STEV 86: Leading Social Change

This credit-bearing course had previously been designed as a pre-service requirement for resident assistants. Student Life staff redesigned the course to serve as a leadership development course for any student, including resident assistant applicants, and applied for and received approval to meet the "collaborative" general education requirement. This course offers students the knowledge and skills required to lead diverse teams.

Lake Forest College (Fall 2012)  
FIYS 140: Exploring Leadership

This first-year studies seminar focused primarily on teaching first-year students to write at the college level. The academic concentration of the class was leadership theory and skill-building with an experiential requirement. First-year studies faculty also served as academic advisors until the students declared their majors after their second year of academic coursework.

Ferris State University (Fall 1999)  
UNIV 101: College Study Methods

This first-year studies seminar focused on teaching first-year students the skills necessary to succeed in college including reading comprehension, note-taking, study skills, and writing for college.

## **AWARDS AND HONORS**

---

UC Santa Cruz Business and Administrative Services Simplification STAR Award, 2016  
Lake Forest College Commitment to Student Development Award, 2012  
Outstanding Experienced Professional, ACPA Commission for Housing & Residence Life, 2008  
GLACUHO Top 10 Program Award, 2007, 2008, 2011  
UIC Student Organization Advisor of the Year, 2007  
GLACUHO Project of the Year Award, *Project: LEAD*, 2006

## **CAROLYN GOLZ, PH.D.**

### **DIVERSITY STATEMENT**

I have many years of experience working with and supporting students from traditionally marginalized backgrounds. The University of Illinois at Chicago (UIC) and UC Santa Cruz (UCSC) are tied for the 3<sup>rd</sup> most ethnically diverse universities in the United States, according to US News. UCSC is a Hispanic-serving Institution and over 10% of the students at Lake Forest College are international students. Each of these institutions has allowed me the opportunity to know and serve students from a variety of diverse backgrounds.

As an educator, I role model a commitment to social justice and encourage continued learning among those I supervise. To that end, I participated in the Diversity and Inclusion Certificate Program at UCSC and also provided release time for staff members who wished to participate. To date, more than half of the staff members at Cowell and Stevenson Colleges have completed the program. Below is a summary of my more recent trainings, committee work, and program support related to diversity and inclusion at UC Santa Cruz, specifically, though I also have experience from other institutions.

#### **UCSC Diversity and Inclusion Certificate Program, Completed Winter 2016**

Courses/ Workshops included: Disability 101. Historical overview: Power, privilege and oppression. Raising your CQ (cultural intelligence). Understanding race/ ethnicity and national origin. Cultural competency for supervisors: Managing a diversity workforce. Developing diversity change agents. Communicating across generations. LGBT issues in the workplace and beyond. Overview of diversity, retention and inclusion: Successes and challenges at UCSC.

#### **Trainings Completed**

Trans\* In College: Supporting Trans Students, Winter 2018

UC Sexual Violence and Sexual Harassment Prevention Training for Supervisors and Faculty, Winter 2016 and Winter 2018

University of California #UndocuAlly Training, Winter 2014

UC Sexual Harassment Prevention Training, Spring 2014

In addition to continuing to develop my own cultural competency, and that of my staff, I also emphasize the importance of creating inclusive communities through committee involvement and program support. Within our staff team, we have created the Justice, Equity, Diversity and Inclusion committee to create on-going experiences that allow student life staff to engage in and examine common forms of oppression and how they relate to their personal and work-group experiences as well as how oppression impacts student services and experiences. I also created three new student employee positions, within the university framework for providing internship opportunities for undocumented students that focus on diversity and inclusion programming within the colleges. Further, in response to student feedback, we have implemented programming for students and staff related to identifying and responding to microaggressions that occur in our community.

#### **Program Support**

I provide program support to a variety of diversity and inclusion-related programs on campus through attendance, participation, financial support, logistical support, and collaboration. A few examples of programs I have supported include: Responding to Microaggressions; Mosaic: Building Inclusive Communities at Cowell and Stevenson; Trans\* In College Book Club; Understanding the First Amendment; Black Academy; and, BOLD: Bystander Intervention Training.