

**AGENDA**  
**PERSONNEL COMMITTEE**  
**BOARD OF SUPERVISORS FOR THE**  
**UNIVERSITY OF LOUISIANA SYSTEM**  
**\*11:10 a.m., Thursday, August 23, 2018\*\***  
**Room 100, “Louisiana Purchase Room”**  
**Claiborne Conference Center**  
**1201 North Third Street**  
**Baton Rouge, Louisiana**

**MEMBERS:**

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

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

**Board Agenda Item I.1.**

**McNeese State University’s** request for approval to appoint Dr. Christopher J. Thomas as Interim Vice President for Student Affairs and Dean of Students effective July 1, 2018.

**Board Agenda Item I.2.**

**University of Louisiana at Monroe’s** request for approval to appoint Dr. Elward Kendall Alford as Interim Dean of the College of Health Sciences effective July 2, 2018.

**Board Agenda Item I.3.**

**University of Louisiana at Monroe’s** request for approval to appoint Dr. Michael Camille as Vice President for Information Services and Student Success effective September 1, 2018.

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

**Board Agenda Item I.4.**

**University of Louisiana at Monroe's** request for approval of a title change for Dr. William Graves from Chief Business Officer to Vice President for Business Affairs effective September 1, 2018.

D. Other Business

E. Adjournment

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

**PERSONNEL COMMITTEE**

**August 23, 2018**

- Item I.1.** McNeese State University's request for approval to appoint Dr. Christopher J. Thomas as Interim Vice President for Student Affairs and Dean of Students effective July 1, 2018.

**EXECUTIVE SUMMARY**

The University requests approval to appoint Dr. Christopher J. Thomas as Interim Vice President for Student Affairs and Dean of Students effective July 1, 2018 at an annual salary of \$77,885. 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. Christopher J. Thomas as Interim Vice President for Student Affairs and Dean of Students effective July 1, 2018.*

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August 10, 2018

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

Dear Dr. Henderson:

Enclosed are (5) copies of McNeese State University's request for approval to appoint Dr. Christopher J. Thomas as Interim Vice President for Student Affairs and Dean of Students.

Please place this item on the ULS Board of Supervisors' agenda for consideration and approval at the August 23, 2018 meeting.

Thank you for your attention in this matter.

Sincerely,

Dr. Daryl V. Burckel  
President

Enclosures

# Christopher J. Thomas, Ed.D.

## Relevant Higher Education Experience and Accomplishments

McNeese State University, Lake Charles, Louisiana

**2018- Present**

### **Interim Vice President for Student Affairs & Dean of Students**

- Oversee all areas of Student Affairs including Disability Services, Student Services, Student Health & Development Services, service on Crisis Intervention Team, Incident Management Team, and Emergency Management Team

### **Assistant Vice President for University Services**

**2015-2018**

- Oversee all areas of University Services including Student Code of Conduct & Academic Integrity, Dining Services (Chartwells) and Housing Services (RISE), Campus Emergency & 24 hour response, Students in Crisis Initiative, Title IX & VOWA administrator, Counseling & Health Services (campus infirmary & counseling center), Student Union & Campus Activities (Leadership, Multicultural, Greek Life, Campus Programming Board, Student Government Association, Campus Organizations) Career & Student Development Center, Cowgirl Kickers Dance Team, Summer Camps Administrator, Crisis Intervention Team, Emergency Management Team, Homecoming Parade Coordinator

### **Director of Career & Student Development Center**

**2014**

- Oversee operation of the Career & Student Development Center responsible for incorporation of best practices and office revitalization
- Supervision of administrative support personnel, professional staff, graduate assistants, student leaders and student workers
- Responsible for all career and student development outreach and programming including Career Fair (100+ participants) and Teacher Fair (20+ parish school boards)
- Research and report on all aspects on Career & Student Development at McNeese

### **Director of Campus Life**

**2012-2014**

- Oversee Student Code of Conduct & Academic Integrity enforcement, serve as University liaison for Dining Services (Chartwells) and Housing Services (Ambling)
- Supervision of administrative support personnel, professional staff, graduate assistants, student leaders and student workers
- Responsible for internal budget oversight and development in excess of \$1,000,000
- Research and report on all aspects of campus life and leadership

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### **Associate Dean of Student Services**

**2011- 2012**

- Oversee Student Code of Conduct & Academic Integrity enforcement, serve as University liaison for Dining Services (Chartwells) and Housing Services (Ambling)
- Supervision of administrative support personnel, professional staff, graduate assistants, student leaders and student workers
- Responsible for internal budget oversight and development in excess of \$800,000
- Research and report on all aspects of campus life and leadership

### **Assoc. Dean of Student Life, Dir. of Student Union & Student Activities**

**2008- 2011**

- Oversee Holbrook Student Union Complex and all areas of Campus Life & Leadership including campus programming, Greek Life, Student Government Association, Student Union Board (SUB), student organizations (130+), student leadership development, Cowboy Camp for incoming students, Cowgirl Kickers, McNeese Cheerleaders, and Student Union operations
- Supervision of administrative support personnel, professional staff, graduate assistants, student leaders and student workers
- Responsible for internal budget oversight and development in excess of \$500,000
- Research and report on all aspects of campus life and leadership

**Assistant Dean for Campus Life**

**2007- 2008**

- Oversee areas of Campus Life & Leadership including campus programming, Greek Life, Student Union Board (SUB), student organizations (90+), student leadership development, Cowgirl Kickers, Cheerleaders, and Student Union operations
- Supervision of administrative support personnel, professional staff, graduate assistants, and student workers
- Responsible for internal budget oversight and develop in excess of \$300,000
- Conduct research and prepare reports for internal and external audiences on all aspects of campus life including Student Organization Handbook, demographic and academic data, student attitudes and behaviors, leadership development, and outcomes assessments
- Initiated and completed successful redesign and implementation of new Student Union Board philosophy, function, budgeting & oversight, program assessments, new branding concept & recognition campaign
- Service on Dean of Students staff regarding disciplinary matters and actions

**Student Activities Coordinator**

**2006- 2007**

- Served as advisor for student programming group- Student Union Board (SUB), Greek Life (12), and registered Student Organizations (80+)
- Supervised graduate assistant and student employees
- Initiated comprehensive assessment project for student leaders and programs including gathering general demographic and academic data, and conducted numerous focus groups with student leaders
- Conducted weekly meetings with student leaders in campus organizations, Student Union Board, and Greeks including alums, and national representatives

University of North Texas, Denton, Texas

**Program Coordinator, Union Programs**

**2005-2006**

- Served as supervisor for Union Programs Office, overseeing professional, administrative support personnel, graduate assistants, and student employees
- Developed and oversaw office budget in excess of \$250,000
- Designed, conducted, interpreted, and implemented University Union survey/ assessment project for Division of Student Affairs regarding current Union usage and perception and potential Union expansion
- Service on numerous committees both in the Union and the University
- Served as programming resource for campus community, assisting with campus-wide events from new student orientation, homecoming, honors day, through graduation
- Responsible for Union Programs events and advisement of Student Program Board

**Program Advisor, Union Programs**

**2001-2005**

- Served as primary advisement for Student Program Board for UNT and assisted Program Coordinator with Union Programs events
- Supervisor for Graduate Assistant, student employees, co-supervisor for administrative support personnel
- Oversee Development of Program Budget in excess of \$80,000, with an increase of funding by 20%
- Service on numerous campus wide programming, safety, and assessment committees
- Redesigned and implemented new Union Safety procedures and created Emergency Red Folder Initiative updated version still in use

Texas State University, San Marcos, Texas

**Graduate Research Assistant, Student Organizations** **1998-2000**

- Member of Campus Activities & Student Organizations staff assisting with all manner of campus life and leadership from orientation to graduation
- Oversaw 200+ Student Organizations & assisted Organization Advisors
- Actively participated in reorganization of Greek Life
- Responsible for disbursement of Student Organizations Council funds in excess of \$20,000, new organization recognition, and judicial affairs

**Office of Multicultural Student Affairs**

- Helped coordinate multicultural programs and develop Federal grants

**International Students Office**

- Assisted Director in all manners of issues regarding office and international students
- Researched, designed, and created the first International Student Handbook updated version currently in use

**Education**

**Doctorate of Education in Higher Education** 2005

University of North Texas-Denton, Texas

Community College Cognate with Stephen Katsinas, Ph.D., Don Buchholz Chair in Higher Education & Director of Bill J. Priest Center for Community College Education  
 Dissertation title "*Southwest Texas Junior College: Institutional Transformation Along the Border*"

**Master of Education in Counseling & Guidance** 2000

Texas State University- San Marcos, Texas

College Student Affairs Cognate with James Studer, Ph.D., Vice President Student Affairs

**Bachelor of Arts in English Literature & Psychology** 1997

Westminster College-Fulton, Missouri

Senior English Thesis "*William S. Burroughs' Nova Trilogy*"  
 Senior Psychology Seminar topic "Evolution of Consciousness"

**Teaching Experience**

University of Alabama, Tuscaloosa, Alabama 2015-2018

**Member of the Graduate Faculty**

- Service on Higher Education Dissertation Committee

McNeese State University, Lake Charles, Louisiana 2008

### **Instructor, Freshmen Foundations**

- Taught Freshmen Foundations course for incoming students

McNeese State University, Lake Charles, Louisiana

2007

### **Instructor, Upward Bound Program**

- Created and delivered course “Introduction to Higher Education Survey and First Generation College Student Success”

University of North Texas, Denton, Texas

2002-2006

### **Instructor, Upward Bound Program**

- Created and taught courses in- “Introduction to Higher Education,” “First Generation College Students,” “Introduction to Philosophy,” & “Introduction to Psychology”

**Lecturer, Introduction to College Success- Psychology 1000**

2002-2005

- Psychology 1000 instructor to incoming students four years with above average ratings

## **Professional Activities**

### **Presentations**

- “Service & Comfort Animals, a Different Kind of Animal, “ LACUSPA Conference, New Orleans, LA, September 2017
- “Student Services – Resources for Faculty,” McNeese Faculty Retreat, Lake Charles, LA August, 2016
- “Students in Crisis- Interventions & Options,” McNeese Faculty Retreat, Lake Charles, LA August, 2014
- “Five Columns of Campus Life Promotion” APCA Advisors Keynote APCA Regional Conference Hershey, PA March, 2014
- “Engaging Students: Resources for Faculty,” McNeese Faculty Retreat, Lake Charles, LA July, 2012
- “Student Learning Outcomes,” APCA Enegeze Conference, Lake Charles, LA June, 2012
- “*Role of SGA in Transfer Student Success,*” LACUSPA Conference, Lafayette, LA, September 2011
- “Civility and Student Affairs,” APCA Enegeze Conference, Lake Charles, LA June, 2011
- “*Student Union Roundtable: Best Practices in Trying Budget Times,*” LACUSPA Conference, Alexandria, LA, September 2009
- “*Making Meaning in Leadership Choices,*” Keynote Speaker for Sigma Lambda Induction, APCA National Conference, Atlanta, GA, March 2008
- “*Creating & Funding the Leadership & Multicultural Offices at McNeese State University- New steps in the right direction,*” LACUSPA Conference, Alexandria, LA, September 2010
- “*Student Union Roundtable: Best Practices in Trying Budget Times,*” LACUSPA Conference, Alexandria, LA, September 2009
- “*Making Meaning in Leadership Choices,*” Keynote Speaker for Sigma Lambda Induction, APCA National Conference, Atlanta, GA, March 2008
- “*Servant, Transactional, & Empathic Leadership,*” APCA National Conference, Atlanta, GA, March 2008
- “*College Pride and Your Degree: What value are you placing on it?*” APCA Regional Conference, Houston, TX, November 2007
- “*Exercise in Ethics*” APCA National Conference, Atlanta, Georgia, March 2007
- “*Being in the Mix: the Value of Eclectic Relationships*” APCA Regional Conference, Dallas,



TX, November 2006

- *"Officer Transitions: Keeping your Vision and Mission Intact,"* University of North Texas, Dean of Students Office Student Leadership Series, January 2006
- *"Program Planning Nuts and Bolts,"* University of North Texas Dean of Students Office Student Leadership Series, October 2005
- *"New Exercises in Ethics,"* Association for Promotion of Campus Activities Regional Conference, Houston, TX, November 2004
- *"Programming for Commuters,"* Roundtable Discussion for "Creating New Paths University of North Texas Commuter Conference," February 2004
- *"Exercise in Ethics,"* Sigma Lambda Gamma Leadership Development, University of North Texas, April 2004
- *"Southwest Texas Junior College: Organizational Change on the Border,"* Bill J. Priest Center Advisory Meeting, University of North Texas, November 2003
- *"Exercise in Ethics,"* Sigma Lambda Gamma Leadership Development, University of North Texas, November 2003
- *"Exercise in Ethics,"* University of North Texas Multicultural Student Leadership Series, November 2003
- *"Southwest Texas Junior College: An Update,"* 2<sup>nd</sup> Annual Rural Community College Alliance, San Antonio, TX, October 2003
- *"Servant leadership & You,"* Presentation at TASSSP Student Leadership Conference, University of North Texas, July 2003
- *"Exercise in Ethics,"* Presentation at National Association of Campus Activities National Conference, Indianapolis, IN, February 2003
- *"Southwest Texas Junior College: A Case Study"* Presentation at inaugural Rural Community College Alliance, Memphis, TN, October 2002

### Publications

- *"The Finger that Points at the Moon"* November/December 2008 issue of Association for Promotion of Campus Activities Student Activities Journal
- *"Ceremonies, Rituals, Artifacts Metaphysical Processes and their Importance for Emerging College Students"* March/April 2008 issue of Association for Promotion of Campus Activities Student Activities Journal
- *"College Pride and Your Degree: What value are you placing on it?"* October/November 2007 issue of Association for Promotion of Campus Activities Student Activities Journal
- *"Exercise in Ethics"* March 2007 issue of Association for Promotion of Campus Activities Student Activities Journal

### Committee Service

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Past President	LACUSPA	2013-2014
President	LACUSPA	2012-2013
President Elect	LACUSPA	2011-2012
Conference Program Chair	LACUSPA	2011
Professional & Student Development Coordinator	APCA	2006-Present
National Advisory Board	APCA	2006-Present
McNeese Assessment Team	McNeese State University	2006-Present
Homecoming Committee	McNeese State University	2006-Present
Student Organizations Committee (Chair)	McNeese State University	2006-Present

University Traditions Council	McNeese State University	2006-Present
Risk Management Advisor Delta Tau Delta	Westminster College	2003-Present
Student Activity Coordinator Search (Chair)	McNeese State University	2007
Franklin's Square Greek Life Assessment (Chair)	McNeese State University	2007
Quality Excellence Program Day Committee	McNeese State University	2006
University Union Focused Assessment (Chair)	University of North Texas	2005-2006
Greek Life Recruitment Boot Camp (Facilitator)	University of North Texas	2005
Division of Student Development Mentor	University of North Texas	2004-2006
Meals on Wheels Driver	SPAN of Denton, Texas	2004-2006
Union Safety Committee	University of North Texas	2003-2006
Student Development Assessment Committee	University of North Texas	2003-2006
Business Services Safety Committee (Chair)	University of North Texas	2003-2005

### **Professional Organizations**

Association of Fraternity Advisors		2007-2010
Louisiana College and University Student Personnel Association		2007-Present
Association of College Unions International		2001-2009
Association for Promotion of Campus Activities		2002-Present
Texas Association of College and University Student Personnel		2003-2006
National Association of Campus Activities		2001-2003
Association for Study of Higher Education		2001-2002
Big Thicket Association		1998-Present

### **Professional/ Academic Honors & Awards**

Student Government Association Faculty/Staff Member of the Year		2009
Recognition for Outstanding Service to McNeese Student Union Board		2007
University Program Council Staff Member of the Year		2006
Honors Day Recognition/Source of Support & Inspiration for Students		2006
University Program Council Student Organization of the Month		2005
\$1000 ISD of Texas-University Union Scholarship		2004
University of North Texas Star Performer Award		2004
Outstanding Event, Multicultural Center Awards		2004
Most Supportive Staff Member for Multicultural Center		2004
University Program Council Lifetime Achievement Award		2004
University Program Council President's Award		2003
Graduate Student Travel Grant from UNT Graduate School		2002
Graduate Student Scholarship to attend annual meeting of Southern Association of Colleges and Schools		2002
\$1000 Graduate Student Scholarship from UNT Graduate School		2001-2003

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

**PERSONNEL COMMITTEE**

**August 23, 2018**

- Item I.2. University of Louisiana at Monroe's request for approval to appoint Dr. Elward Kendall (Ken) Alford as Interim Dean of the College of Health Sciences effective July 2, 2018.**

**EXECUTIVE SUMMARY**

The University requests approval to appoint Dr. Elward Kendall (Ken) Alford as Interim Dean of the College of Health Sciences effective July 2, 2018 at an annual salary of \$150,000. 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. Elward Kendall (Ken) Alford as Interim Dean of the College of Health Sciences effective July 2, 2018.***

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University of  
**LOUISIANA**  
Monroe

**Office of the President**

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

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July 30, 2018

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

**RECEIVED**  
AUG 02 2018  
UNIVERSITY OF  
LOUISIANA SYSTEM

Dear Dr. Henderson:

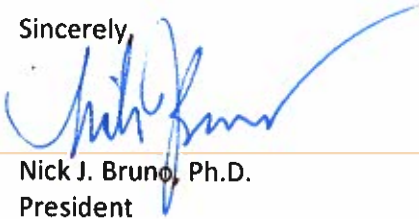
The University of Louisiana Monroe (ULM) requests approval of Dr. Elward Kendall (Ken) Alford as Interim Dean of the College of Health Sciences effective July 2, 2018. Dr. Alford earned the Ph.D. in Kinesiology from the University of Texas at Austin and has 33 years of experience in higher education. Enclosed is a copy of his curriculum vitae.

Over the last 19 years, he has assumed administrative positions with increasing levels of responsibility. He came to ULM in 2011 as Head of the Department of Kinesiology and George L. "Chip" Luffey Endowed Professor in Kinesiology. He was appointed Director of the School of Health Professions in 2014 when ULM reorganized its academic structure and then became Interim Associate Dean for Health Sciences in the College of Health and Pharmaceutical Sciences earlier this year.

With the separation of that college into two units, Ken is my choice to lead the College of Health Sciences while we search for a permanent dean. He has demonstrated himself to be an innovative administrator skilled in all aspects needed to be successful at the dean's level, so I feel confident that he will serve ULM well during his appointment.

Thank you for consideration of our request.

Sincerely,



Nick J. Bruno, Ph.D.  
President

Enclosure

## CURRICULUM VITAE

Dr. Elward Kendall Alford

**ADDRESS:** School of Health Professions  
University of Louisiana at Monroe  
700 University Ave., Monroe, LA 71209  
(318) 342-1655

**BIRTHPLACE:** Palestine, Texas

**HEALTH:** Excellent

**FAMILY:** Divorced, with one daughter, Sarah Katherine Alford

**EDUCATION:** Westwood High School of Palestine, Texas. Graduated May 1972--Class Valedictorian, National Merit Scholar

University of Texas of Austin, Texas. Graduated December 1976--B.A. Biology

University of Texas of Austin, Texas. Graduated May 1985--Ph.D. Kinesiology (Motor Learning/Motor Control)

### PROFESSIONAL EXPERIENCE:

2018—Current: Interim Associate Dean, College of Health and Pharmaceutical Sciences

2014—2017: Director of the School of Health Professions, Program Director of Kinesiology and Professor of Kinesiology at the University of Louisiana-Monroe. George L. "Chip" Luffey Endowed Professor in Kinesiology. Duties include administration of the school, school budget, and supervision and evaluation of faculty for the Departments of Counseling, Dental Hygiene, Health Studies, Kinesiology, Marriage and Family Therapy, Medical Laboratory Science, Occupational Therapy, Radiologic Technology, and Speech-Language Pathology. Duties include teaching graduate classes in kinesiology, biomechanics and/or motor learning. Maintenance of accreditations for all departments is a critical element of the responsibility.

2011-2014: Professor of Kinesiology and Head, Department of Kinesiology at the University of Louisiana-Monroe and George L. "Chip" Luffey Endowed Professor in Kinesiology. Duties include administration of the department, departmental budget, and supervision and evaluation of faculty, teaching graduate and undergraduate classes in kinesiology, biomechanics and motor learning. Maintenance of CAAHEP and NCATE

accreditations is a critical element of the responsibility.

2009-2011: Associate Professor of Kinesiology and Graduate Coordinator for the Department of Health and Human Performance at Texas A&M University-Commerce. Duties include administration for graduate studies, advising graduate students, teaching graduate and undergraduate classes in kinesiology, biomechanics and motor learning.

2004-2009: Head of the Department of Health and Human Performance and Associate Professor of Kinesiology at Texas A&M University-Commerce. Duties include administration for department, departmental budget, and supervision of faculty, teaching graduate and undergraduate classes in kinesiology, biomechanics and motor learning. Development of CAAHEP and maintenance of NCATE accreditations was a critical element of the responsibility.

1999-2004: Associate Professor of Kinesiology and Chairman, Department of Health and Human Performance, Lambuth University. Duties included administration for department, departmental budget, and supervision of faculty, teaching classes in foundations of human performance, exercise physiology, kinesiology, anatomy, biomechanics, motor learning, and research methods of human performance.

1992-99: Adjunct Professor of Biology at Volunteer State Community College of Gallatin, TN. Taught classes in human anatomy and physiology and introductory biology.

1992-96: Staff songwriter for Bluewater Music of Nashville, TN.

1991-92: Assistant Professor of Kinesiology at Schreiner College at Kerrville, Texas. Taught classes in human anatomy and physiology, motor learning, foundations of physical education, teaching methods for kinesiology.

1985-91: Assistant Professor of Kinesiology at Southwestern University at Georgetown, Texas. Taught classes in human anatomy and physiology, motor learning, kinesiology, foundations of physical education, biomechanics, and exercise physiology.

1984-85: Associate Research Scientist to Department of Kinesiology and Brain Research Institute at the University of California at Los Angeles. Supported by a research grant from the National Aeronautics and Space Administration.

1980-82: Consultant to Texas Fitness Corporation in developing fitness programs and training fitness counselors.

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1980-84 Teaching assistant in Department of Kinesiology at University of Texas. Taught classes in motor learning and sport activity.

1977-79 Athletic director and head coach for football and baseball at St. Paul High School in Shiner, Texas.

## REFERENCES:

Dr. Glenn Anderson  
Dean of the College of Health and Pharmaceutical Sciences  
University of Louisiana at Monroe  
700 University Ave., Monroe, LA 71209  
(318) 342- 1603  
[ganderson@ulm.edu](mailto:ganderson@ulm.edu)

Dr. Benny Blaylock  
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Christopher M. Hearon, Ph.D., FACSM  
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Dr. William McCown  
Associate Dean, College of Business and Social Sciences  
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700 University Ave., Monroe, LA 71209  
(318) 342-1036  
[mccown@ulm.edu](mailto:mccown@ulm.edu)

#### PROFESSIONAL ORGANIZATIONS:

- Texas Association of Health, Physical Education, Recreation, and Dance
- American Association of Health, Physical Education, Recreation, and Dance
- National Association for Sport and Physical Education
- American College of Sports Medicine
- International Society of Biomechanics

#### PUBLICATIONS:

Alford, E. K. (2012). The Journal Impact: Factor Does It Devalue Applied Research in Physical Education, Recreation, and Dance? Journal of Physical Education, Recreation & Dance, 83(5), 1-60.

Keeley, D. W., J. W. Wicke, O. Arkansas, and E. K. Alford, 2010. A Biomechanical Analysis of Forearm Pronation and its Relationship to Ball Movement for the Two-Seam and Four-Seam Fastball Pitches. J. Strength Cond. Res., 24(9):2366-2371

Von Duvillard, S.P., P.J. Arciero, T. Tietjen-Smith, and E. K. Alford. 2008. Sports drinks, exercise training, and competition. Curr. Sports Med. Rep., 7(4)

Alford, E.K. and L. Roffey, 1998. Test Yourself: Anatomy and Physiology. NTC Learning Works, Chicago, Illinois

Yung, M., J.B. Nishan, and E.K. Alford, 1998. Kaplan's New York State Regents Exam: Biology. Kaplan Educational and Simon & Schuster, New York, New York.

Vailas, A.C., D.M. Deluna, L.L Lewis, S.L Curwin, R.R. Roy, and E.K. Alford, 1988. Adaptation of bone and tendon to prolonged hindlimb suspension in rats. J. Appl. Physiol. 65(1): 373-376

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Alford, E.K., R.R. Roy, J.A. Hodgson, and V.R. Edgerton, 1987. Electromyography of rat soleus, medial gastrocnemius, and tibialis anterior during hind limb suspension. Exp. Neurology 96: 635-649

Winiarski, A.M., R.R. Roy, E.K. Alford, P.C. Chang and V.R. Edgerton, 1987. Mechanical properties of rat skeletal muscles after hind limb suspension. Exp. Neurology 96: 650-660

Winiarski, A.M., R.R. Roy, E.K. Alford, P.C. Chang and V.R. Edgerton, 1985. Hindlimb suspension effects on mechanical properties of rat skeletal muscles. Physiologist 28: 316



Alford, E.K., R.R. Roy, P.C. Chiang, and V.R. Edgerton, 1984. Hindlimb suspension effects on integrated electromyographic activity in selected rat hindlimb muscles. *Physiologist* **28**: 315

## PRESENTATIONS

### International and National

"Influence of inertial estimates on elbow joint moments during pitching" Jason Wicke, David Keeley, and Ken Alford. Poster presentation number 1142, The Annual Meeting for the American Society of Biomechanics, State College, PA., Aug. 26-29, 2009.

"Research in Equine Assisted Activities: Perspectives on Research, Resources, and Opportunities" Moderator of the forum and presented preliminary data on biomechanical analysis of similarities between walking and riding. North American Riding for the Handicapped Association National Convention, Anaheim, CA. November 15th, 2007

"Determination of Lactate Turn Points by Gas Exchange, Salivary  $\alpha$ -Amylase and Testosterone in Male Subjects" Serge P. von Duvillard, Jeff Bell, Ines Dieckmann, Jena Hamra, Ken Alford, Frank Miskevich, John P. Slovak. Poster presentation at the 54th Annual Meeting of the American College of Sports Medicine, New Orleans, LA. May 30, 2007

"Different Saddle Heights, Cardiorespiratory, Heart Rate, and Blood Lactate Responses During Cycle Ergometry" Daniel R. Irwin, Ken Alford, Serge P. von Duvillard. Poster Presentation at 54th Annual Meeting of the American College of Sports Medicine, New Orleans, LA. June 1, 2007

"Research in Equine Assisted Activities: Quantifying the Effects and Identifying the Causes" Moderator of a round-table discussion. North American Riding for the Handicapped Association National Convention, Indianapolis, IN. November 8-10th, 2006

### State and Local

"Research in Hippotherapy: Biomechanics, Movements and Results" featured presenter to the Lone Star Therapeutic Equestrian Network 2009 annual convention. Houston, TX, August 1<sup>st</sup>, 2009

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"Studying the Effects of Hippotherapy: A Clinical Perspective", Invited key-note speaker to the Lone Star Therapeutic Equestrian Network 2008 annual convention. Waco, TX, August 2<sup>nd</sup>, 2008

"Fostering Research Among New University Faculty" w/Dr. Lisa Lloyd, TAHPERD AIM Conference, presenter, February 2008, San Antonio, TX.

“Degree Programs other than Teacher Certification—Panel Discussion.” TAHPERD AIM Conference, presenter and moderator, March 2007, San Antonio, TX.

“Consideration of muscle fiber types in athletic training regimens.” Southwestern University Winter Coach’s Conference, Spring 1987, Georgetown, TX.

## GRANTS

Student Technology Access Plan Grant: State of Louisiana. Renovations to Kinesiology Classrooms and Laboratory to improve/upgrade existing technology related to teaching and research. Grant was for \$36,601.20 and was funded.

Comparative Effectiveness of Conventional Therapy and Hippotherapy in the Treatment of Ambulatory Children with Cerebral Palsy--NIH Challenge Grant Proposal, Submitted April 27, 2009 by Dr. Ken Alford of Texas A&M University-Commerce and Drs. Brian Garner, Carolyn Skurla, and Beth Lanning of Baylor University. The grant is for \$999,542.00 for two year study. Alford and Garner as co-PIs. Grant was denied and will be resubmitted.

The Psychosocial and Psychomotor Effects of Hippotherapy submitted June 30<sup>th</sup>, 2006 to the Horses and Humans Foundation Support of Research Studies on the Therapeutic Effects of Horses on Humans. The grant was for \$92,655.80 (two year/two part study). The grant was denied.

A Virtual Technology for Training Educators and Counselors to Effectively Interact with Students Impacted by Low-Incident Disabilities. Federal Initiative submitted October 18<sup>th</sup>, 2007 by Tracy Henley and Ken Alford in the amount of \$400,000.00. Decision: Did not fund.

## CURRENT RESEARCH

- Examining the sociological attraction to the sport of baseball as a “foreign” sport for European Baseball World Cup competitors.
- Examining the concept of multiple capacities for attention as it relates to fine motor performance and attention modalities.

## PROFESSIONAL SERVICE

- 2010-Current: Reviewer for the Journal of Administrative Issues
- 2008: External reviewer for the programs in health and kinesiology for Abilene Christian University
- 2007-Current: Reviewer for the areas of Biomechanics and Sports Medicine for the Research Consortium of AAHPERD
- 2007- Current: Reviewer for the areas of Motor Learning and Motor Control for the Research Consortium of AAHPERD
- 2006-2011: TAHPERD Committee for Higher Education, TAHPERD Committee for Research, and TAHPERD College Administrators Committee
- 2004-2011: Member, TAHPERD College Administrators Committee

## SELECTED UNIVERSITY SERVICE

- University Graduate Council (6 terms)
    - Graduate Council Sub-committee on Graduate Faculty, Research, and Instruction (3 terms)
  - Executive Councils (18 terms)
  - Department Head's Council (16 terms)
  - Scholarship Committees (12 terms)
  - COEHS Restructuring Task Force (chair)
  - SEBAC nominating committee (5 terms)
  - Search committee—Director of Campus Recreation
  - Search committee—Director of Athletics (3 searches)
  - Search committee—Dean of Student Affairs
  - Search committee—Faculty (28 searches, chair 4)
  - Strategic University Planning Committee (2 terms)
  - Departmental committee member:
    - Strategic Planning Committee (chair--7 terms, member 1 term)
    - Departmental IRB Committee (15 terms)
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**BOARD OF SUPERVISORS FOR THE  
UNIVERSITY OF LOUISIANA SYSTEM**

**PERSONNEL COMMITTEE**

**August 23, 2018**

- Item I.3.**      **University of Louisiana at Monroe's** request for approval to appoint Dr. Michael Camille as Vice President for Information Services and Student Success effective September 1, 2018.

**EXECUTIVE SUMMARY**

The University requests approval to appoint Dr. Michael Camille as Vice President for Information Services and Student Success effective September 1, 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 University of Louisiana at Monroe's request for approval to appoint Dr. Michael Camille as Vice President for Information Services and Student Success effective September 1, 2018.*

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July 18, 2018

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 to appoint Dr. Michael Camille as the Vice President for Information Services and Student Success effective September 1, 2018.

Dr. Camille, with a new title and responsibilities will be replacing Dr. Steve Richters, formally Executive Vice President. A national search was conducted through HigherEdjobs.com for an individual that possessed the necessary qualifications, skills and background. Six (6) applications were received and the candidates were carefully reviewed by the search committee; two were selected to move forward for formal interviews.

Following the Zoom interview with Dr. Charles Lopez, from Eastern Washington University and the on-campus interview of Dr. Michael Camille from ULM, the search committee weighed the pros and cons of each candidate.

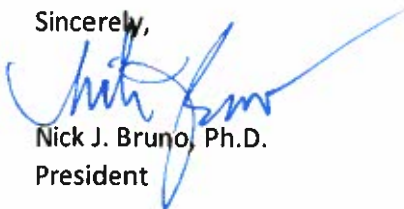
The search committee felt that Dr. Camille was by far the strongest candidate and recommended to the president that strong consideration be given to Dr. Camille for the appointment.

Dr. Camille has a steady progression of academic experience from his years as a faculty member to a senior level administrator. (Assoc. VP for Academic Affairs). He has a working knowledge with all stakeholders in this new position and has been collaborative with all divisions while assuming this interim role. His budgeting experience, data analysis and his insight into the areas he has worked will be invaluable to the university as a whole.

Dr. Camille has a Ph.D. from Texas A&M University, he has served ULM as the Associate Vice President for Academic Affairs, Associate Dean for the College of Arts, Education and Sciences, a department head of Geosciences and is a tenured professor of geography.

Thank you for your consideration of our request.

Sincerely,



Nick J. Bruno, Ph.D.  
President

**Michael A. Camille, Ph.D.**  
Office of the Executive Vice President  
The University of Louisiana at Monroe  
Monroe, LA 71209

Phone: (318) 366-7025

Email: [camille@ulm.edu](mailto:camille@ulm.edu)

### **Employment**

- Jan. 2018- present - Interim Assistant to the Executive Vice President- ULM
- Dec. 2016- Dec. 2017 - Associate Vice President for Academic Affairs- ULM
- Jan. 2014- Nov. 2016 - Associate Dean, College of Arts, Education, and Sciences- ULM
- Feb. 2012- Dec. 2013 - Interim Dean, College of Arts and Sciences- ULM
- July 2008- Jan. 2012 - Associate Dean, College of Arts and Sciences- ULM
- Aug. 2007- present - Professor of Geography (Tenured)- ULM
- Aug. 2003- June 2008 - Head, Department of Geosciences- ULM
- Aug. 2002- Aug. 2007 - Associate Professor of Geography (Tenured)- ULM
- Jan. 1996- Aug. 2002 - Assistant Professor of Geography- ULM
- Jan. 1994- Dec. 1995 - Visiting Assistant Professor of Geography- Miami University (Ohio)

### **Education**

- 1987-94 Texas A&M University; PhD- Geography. Dissertation title- "Government Initiative and Resource Exploitation in Belize."
  - 1983-86 Louisiana State University; MA- Geography. Thesis title- "The Historical Geography of the Toledo Settlement, Belize."
  - 1978-83 Salem State College (Massachusetts); BS- Geography; minor- Philosophy.
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### **Grants/ Contracts**

- (Grant: P.I. [Principal Investigator]) "Digital Marketing Degree- Joint Degree Program"  
Louisiana Board of Regents Enhancement, \$41,000, June 2014- June 2016. (Note: John Rodriguez proposed and secured the grant. I administered the grant when Mr. Rodriguez left the university in 2014.)

- (Grant: P.I.) "A Pipeline GIS for Northeast Louisiana- Year 2," Louisiana Applied Oil Spill Research and Development Program, \$54,442, May 2008- May 2009.
- (Grant: P.I.) "A Partnership to Improve Geographic Education," Board of Regents Supporting Electronic Learning and Essential Campus Transitions (SELECT) Program, \$29,850, Dec. 2007- Dec. 2008.
- (Grant: P.I.) "A Pipeline GIS for Northeast Louisiana," Louisiana Applied Oil Spill Research and Development Program, \$28,750, May 2007- May 2008.
- (Grant: co-P.I.) "A Physical Geology Lab as an Electronic Short Course," BOR SELECT Program (with Anthony Feig [Principal Investigator]), \$44,999, Dec. 2006- Dec. 2007.
- (Grant: P.I.) "A Pipeline GIS for Northwest Louisiana," Louisiana Applied Oil Spill Research and Development Program, \$52,146, May 2005- Aug. 2007.
- (Grant: P.I.) "A Pipeline GIS for Caddo/ Bossier Parishes," Louisiana Applied Oil Spill Research and Development Program, \$40,380, May 2004- June 2006.
- (Grant: co-P.I.) "Delta Agriculture Middle School Applied Life Science," National Science Foundation (with Patty Watts [Principal Investigator]), \$1,186,606, Sept. 2003- Aug. 2006.
- (Contract) "A GIS of the Cheniere-Drew Water System," Cheniere-Drew Water System, Inc., \$4,500, Sept. 2003- March 2004.
- (Grant: co-P.I.) "Bringing the Experiences of Classical Italy to North Louisiana," Fulbright Scholar-In-Residence grant (with Jean Thomas [Principal Investigator]), Aug. 2003- July 2004.
- (Grant: P.I.) "A Pipeline GIS for Shreveport," Louisiana Applied Oil Spill Research and Development Program, \$44,424, May 2003- Aug. 2004.
- (Contract) "GIS Training for the City Surveyor," City of Monroe, \$4,050, March- Aug. 2003.
- (Contract) "Mapping a Proposed Lake for Morehouse Parish," for a grant by Robert Eisenstadt (ULM), \$450, Feb. 2003.
- (Contract) "GIS Training for Researchers in Guinea, West Africa," for a Critical Ecosystems Partnership Fund grant by Frank Pezold (ULM), \$3,300, July 2002.
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- (Grant: P.I.) "A Pipeline GIS for Ouachita Parish, Louisiana," Louisiana Applied Oil Spill Research and Development Program, \$44,649, May 2002- Aug. 2003.
- (Contract) "A Cadastral GIS for the City of Monroe," City Surveyors Office, City of Monroe, \$3,600, Feb. 2002- April 2003.
- (Grant: co-P.I.) "A GIS Server for Northern Louisiana," Louisiana Board of Regents Enhancement, \$23,000 (with Eric Pani [Principal Investigator]), June 2001- May 2002.

(Contract) "Ouachita Severe Weather Web Site," Ouachita Parish Civil Defense Agency, \$2,250, January 2001.

(Contract) "GIS research for the Ouachita Parish Flood Mitigation Plan," Floodgard/ Burk-Kleinpeter Inc., \$7,500, December 1999.

(Grant: P.I.) "Development of a Cartography and Geographic Information Systems Program," Louisiana Board of Regents (LEQSF Enhancement), \$18,301, June 1998- June 1999.

### **Publications**

"The Effects of Haulage Improvements on Mahogany Extraction in Belize: An Historical Geography" *Journal of the Conference of Latin Americanist Geographers* 26 (2000): 103-115.

"New England in the Caribbean Logwood Trade, 1660-1760" (with Daniel Finamore) in *Proceedings of the NESTVAL (New England/ St. Lawrence Valley) Geographers Conference, 1997 (1998): 61-68.*

"Historical Geography of the Logwood Trade in Belize," *Journal of the Conference of Latin Americanist Geographers* 22 (1996): 77-85.

"Population and Ethnicity of Belize, 1861," in *Belize: Selected Proceedings of Second Interdisciplinary Belize Conference*, ed. M. Phillips, University Press of America (1996): 45-61.

"Historical Geography of the U.S. Confederate Settlement at Toledo, Belize," *Belcast Journal of Belizean Affairs* 3 (1986): 39-46.

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

**PERSONNEL COMMITTEE**

**August 23, 2018**

- Item I.4.**      **University of Louisiana at Monroe's request for approval of a title change for Dr. William Graves from Chief Business Officer to Vice President for Business Affairs effective September 1, 2018.**

**EXECUTIVE SUMMARY**

The University requests approval to change Dr. William Graves' title as Chief Business Officer to Vice President for Business Affairs effective September 1, 2018 at an annual salary of \$149,350. 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 of a title change for Dr. William Graves from Chief Business Officer to Vice President for Business Affairs effective September 1, 2018.*

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**Office of the President**

Library 632

700 University Avenue | Monroe, LA 71209

P 318.342.1010 | F 318.342.1019

August 13, 2018

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

Dear Dr. Henderson:

Request permission to change Dr. William Graves' title from Chief Business Officer to Vice President for Business Affairs effective September 1, 2018. This is a name change only.

Thank you for your consideration.

Sincerely,

Nick J. Bruno, Ph.D.  
President

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**#TAKEFLIGHT**

ULM is a member of the University of Louisiana System • AA/EOE

**William T. Graves, PhD, CPA**  
**436 East Frenchmans Bend Road**  
**Monroe, LA 71203**  
**318-805-4369**

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**SKILLS SUMMARY** Experienced manager with extensive background and thorough knowledge of public university and community college finance and administrative issues

**EXPERIENCE**

July 2012- present

**University of Louisiana at Monroe**  
**Chief Business Officer**

- Serve as the chief fiscal officer of the university. Provides leadership in financial and administrative operations including Controller, Purchasing, Facilities Planning, Human Resources and Budgets.
- Serve as liaison with the University of Louisiana System and Board of Regents on all financial and facilities issues
- Oversee budget preparation and management of operating budget exceeding \$92 million
- Serve on the President's Executive and Administrative Councils

July 2010- July 2012

**Louisiana Delta Community College**  
**Vice Chancellor of Finance and Administration**

- Direct the financial operations for the College. Provides leadership in financial and administrative operations including Comptroller, Purchasing, Information Technology, Human Resources and Facilities
- Direct and coordinate, in concert with the Chancellor's Cabinet, the development, implementation, and monitoring of the College budgets
- Consult with internal, legislative, federal and other independent auditors regarding the financial operations and activities of the College.
- Maintains internal control processes that provide reliability of financial reporting, achievement of objectives, ensures efficiency and effectiveness of operations and compliance with laws and regulations

June 2009- July 2010

**Texas A&M University - Commerce**  
**Comptroller/Director of Accounting**  
November 2009 – July 2010

- Manage the institution's general revenue appropriations and serve as the institutional liaison with the State Controller's Office on accounting matters
- Oversee the office of the university bursar and accounting department
- Compile and interpret data and financial information to advise management, internal leaders and external constituents
- Manage all financial operations of the institution, including design of the fiscal systems, preparation of reports and conducting financial analysis
- Serve as a member of the university's Finance Council which reports directly to the Vice President for Business and Administration

**Director of Accounting**

June 2009 – November 2009

- Oversee the university general revenue appropriations and work closely with the State Comptroller's Office on accounting matters
- Oversee contracts and grants accounting of the university
- Define accounting procedures and recommend accounting policies
- Administer the fiscal policies, accounting procedures and internal control systems governing the daily transaction of the institution's financial resources

June 2006-June 2009

**University of Mississippi**

**Sr. Financial Analyst**

- Assist in production of year-end financial statements (Fund & GASB)
- Responsible for management of EBC bond issue proceeds
- Assist in daily operations of the Accounting Office
- Campus liaison to campaign staffs for 2008 Presidential Debate
- Various special projects as assigned by the Vice Chancellor for Administration and Finance including funding formula issues, debt structuring and analysis of construction projects and budget analysis

July 1989-June 2006

**Mississippi Institutions of Higher Learning System Office**

**Deputy Assistant Commissioner of Finance and Administration**

October 2003 – June 2006

- Responsible for development of annual legislative budget request for the Mississippi Institutions of Higher Learning
- Responsible for the development of the annual operating budget for the IHL Board Office and consolidation of the IHL System budget
- Provide managerial support to departments that report to the Assistant Commissioner of Finance and Administration
- Work closely with the banks and external investment managers on issues related to IHL Board Office cash and investments
- Assist in the development of a new funding formula for the IHL System (based on Texas Funding Formula methodology)

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**Interim Assistant Commissioner of Finance and Administration**

February 2003 - October 2003

- Manage all financial operations of the IHL System Office which include Student Financial Aid, Risk Management, Personnel Services, Accounting and Budget
- Coordinate and facilitate monthly meetings with the Chief Financial Officers from the eight public universities
- Provide financial information to the Commissioner and Board members as requested
- Coordinate the presentation of all financial information to the State College Board at monthly meetings
- Responsible for presentation of financial information to the Legislative Budget Office, State Auditor's Office and other external agencies

### **Director of Budget and Financial Analysis**

July 2001 - February 2003

- Responsible for consolidation of financial information provided by the eight universities including annual system budget (\$2.5 Billion)
- Work closely with Chief Financial Officers on numerous financial issues, including allocation of state funding, annual budget request and analysis of operating budgets including athletics
- Provide financial information as requested to the Commissioner of Higher Education, State College Board, Universities, Legislative Budget Office and other agencies
- Prepare financial information related to Ayers programs
- Work with the university legislative liaisons on finance related issues

### **Director of Accounting**

February 1996 - July 2001

- Supervise daily operations of Accounting Office including processing of monthly payroll, tax deposits and returns, and GL reconciliation
- Assured that Banner Finance System was maintained properly
- Developed and maintained annual office budget of \$45 million and provided various reports on budget status including grants and contracts
- Prepared monthly and quarterly status reports and initiated reimbursements on all external grant projects
- Prepared annual financial statements
- Liaison with all external financial auditors

### **Chief Accountant**

July 1991 - February 1996

- Manage all cash accounts and investments maintained by the IHL Board Office and assist in monthly payroll processing
- Assist Accounting Manager in preparation of financial statements and budget reports
- Directly involved in implementation of Banner Finance software system at the IHL Board Office

### **Accountant**

July 1989 - July 1991

- Prepare and post journal entries to general ledger
- Reconcile all Board Office bank accounts
- Verify coding of accounts payable transactions

Oct. 1986-July 1989

**Governor's Office of Federal-State Programs  
Auditor**

- Perform audits of agency sub-grantees to insure compliance with federal guidelines
- Review sub-grantee audit reports and followed up on findings and questioned costs
- Review indirect cost plans of sub-grantees to insure compliance with federal guidelines

**EDUCATION**

Doctor of Philosophy in Educational Leadership (Emphasis in Higher Education Administration) – University of Mississippi, (2005)  
Master of Business Administration, Mississippi College, (1996)  
Bachelor of Business Administration, Mississippi State University, (1985)

**PROFESSIONAL  
LICENSES AND  
AFFILIATIONS**

Certified Public Accountant  
Member of Mississippi Society of CPA's

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