

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

PERSONNEL COMMITTEE

August 22, 2019

Item I.1. **Grambling State University's** request for approval to appoint Mr. Martin Lemelle as Executive Vice President and Chief Operating Officer effective August 1, 2019.

EXECUTIVE SUMMARY

The University requests approval to appoint Mr. Martin Lemelle as Executive Vice President and Chief Operating Officer effective August 1, 2019 at an annual salary of \$200,000. The staff recommends approval.

RECOMMENDATION

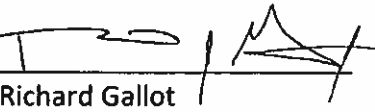
It is recommended that the following resolution be adopted:

NOW, THEREFORE, BE IT RESOLVED, that the Board of Supervisors for the University of Louisiana System hereby approves Grambling State University's request for approval to appoint Mr. Martin Lemelle as Executive Vice President and Chief Operating Officer effective August 1, 2019.



DATE: August 1, 2019

TO: Martin Lemelle
Executive Vice-President and Chief Operating Officer

FROM: 
Richard Gallot
President

SUBJECT: Notice Organizational Realignment and Job Assignment

This correspondence officially approves your realigned position of Executive Vice-President and Chief Operating Officer **effective August 1, 2019**. Through your leadership, we have successfully realigned the Divisions of Finance, Operations, and the former Chief of Staff responsibilities to report to you. As a result of this realignment, we reduced headcount and yielded a salary savings of approximately \$250,000.

In your three years with the institution, you have demonstrated substantial progress in the areas of fiscal affairs, strategy, and university relations. Selected achievements include:

- Growing the cash reserve to \$4 million from \$50,000
- Refinancing long-term debt, that resulted in annual savings of \$1.6 million
- Recruiting and retaining top talent who deliver on collaborative goals
- Improving the fiscal health score by 100%
- Advancing the digital and information technology strategy to support the student experience

You will continue to be an unclassified employee and have an annual salary of \$200,000. You will report directly to Richard J. Gallot, President.

Thank you for agreeing to serve the university in this expanded role. I am confident that you will continue to deliver with excellence.

Attachments: Position Description and Organizational Chart



Martin Lemelle

Innovative and Global Leader

CONTACT DETAILS

 (318) 274-6192
 lemellemar@gram.edu
 <https://www.linkedin.com/in/martinlemelle/>
 www.gram.edu

EDUCATION

Doctor of Business Administration
SKEMA Business School
Paris, France
(In Progress-2020)

Aspiring Leaders Inaugural 2017 Class
The University of Pennsylvania, Center for
Minority Serving Institutions
Philadelphia, PA

M.B.A.
The George Washington University
School of Business
Washington, DC

Bachelor of Science; Accounting
Grambling State University
Magna Cum Laude
Grambling, LA

Green Belt Certified
Lean Six Sigma

SECTORS

Higher Education

Executive, \$50M Budget, 120 Org. Reports

Information Technology

Senior Leader, \$240M Budget, 35 Org. Reports

Manufacturing & Consumer Products

Senior Leader, \$16B Budget, 7 Org. Reports

ATTRIBUTES

Passionate – Assertive – Personal Humility
– Confident – Positive – Accountable –
Autonomous – Energetic – Perseverant –
Results-Focused – Determined – Respectful

EXECUTIVE SUMMARY

Results driven and successful executive with experience leading high-performing operations and enhancing organizational productivity; expertise leading financial and administrative management teams; insightful at creating and delivering quality solutions tied to growth and organizational development for diverse organizations.

Seasoned and curious leader with a diverse, cross-functional background and expertise in leadership, financial planning and analysis, organizational development, process improvement, change management, team development, and strategic execution. Effective at creating ecosystems of change with both internal and external stakeholders.

PROFESSIONAL EXPERIENCE

CHIEF OPERATING OFFICER and INTERIM VICE-PRESIDENT FOR FINANCE

Grambling State University (GSU), Grambling, LA | August 2016 – Present

Grambling State University is one the world's most recognizable collegiate brands. Renowned for its leadership in Computer Science and Developmental Education. GSU's brand equity is enhanced through the prominence of its *World Famed Tiger Marching Band* and historic football program.

Key Responsibilities

- ◆ Member of the President/CEO's cabinet and second in command for an organization of over 500 faculty and staff and over 5,000 students
- ◆ Provide divisional leadership for the following teams: Marketing, Communications, Strategy, Finance, University Police, Information Technology, Human Resources, Title IX, Facilities, and Risk Management
- ◆ Responsible for the successful management of a \$50 million operating budget
- ◆ Primary fiscal officer for the Grambling University Foundation
- ◆ Committee Chairmanships: University Policy, University SACSCOC Finance, Bayou Classic

Fiscal Highlights

- ◆ 2017-2018 Clean Audit Opinions with No Findings for the University and Foundation
- ◆ 100% Improvement in the University's Fiscal Health Score for FY 2017-2018
- ◆ Refinanced existing student housing debt; resulting in an annual savings of \$1.6 million
- ◆ Awarded a \$500,000 grant by the Public Service Commission to improve campus operations

Development and Fundraising Highlights

- ◆ Collaborated with the Advancement team on an annual campaign that raised \$1.4 million in four months; personally secured a \$100,000 corporate endowment in fiscal year 2017
- ◆ Cultivated internship and permanent placement opportunities with the following companies: Hyatt Hotels Global HQ, IBM Louisiana Centers, Bell Helicopters, and PricewaterhouseCoopers
- ◆ Responsible for the University's state legislative agenda – 2018 state appropriations increase of 10%

Academic and Enrollment Highlights

- ◆ Partnered with the Provost to fund and obtain approval on two new undergraduate degree programs in Cyber Security (Louisiana's First and Only) and Nursing
- ◆ Contributed to the strategy that delivered two consecutive years of 7% enrollment growth
- ◆ Increased the number of faculty hired by 4%; 22 newly funded positions

Strategy and Operations Highlights

- ◆ Secured the institutions largest corporate capital investment of \$9 million via a new food service contract
- ◆ Increased network capacity by 150% and converted 32 processes from manual to automated

VALUE INNOVATION

International Education
Student Development
Operational Efficiency
Financial Management
Complex Problem Solving
Public and Media Relations
Cross-functional Team Leadership
Communication and Public Speaking
Strategic Planning and Execution
Forecasting and Budgeting
Sales/Marketing Strategy
Stakeholder Engagement
Information Technology
Contract Management
Process Improvement
Change Management
Revenue Generation
Executive Keynotes
Time Management
Employee Training

AWARDS

Dean Foods CEO Award (2010)
1 of 5 recipients from 16,000 employees

GE Appliance Division CFO Award (2007)
1 of 3 recipients from 12,000 employees

GSU President's Award (2005)
Award given to the top student leader

Kappa Alpha Psi Fraternity, Inc.
Byron K Armstrong Award (2005)
*Fraternity's top award academic award;
Selected from 721 chapters*

SPECIAL INTERESTS

United Church of Christ
Community Action Volunteer

Schwinn Indoor Cycling
Certified Instructor and Coach

International Business Consulting
Supported clients in Luxembourg, Paris,
and Brussels

RECENT MEDIA

[Beyoncé and Adidas Partnership](#)

[Continuous Audit Improvement](#)

[Capital Projects](#)

[Fiscal Stability](#)

DIRECTOR OF FINANCE & ADMINISTRATION

Industry Retail Group, Bethesda, MD | April 2013 – August 2016

Industry Retail Group supports thousands of Fortune 1000 retailers through a portfolio of broadband enabled services. Recruited to re-establish a financial and administrative team post acquisition by Vector Security.

- ◆ Performed leadership responsibilities for the following departments: Procurement, Financial Planning and Analysis (FP&A), Human Resources, Legal, and Consultant Services
- ◆ Implemented a vendor evaluation matrix and review process for a vendor pool of over 200 partners accounting for \$20 million in spending
- ◆ Created a performance management program that linked goal setting with performance reviews and employee rewards
- ◆ Developed a tiered margin commission model that increased Q2 2014 profitability for the equipment segment by 12%
- ◆ Completed a lean six-sigma initiative to automate parts database improving time efficiency by four hours
- ◆ In partnership with other senior leaders, executed multiple high impact initiatives to achieve overall organizational goals; modified the execution of the strategic plan in response to changing internal and external factors

DIRECTOR OF FINANCE (Revenue Management)

Dean Foods, Springfield, VA | August 2008 – April 2013

Dean Foods is a leading Fortune 200 Food and Beverage Company. Hired to develop processes for a growing regional finance team.

- ◆ Successfully promoted to various roles during a five-year career. Awarded the company's highest honor- CEO Award in 2011 for exhibiting excellence in revenue management
- ◆ Provided leadership and direction to ensure that the revenue services team successfully achieved the current and future growth plans
- ◆ Served as commercial Finance Leader supporting the VP of Sales-responsible for the management of 10 major brands
- ◆ Created the investment analysis for the launch of *TruMoo*- the nation's largest chocolate milk brand
- ◆ Executed the deployment of a new pricing software; trained and certified over 90 sales professionals
- ◆ Provided financial planning and analysis (FP&A) and presented management decisions on an operating plan of \$1.6 billion in revenue and \$128 million in income

FINANCIAL MANAGEMENT PROGRAM

General Electric, Louisville, KY and Bradenton, FL | July 2006 – August 2008

Noted by the Wall Street Journal as the "training ground for CFOs", GE's financial management program combines rigorous rotation assignments with financial leadership classes over the span of two years. Selected as one of 30 for GE's Consumer and Industrial Program, a global multi-billion dollar business unit

Rotations Detailed Below

Supply Chain Finance Analyst | Consumer & Industrial Division

- ◆ Served as finance lead for the dishwasher plant: 318 employees, \$15.3 million budget, 238K Units/Yr
- ◆ Lead analyst for park support operations: \$11 million base cost center
- ◆ Negotiated new vendor contracts yielding \$1.3 million in savings

FP&A Analyst | Homeland Security Division

- ◆ Developed the 2008 Operating Plan for the Americas Organization -\$1.3 billion in revenue
- ◆ Certified a lean six sigma project to realign base cost reporting for 91 cost centers with a \$225 million budget.
- ◆ Created management analytics for product line performance, headcount, base cost, and service revenue

Controllership Analyst | Intelligent Platforms Division

- ◆ Managed inter-company transactions for HQ-\$1.5 million quarterly
- ◆ Facilitated the account reconciliation training and audit for GE Security HQ, Europe, and Asia

Commercial Finance Analyst | Consumer and Industrial Division

- ◆ Managed financial resource team of two employees in New Deli, India for GE Appliances
- ◆ Lead analyst for corporate reporting of \$6.5 billion in annual revenue
- ◆ Created financial model for sales forecasting that has been leveraged across the GE portfolio

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

PERSONNEL COMMITTEE

August 22, 2019

Item I.2. **McNeese State University's** request for approval to appoint Dr. Timothy Hall as Dean of the College of Science, Engineering & Math effective July 15, 2019.

EXECUTIVE SUMMARY

The University requests approval to appoint Dr. Timothy Hall as Dean of the College of Science, Engineering & Math effective July 15, 2019 at an annual salary of \$165,000. 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. Timothy Hall as Dean of the College of Science, Engineering & Math effective July 15, 2019.



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August 1, 2019

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 copies of McNeese State University's request for approval to appoint Dr. Timothy Hall as Dean for the College of Science, Engineering and Math.

Please place this item on the ULS Board of Supervisors' agenda for consideration and approval at the August 22, 2019 meeting.

Thank you for your attention in this matter.

Sincerely,

Dr. Daryl V. Burckel
President

Enclosures

Timothy J. Hall

tj_hall@yahoo.com

(337) 309-1822

Lake Charles, LA 70611

A pragmatic leader with extensive experience in successfully leading diverse organizations. Demonstrated ability to assist teams in accessing operations, solving problems and managing change. Highly skilled strategic planner with clear focus on continuous improvement. Excellent communication skills with sincere desire to help others achieve success.

Areas of Expertise include:

Operational Management

Problem Solving

Analysis & Change

Strategic Planning

Conceptual Thinking

Coaching

Leadership

Facilitation

Communication

Professional Experience

PLANT MANAGER

**Louisiana Pigment Company, L.P.
Westlake, LA**

**310 employees
Titanium dioxide pigments**

January 2007 – Present

- Report to Joint Venture Supervisory Committee
- Led manufacturing site to be recognized by the Louisiana Chemical Association SAFE (Serious About Fostering Excellence) program as "Best in Louisiana 2018".
- Restructured site leadership team to return operation to "best operation" status in owners' portfolio with original plant design of 80,000 metric tons per year now producing in excess of 154,000.
- Established cross-functional Safety Team to improve safe work practices leading to two consecutive years (2017, 2018) without a recordable injury.
- Served as Lake Area Industry Alliance sponsor for craft skill training via the Southwest Louisiana Construction Users Council (SLCUC).
- Managed site operation to receive re-validation as an OSHA Voluntary Protection Program (VPP) Star site in 2010, 2014 and 2019 and achieve recognition as "Star Among Stars" in 2007, 2017 and 2018.
- Developed Employee Incentive Plan to reward successful achievement of manufacturing targets for safety, environmental, quality, production and cost.

VP MANUFACTURING

**Westlake Chemical
Westlake, LA & Longview, TX**

**475 employees
Ethylene, polyethylene, styrene**

August 2005 – January 2007

- Reported to Sr. Vice President - Olefins
- Established Process Engineering group to provide "front-end" scope development to enable capital project engineering cost and delivery improvement.
- Completed Six Sigma Initialization training to facilitate implementation of Six Sigma program.

- Headed operational transition for new acquisition of Longview, Texas assets.
- Led development of Strategic Plan for Lake Charles operations.
- Directed Westlake "Hurricane Ride Out Team" and company response to Hurricane Rita in 2005 to enable an expedited return to full operation.

VP MANUFACTURING

**Westlake Chemical
Calvert City, KY**

450 employees

August 2004 – August 2005

Ethylene, vinyl chloride, polyvinylchloride, chlorine

- Reported to Sr. Vice President - Vinyls
- Introduced Job Safety Observations to improve employee safe work performance via cross-functional team reviews of work procedures and practices.
- Led site Leadership Team through Strategic Plan development process including establishment of vision, values, historical data collection, and alignment of metrics.
- Participated in environmental remediation and legal resolution of past site regulatory issues.
- Initiated succession planning including organizational change, employee development and hiring plans for site with an aging workforce.

VP GLOBAL OPERATIONS

**Kerr-McGee Corporation
Oklahoma City, OK**

2500 employees

January 2003 – August 2004

Titanium dioxide pigments

- Reported to CEO, Kerr-McGee Chemical
- Participated on Leadership Team along with VP-Marketing & Sales and VP-Strategic Business Planning to operate and improve the chemical business.
- Initiated establishment of product segment teams to strategically shift business away from commodity-driven practices leading to overall gains in profit margin.
- De-centralized chemical operations by reducing corporate overhead and empowering individual site leadership in the United States, Europe and Australia.
- Championed technology enhancements to improve plant reliability and overall product quality.
- Attended Michigan State University Supply Chain Management to assist with implementation of logistic practices throughout the chemical business operation.

CONSULTANT

**T2 Strategic Solutions
Montevallo, AL**

2 employees

October 2000 – December 2002

Project management, facilitation, environmental remediation

- Contracted with the Louisiana Department of Environmental Quality (LDEQ) to establish and facilitate the Calcasieu Community Health & Environmental Forum.
- Represented clients identified as responsible parties in EPA Superfund remediation actions with intent to resolve issue at lowest overall cost.
- Established Animal Control, Mosquito Control and Prisoner Work Release programs for Shelby County, Alabama.

VP WORLDWIDE MANUFACTURING

KRONOS, Inc.
Leverkusen, Germany

2300 employees **January 2000 – September 2000**
Titanium dioxide pigments, titanium ore

- Reported to CEO, KRONOS, Inc.
- Led standardization of plant operations in the United States, Canada, Belgium, Norway and Germany including technology, operation and reporting.
- Adjusted Technical organization to better coordinate technology upgrades and operational problem resolution.
- Implemented 3-year Strategic Plan Development at each manufacturing site.
- Participated with Sales and Technical Service to streamline and enhance product offerings.

PLANT MANAGER/GENERAL MANAGER

Louisiana Pigment Company, L.P.
Westlake, LA

350 employees **October 1993 – January 2000**
Titanium dioxide pigments

- Headed 50/50 manufacturing joint venture, reporting to supervisory committee comprised of owner representatives.
- Led daily efforts to de-bottleneck operating units from designed 80,000 metric tons per year to exceed 120,000.
- Introduced strategic planning to establish continuous improvement culture and operational excellence process.
- Established cross-functional operation teams to identify, prioritize and implement operating reliability improvements.
- Prepared and presented an environmental advocacy program to local, state and federal regulators encouraging fair and equitable regulatory requirements being established for LPC competitors.

GROUP LEADER PROCESS TECHNOLOGY/PROJECT MANAGER/PLANT MANAGER

KRONOS Louisiana, Inc.
Westlake, LA

450 employees **October 1990 – October 1993**
Titanium dioxide pigments

- Reported to President, KRONOS Louisiana, Inc.
- Established process safety and environmental compliance programs for newly constructed facility.
- Coordinated technology transfer from KRONOS Technical Center in Germany to Lake Charles project.
- Trained at KRONOS Germany R&D facilities to transfer product testing methods to Lake Charles operation.
- Conducted first line supervisor training.
- Led commissioning, project completion and startup of \$350MM "grass roots" titanium dioxide manufacturing facility.

PRODUCTION SUPERINTENDENT

Degussa Corporation
Theodore, AL

45 employees

June 1987 – October 1990

Cyanuric chloride, hydrogen cyanide, chlorine

- Reported to Production Manager
- Led plant improvement efforts to set new production records and nearly double product profit margins.
- Facilitated Employee Safety Team to establish Safety Process detailing employee participation that led to three (3) years of accident-free safe work.
- Reduced environmental waste by ten-fold by working with operators to modify operating parameters while maintaining record levels of production.
- Headed Production Training Committee for Theodore site, including operator, supervisor and technical training.
- Led development of Emergency Response Plan for Theodore site.
- Acted as Project Responsible for new plant construction, commissioning, startup and operation.
- Served as primary back-up to Site Production Manager in the event of absence.

ASSISTANT PRODUCTION SUPERINTENDENT

Degussa Corporation
Theodore, AL

85 employees

June 1986 – June 1987

Methionine, methylmercaptopropionaldehyde

- Reported to Production Superintendent
- Trained as production superintendent including plant operation, employee relations, EH&S practices and cost accounting.
- Volunteered to work shift work as an operator to better learn plant operations.
- Interviewed and hired over 200 operator trainees for the Theodore site expansions.
- Worked with operators and supervisors to initiate and update operating training manuals.

Education**Doctorate of Philosophy in Chemistry**

ELECTROCHEMICAL REDUCTION OF ORGANOPHOSPHORUS COMPOUNDS

June 1986

AUBURN UNIVERSITY

Bachelor of Science in Chemistry (summa cum laude)

May 1982

UNIVERSITY OF MONTEVALLO

Publications

Hall T.J., and J.H. Hargis, Electrochemical Reduction of Trivalent Organophosphorus Compounds: Mechanism and Products from Phosphorus-Heteroatom Bond Cleavage, J. Organic Chem., 51, 4185 (1986).

Past & Current Activities

National Academies of Science, Engineering & Medical, Board on Chemical Sciences and Technology

Lake Area Industry Alliance (LAIA), Board of Directors

Southwest Louisiana Construction Users Council Craft Skill Training (ABC), Coordinator

Southwest Louisiana Safety Council, Vice-President & Board of Directors

Community Advisory Panels (CAP)

SWLA Quality Council, Chairman

Year 2000 SWLA Safety Man of the Year

BlueClaw Baseball, Founder, General Manager & Coach

Moss Bluff Dixie Youth Board of Directors & Coach

Calcasieu Estuary Task Force member

Louisiana Chemical Association, Board of Directors

Communication District Board of Commissioners (911/Emergency)

Louisiana School to Work Program Sponsor/Host

Community Center & Playground Board, District 4 Ward 1

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

PERSONNEL COMMITTEE

August 22, 2019

- Item I.3.** **Nicholls State University's** request for approval to appoint Dr. Scot Rademaker as Dean of the College of Education and Behavioral Sciences effective July 1, 2019.

EXECUTIVE SUMMARY

The University requests approval to appoint Dr. Scot Rademaker as Dean of the College of Education and Behavioral Sciences effective July 1, 2019 at an annual salary of \$115,000. The staff recommends approval.

RECOMMENDATION

It is recommended that the following resolution be adopted:

NOW, THEREFORE, BE IT RESOLVED, that the Board of Supervisors for the University of Louisiana System hereby approves Nicholls State University's request for approval to appoint Dr. Scot Rademaker as Dean of the College of Education and Behavioral Sciences effective July 1, 2019.



Office of the President

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

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August 14, 2019

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 August 22, 2019 meeting of the Board of Supervisors for the University of Louisiana System:

Appoint Dr. Scot Rademaker, Dean of the College of Education and Behavioral Sciences, effective July 1, 2019, at an annual salary of \$115,000.00. His vita is attached.

Thank you for your assistance in this matter.

Sincerely,

John Clune
President

JC/jms

Enclosures

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

Scot M. Rademaker, Ph.D.

Chair of the Division of Education and Assistant Professor
The College of New Rochelle

Curriculum Vitae

E-Mail: scot.rademaker@gmail.com

EDUCATION

Ph.D.	University of South Florida, 2009-2013 Curriculum and Instruction in Special Education Cognate: Evaluation and Educational Leadership University Scholar Doctoral Fellowship Recipient Degree Obtained: August 2013 GPA: 3.96
S.S.P.	Barry University, 2007-2009 Specialist in School Psychology (Internship) Internship Completed: August 2009 GPA: 4.0
M.S.	Barry University, 2006 – 2007 Master of Science in Psychology Degree Obtained: August 2007 GPA: 3.88
B.A.	Miami University, 2000-2004 Bachelor of Arts in Psychology Studied abroad in 2003 at the U.C.L Degree Obtained: May 2004

PROFESSIONAL EXPERIENCE

September 2018-Present

Chair of the Division of Undergraduate and Graduate Education and Assistant Professor at The College of New Rochelle.

- Duties associated with accreditation, curriculum development, staff and faculty supervision, student advising and concerns, and other administrative duties.

August 2013 to May 2018

Assistant Professor, Department of Curriculum and Pedagogy, Winthrop University.

- Duties include, but are not limited to the requirements of teaching, scholarship, stewardship, and service to the university and college. Details of these categories are described in detail below.

August 2009 to 2013

Teaching and Graduate Assistant for the Department of Special Education, University of South Florida

August 2010-December 2011

Supervisor of Special Education Students in the Field at the University of South Florida.

August 2008-June 2009

Sarasota County School Board: Division of Pupil Supports Services, School Psychology Intern

Responsibilities:

- Completed 1500 hours of supervised experience with a school psychologist.
- Conducted full comprehensive psychological evaluations.

October 2006 – June 2008

Miami-Dade County Public Schools, Division of Psychological Services: Reading Interventionist
Responsibilities:

- Received Florida teacher's certification.
- Collaborating with the reading coach and other school professionals in the planning and implementation of the Response to Intervention process.

COURSES TAUGHT in Higher Education

Semester (assigned hours)	Courses Taught (hours)	Number of Students
Courses taught at The College of New Rochelle		
Spring 2019 (13 hours)	SED 793/SED 543 (3 hours) EDU 750 (3 hours-online) SED 812/PSY 621 (3 hours) SED 893 (1 hour practicum) EDU 333 (3 hours-student teaching)	30
Fall 2018 (9 hours)	SED 565/SED 579 (3 hours) SED 793/SED 543 (3 hours)	25
Courses taught at Winthrop University		
Spring 2018 (12 hours)	EDUC 605 (3) EDUC 681 (3) EDUC 200 (3) EDUC 202 (2) EDUC 395 (1)	102
Fall 2017	EDUC 200 (2 sections, H section); EDUC 101 (Honors section); ACAD 101 (Honors section); EDUC 220	85
Summer 2017 (6)	EDUC 681 (2 sections, 3 hours).	61
Spring 2017 (12)	EDUC 681 (3) EDUC 200 (H) (3 hours, 2 sections) PESH 134X (1) EDUC 220 (H) (2)	80
Fall 2016 (8)	EDUC 605 (3) EDUC 202 (2 sections, 2 hours) ACAD 101 (1)	102
Spring 2016 (12)	EDUC 605 (3) EDUC 681 (3) EDUC 200 (3) EDUC 202 (2) EDUC 395 (1)	108
Fall 2015 (13)	EDUC 200 (2 sections, 3 hours) EDUC 605 (3) EDUC 202 (2 sections, 2 hours)	112
Summer 2015 (3)	EDUC 601 (3)	12
Spring 2015 (15)	EDUC 200 (2 sections, 3 hours) EDUC 605 (3) EDUC 101 (1) EDUC 202 (2 sections, 2 hours) Independent Student Research (1)	188

Fall 2014 (10)	EDUC 200 (2 sections, 3 hours) EDUC 605 (3) ACAD 101 (1)	82
Summer 2014 (3)	EDUC 601 (3)	15
Spring 2014 (8)	EDUC 200 (3) EDUC 605 (3) EDUC 201 (2)	57
Fall 2013 (9)	EDUC 200 (2 sections, 3 hours) EDUC 605 (3)	67

Course Descriptions:

- EDU 333-Student Teaching for Early Childhood, Childhood, Special Education, and Dual Certification (supervising 4 candidates).
 - SED 893-Special Education Practicum
 - SED 812/PSY 621-Student Behavioral Strategies in the Special Education Classroom
 - EDU 750-Action Research in the Schools
 - SED 793/SED543-Testing and Assessment Methods in Special Education/Educational Assessment and Applications
 - SED 565/SED 579-Learning and Behavior Disorders in Children/Models, Policies and Practices in Early Childhood Special Education.
 -
 - EDUC 681 (3): Psychology Applied to Teaching (online course developed with Pearson).
 - EDUC 601 (3): Educational Psychology (online course developed with Pearson).
 - EDUC 605 (3): Educational Assessment (graduate level MAT students).
 - EDUC 395 (1): Culturally Diverse Teaching Experiences in the Dominican Republic (course developed with a study abroad component-10 days in country).
 - EDUC 220 (2): Assessment to Meet Diverse Needs.
 - EDUC 202 (2): Supporting Exceptional and Gifted Learners in the General Education Classroom (includes a 20-hour supervised field placement).
 - EDUC 201 (2): Supporting English Language Learners in the General Education Classroom (includes a 20-hour field placement).
 - EDUC 200 (3): Developmental Sciences and the Context of Poverty (includes a 20-hour supervised field placement in a Title 1 school). Honors section previously taught.
 - PESH 134X (1): Introduction to Water Polo (course developed for the first time at WU).
 - EDUC 101 (1): Developing Observation and Analysis Skills. Honors section previously taught.
 - ACAD 101 (1): Principles of the Learning Academy. Honors section previously taught.
- *Courses previously taught at the University South Florida in the Department of Special Education as a Ph.D. candidate listed at the end of this document.**
-

SCHOLARSHIP-PUBLICATIONS and GRANT WORK

Peer Reviewed Journal Publications (and status):

Jenny, S., Chung, J., & Rademaker, S. (2019). Sport Management Majors' Perceived Motivators and Barriers to Participation in a College-sponsored International Experience. *The Physical Educator*, 76, 544-564.

Jenny, S., Rademaker, S., Chung, J., & Schary, D. (2017). Learning a sport through video gaming: A mixed-method study. *Loading... The Journal of the Canadian Games Studies Association*, 10, 1-20.

Jenny, S., Rademaker, S., & Chung, J. (in press, 2019). University students' perceived and experienced challenges and benefits to studying abroad: Gender, class year, and length of experience comparisons. *Journal of Education Research*, 11.

Rademaker, S.M. (2017). Too few chefs in the kitchen: An examination of evidence-based practices for teachers in special education. *Education Practice and Reform*, 3, 56-68.

Rademaker, S.M. (2017). On becoming a professor: The use of paintings as a method for self-study. *Education Practice and Reform*, 3, 1-10.

Rademaker, S.M. (2015). SHAREing is caring: A practical teacher's guide for understanding children affected by poverty. *Childhood Education*, 91(2), 142-146.

Rademaker, S.M. (2013). The usefulness of projective analysis in examining artistic renderings of philosophical perspectives. *The International Journal of Arts Theory and History*, 7(2), 1-15.

Edited Book Chapter:

Rademaker, S.M. (2015). Early and Often Creating and Implementing Performance-Based Field Instruments: for Students in Early Field Experiences. In D. Polly (Ed.), *Evaluating Teacher Education Programs through Performance-Based Assessments*. Hershey, PA: IGI Global.

Dissertation Publication:

Rademaker, S. M. (2013). *Connective capacity: The importance and influence of dispositions in special education teacher education*. (Doctoral dissertation). Retrieved from UMI Dissertation Publishing. (3590294)

Online Evaluation Publications:

Rademaker, S.M. & Hicks, T. (2012, May). *Evaluation Report: USF 2012 Classroom Capture Pilot*. Special Education Department, University of South Florida, FL. Hard copy available upon request.

Rademaker, S.M. & Hicks, T. (2011, August). *Evaluation Report: Tutor-a-Bull*. Center of Research, Evaluation, and Measurement, University of South Florida, FL. Hard copy available upon request.

Ongoing Research Projects (and status):

2017-Present

Projects Submitted:

- Jenny, S., Chung, J., & Rademaker, S. College Students' Perceived Challenges and Benefits to Studying Abroad. Submitted to *Frontiers: The interdisciplinary Journal of Study Abroad*.

Ongoing Projects:

- Levels of Compatibility: Pre-Service Teacher Experiences and a Perspective on Social Justice Pedagogy in Special Education Teacher Education. Journal Article submitted to the *Journal of Critical Pedagogy*.
- Interviews conducted for an examination of perceptions on experiences in studying abroad.
- ELL Intervention research synthesis (manuscript created).

2015-Present

Conducting research regarding the perceptions of teacher candidates after the participation in a study abroad program I ran at Winthrop. Data analysis is ongoing.

2013-Present

Empowering Youth to Make Successful Career Choices and Transitions.

- Involves interviews with employers of individuals from marginalized backgrounds.
- Data are qualitatively analyzed for themes.
- Manuscript under review.

Grant Work:

2018-Present

New York State Department of Education Smart Start Grant (submitted):

- Plans to provide professional development sessions for elementary schools specializing in STEM education in Special Education.

2009-2013 (USF)

High School Equivalency Program/College Assistance Migrant Program

- Federally funded grant for migrant education, housed at USF.

2011-2013 (USF)

Citi Foundation Direct Service Grant

- Assisted with the application and writing of the grant which assists migrant students in their pursuit of their goals related to education.

CONFERENCE PRESENTATIONS-Local, State, National, International

- Rademaker, S. (2018, October). Invited Keynote Speaker at the SURE (Summer Undergraduate Research Experience) Conference at Mount Saint Mary's College. Know Thy Selfie: Endeavoring to Research with Reason and Produce with Passion in Academia and Beyond (State).
- Rademaker, S. & Wall, J. (2017, June). The importance of inclusive practices and how to collaborate for success with students with disabilities. Partnership Conference, Rock Hill, S.C. (Local)
- Rademaker, S. & Oliver, M. (2016, September). Perspectives from Think College Students on Inclusive Practices at the Collegiate Level. Inclusion Conference, Rock Hill, SC. (Local)
- Rademaker, S. (2017, January). A Practical Guide to Understanding Formative Assessment in Public Schools. Annual Partnership Conference, Winthrop University, Rock Hill, S.C. (Local)
- Rademaker, S. & Jenny, S. (2016, March). The world on a string: How one university is internationally expanding their professional development school network. National Association of Professional Development Schools, Washington D.C. (National)
- Rademaker, S., & Bouchard, M. (2016, March). Changes in Perceptions of Teaching Candidates about Students in Poverty through Teacher Education Experiences. Youth at Risk Conference, Savannah, GA. (National)
- Rademaker, S. & Bell, A. (2016, June). Spaghetti and Marshmallows: Supporting the Whole Child through Formative Assessment within the Response to Intervention Model. Annual Partnership Conference, Winthrop University, Rock Hill, S.C. (Local)
- Rademaker, S. (2015, October). Collaborating locally, going global, and researching with purpose: One chapter's vision for enriching the next generation of educators. Kappa Delta Pi Convocation, Orlando, FL. (National)
- Rademaker, S. (2015, March). Early and Often: Creating and Implementing Formative Field Instruments for Students Placed in Schools of Poverty. Professional development presentation at the Professional Development Schools Conference, Atlanta, GA. (National)
- Rademaker, S. (2014, March). The ivory tower infused: The importance of the relationship between a university, its partner schools, and the community. Professional development presentation at the Professional Development Schools Conference, Las Vegas, NV. (National)
- Rademaker, S. (2014, February). Disseminating dispositions: How mentor teachers can instill positive dispositions in teacher candidates. Professional development presentation presented at the South Carolina Chapter of the Council for Exceptional Children Conference, Greenville, SC. (State)

- Rademaker, S. (May, 2012). The International Qualitative Congress, Champaign-Urbana, IL. Paper Presentation: On Becoming a Professor: The Use of Paintings as a Method for Self-Study. **(National)**
- Rademaker, S. (2013, April). National Migrant Education Conference-Orlando, FL. Professional development presentation: RTI Along the Stream: Implementing Multi-tiered Intervention Systems to Support Migrant Students with Disabilities. **(National)**
- Rademaker, S. (2013, February). Teachers' Choice: How Special Education Teachers Apply for Donor's Choose Funding to Enhance their Classroom. Professional development presentation presented at the Professional Development Schools Conference, New Orleans, LA. **(National)**
- Rademaker, S. (2012, July). The Usefulness of Projective Analysis in Examining Artistic Renderings of Philosophical Perspectives. Paper presented at The International Conference of the Arts in Society, Liverpool, England. **(International)**
- Rademaker, S. (2012, May). Exposures and Composition: Understanding Resilience through Photovoice. Paper presented at the annual conference of The International Qualitative Congress, Champaign-Urbana, IL. **(National)**
- Rademaker, S. (2012, March). Levels of compatibility: Pre-service teacher experiences and qualitative methodological dilemma. Paper presented at the annual conference of the Professional Development Schools Conference, Las Vegas, NV. **(National)**
- Rademaker, S. (2011, November). Peacemaker: Balancing paradigmatic concerns and client expectations in collaborative evaluation. Evaluation presented at the annual conference of the American Evaluation Association, Anaheim, CA. **(National)**
- Knollman, G., Rademaker, S., Cranston-Gingras, A., & Hicks, T. (2011, April). Empowering youth to make successful career choices and transitions. Paper presented at the annual conference of the American Educational Research Association, New Orleans, LA. **(National)**

PROFESSIONAL LEADERSHIP

September 2018-Present	Elected to the Faculty Senate
September 2018-Present	<ul style="list-style-type: none"> • Member of the Student Affairs subcommittee
September 2018-Present	Elected to the Council of the Faculty
September 2018-Present	<ul style="list-style-type: none"> • Chair of the Assessment and Evaluation subcommittee
September 2018-Present	Member of the Academic Affairs Committee
September 2018-Present	<ul style="list-style-type: none"> • Assist with decisions on curricular matters of the university.
Spring 2015- May 2018	Faculty Leader of a Short-Term Study Abroad Program.
Spring 2015- May 2018	<ul style="list-style-type: none"> • Created and led a study abroad trip to the Dominican Republic with 17 students (2015), 10 students (2016), 13 students (2017) from Winthrop University for 10 days. • Created the course, EDUC 395. • Activities included working at schools of poverty, cultural infusion events, and other activities associated with cultural immersion.

Fall 2017- May 2018	Title IX Respondent Advisor (student advocate as assigned by the Dean of Students Office)
Spring 2015- May 2018	Member-Board of Professional Development and Improvement , Dutchman Creek Middle School.
Fall 2015	Campus Co-Counselor for Kappa Delta Pi Honor Society. <ul style="list-style-type: none"> Duties include inducting members, assisting with the facilitation of student meetings, fundraisers, and service initiatives.
June 2011-July 2011 (7 Weeks)	Intern for the Office of Special Education Programs (OSEP) in Washington, D.C.

ACADEMIC LEADERSHIP

Current Experience:

- **Chair of the Division of Undergraduate and Graduate Education**
 - Leading the accreditation process with AAQEP (transitioning from CAEP).
 - Developing a 4+1 curriculum plan.
 - Developing information materials for the Division of Education.
 - Other duties include, but are not limited, to setting division meetings, hiring adjunct professors, evaluating current faculty, setting budgets with the Dean, pursuit of funding for the division, advertising and marketing the division, attending recruitment events, determining accreditation directions, and other duties assigned by the Deans and administrators at The College of New Rochelle.

Previous Experience (at Winthrop University):

- **McNair Scholar Advisor**-assisted a student from a low SES background with preparing for a national conference and her research preparation.
- **Course Chair**, Assessment in Education (EDUC 200, EDUC 220, and EDUC 605).
 - In charge of curriculum decisions, textbook selection, key assessment analysis and validity checks, and contact for all adjunct and faculty teaching the course. In charge of posting rubrics and evaluations to Live Text.
 - Led a collaborative group seminar with members of the community and professors in the College of Education to determine how the course can connect with the needs of the community.
- **Chair- Dispositions Committee**
 - Charged with the examination of and data related to dispositions and their assessment in the COE, as well as providing support for faculty with disciplinary hearings for individual students.
 - Created a tiered model for intervention with students facing challenges with their dispositions.
- **Winthrop Faculty in Residence (WFIR)**
 - Duties included collaborating with a local school in an impoverished neighborhood to improve the relationship between the community and the university.

- Developed and lead professional development seminars, contribute to the evaluation of teacher candidates, and attend school meetings.
- **Educational Studies Minor-Advisor.** Advise over 50 students from different departments on their matriculation through the minor in the COE.
- **Member- Faculty Search Committees**
 - Involved in the search for an assistant profession in the department of Special Education and the director of the Instructional Technology Center.
 - Involved in a national search for a professor in special education.
 - Duties included examining applications, meeting with fellow committee members, potential hires' visits to campus, and making recommendations to the provost for hiring purposes.
- **Member-Unit Assessment Committee**
 - Duties included examining programs in the College of Education to determine if they meet requirements for accreditation. Admissions policies for students in the College of Education are examined as well.
- **Member-Strategic Planning Committee for Student Engagement.**
 - Examine how students can become more involved in professional development, professional organizations, and research initiatives.
- **Member-General Education Committee**
 - Representative for the general education initiative from the department of Curriculum and Pedagogy for the university.
 - Duties included the examination of syllabi from across campus to determine if requirements are met for general education criteria within the university curriculum.
- **Member-Faculty Advisory Committee on Intercollegiate Athletics**
 - Duties included examining athlete GPA and determining eligibility requirements for student athletes and assisting with the ongoing evaluation of athletic programs.
- **Member-South Carolina Educators for the Practical Use of Research.** Evaluated research proposals for the annual meeting.
- **Faculty Representative- Gay, Lesbian, Bisexual, Transgender Ally League (GLOBAL).**
 - Assisting students in the GLOBAL club with the facilitation and promotion of their club while working alongside the Dean of Students.

EVALUATIONS CONDUCTED

Spring 2016 and Spring 2017

Collaborative Evaluation with Winthrop Think College.

- Evaluated the perceptions of faculty members and students involved with the program's inclusive initiative for students with disabilities attending college.

Spring 2012

Collaborative Evaluation of the University of South Florida Classroom Capture Project

Spring 2011

- The evaluation involved the examination of a pilot project related to presentation and capture of course material.
- Recommendations were given to the provost of the university.
- Collaboration with faculty and the Dean of the College of Education.

Collaborative Evaluation of the College of Education's Tutor-A-Bull Project

- Project related to pre-service teacher experiences in a tutoring program.
- Results of the evaluation were presented to the board of directors.
- Board recommend 20 percent increase in funding.

PROFESSIONAL AFFILIATIONS

-
- | | |
|-----------------------------------------------------|-----------------------|
| • Co-Founder of Scholar Evaluation Services, L.L.C. | February 2012-Present |
| • Member of the Council for Exceptional Children | January 2010-Present |
| • Member of the American Civil Liberties Union | January 2016-Present |
| • Associate Editor-Journal of the Arts in Society | October 2012-Present |
| • Departures in Critical Qualitative Inquiry | November 2013-Present |
| • Reviewer of manuscripts. | |

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

PERSONNEL COMMITTEE

August 22, 2019

- Item I.4.** **University of Louisiana at Lafayette's** request for approval to appoint Dr. Geralyn McClure Franklin as Interim Dean of the B.I. Moody III College of Business Administration effective July 1, 2019.

EXECUTIVE SUMMARY

The University requests approval to appoint Dr. Geralyn McClure Franklin as Interim Dean of the B.I. Moody III College of Business Administration effective July 1, 2019 at an annual salary of \$210,000. 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. Geralyn McClure Franklin as Interim Dean of the B.I. Moody III College of Business Administration effective July 1, 2019.



August 1, 2019

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

Dear Dr. Henderson:

I am requesting to appoint Dr. GERALYN McClure Franklin as Interim Dean of the B.I. Moody III College of Business Administration, effective July 1, 2019 through June 30, 2020. Her curriculum vitae is attached.

Please place this item on the agenda for the August 2019 meeting of the Board of Supervisors. Thank you for your consideration.

Sincerely,

A handwritten signature in blue ink, appearing to be "E. Savoie", written over a large, stylized blue "S" or "R" shape.

E. Joseph Savoie
President

svc

Attachment

GERALYN MCCLURE FRANKLIN, Ph.D.

Founder/Higher Education Consultant, GMF Academic Advisors, LLC

P.O. Box 285/1095 CR 471, Etoile, TX 75944

geralynf@aol.com

BIO

Dr. GERALYN McClure Franklin is an innovative and experienced academic leader, serving as dean of business at three American institutions for 11 1/2 years and interim dean at another for two years, prior to retiring in the State of Texas in 2014. From August 2014 until June 2016, she led the College of Business and Economics at the United Arab Emirates University, concluding the appointment a year early to return to the United States to fulfill family obligations. With more than 30 years of academic and professional experience as a dean, associate dean, department chair, faculty member, and consultant, Dr. Franklin is now consulting with business schools and universities in the United States and globally as well as supporting several start-up ventures.

Dr. Franklin has engaged faculty, staff, students, alumni, and others to set new, and even transformational, directions for the business units she has headed. She has led efforts to secure external funding for scholarships, professorships, support of academic programming, faculty and staff development, building renovations, and general unit needs. Additionally, one of Dr. Franklin's past schools was successful in achieving initial business accreditation from AACSB International, the premier accrediting body of business programs globally. Another college expedited the initial accreditation process while she was dean and later received initial accreditation, and two colleges achieved maintenance or continuous improvement accreditation under her leadership. Dr. Franklin also has experience with two US-based regional accrediting bodies, SACS and WASC.

As an academic, Dr. Franklin has published more than 80 journal articles and 50 conference proceedings on human resource management, employment law, and small and entrepreneurial issues. In addition, she has co-authored five textbooks, most recently *Employment Regulation in the Workplace*, 2nd Edition (M.E. Sharpe, 2014).

Professionally, Dr. Franklin has been involved in numerous organizations and served in leadership roles during her academic career. She is active in AACSB International, previously serving two elected terms on the board of directors, as a peer review team member, and as a mentor and currently serving as a mentor and peer review team chair. From June 2012 through June 2017, Dr. Franklin was the senior vice president for finance and control for the International Council for Small Business (ICSB). She became president-elect of ICSB on July 1, 2017 and assumed the presidency of ICSB on June 29, 2018.

EDUCATION

Ph.D. University of North Texas
Major: Personnel and Industrial Relations (Management)
Minor: Applied Economics
Dissertation: "The Third Party Hearing Examiner Appeals Process Under the Texas Municipal Civil Service Act: Perceptions of Selected Fire Fighter, Police Officer, and City Officials"

M.B.A. Stephen F. Austin State University
Major: General Business

B.B.A. Stephen F. Austin State University
Major: Broadfield Business

PROFESSIONAL EMPLOYMENT EXPERIENCE

Founder/Higher Education Consultant. GMF Academic Advisors, LLC, Etoile, Texas, October 2016 to date. Founder of academic-focused consulting firm that specializes in strategic initiatives that allow institutions and academic units primarily outside the United States to achieve their goals through global benchmarking and accreditation attainment. Also provides strategic and operational support, often with an emphasis on human resources, to start-up ventures. Periodically serves as search consultant for Higher Education Leadership Search.

Positions in Banking, Finance, and Law, Various Organizations, 1977 to 1984.

ACADEMIC EMPLOYMENT EXPERIENCE

Dean of the College of Business and Economics (three-year administrative appointment, reduced to two years, based on my request, for family reasons). United Arab Emirates University, Al Ain, UAE, August 2014 to June 2016. Full-time administrative appointment responsible for more than 75 full-time faculty members and 21 staff members in 4 academic units supporting some 2,800 undergraduate students and 250 graduate students (MBA, MPA, and DBA).

Primary Charges: Leading the College's strategic planning process to include the development of goals, initiatives, and action plans to strengthen the image and brand as the nation's leader in terms of undergraduate and graduate business education
Ensuring continuous improvement in the College's strategic and operational activities that support student learning and success through a high-quality learning environment and a systematic process of curriculum review and outcomes assessment
Providing direction for the move to the 2013 AACSB International business and accounting accreditation standards and preparing for the 2018-2019 continuous improvement reviews
Guiding the recruitment, retention, and professional development of faculty and staff to provide the best student learning experience
Reestablishing relationships for graduate programming in Abu Dhabi and developing marketing and recruitment strategies for the MBA and MPA
Reengaging MBA graduates to form a CBE Alumni Association
Supporting the University's WASC accreditation effort

Interim Dean of the Nelson Rusche College of Business and Professor of Management (with tenure). Stephen F. Austin State University, Nacogdoches, Texas, July 16, 2012 to August 2014 (Retired from State of Texas Higher Education). Full-time administrative appointment initially responsible for 55 full-time faculty members, 8 part-time faculty members, 10 full-time staff

members, and 41 graduate and student assistants in five academic units engaged with 1,809 majors. Later, responsible for 50 full-time faculty members, 4 part-time faculty members, 10 full-time staff members, and 27 graduate and student assistants in four academic units supporting 1,520 undergraduate and 100 graduate majors.

Primary Charges: Providing direction for the Rusche College 2013-2018 Strategic Plan to include an emphasis on image and branding
Providing leadership for a successful AACSB International maintenance/continuous improvement accreditation review in Fall 2013
Gaining a working knowledge of the Accreditation Board for Engineering and Technology (ABET) to support accreditation of Computer Science programs housed in the Rusche College
Reorganizing and actively engaging the Executive Advisory Board in the life of the College to include increasing their financial support and the development and implementation of an alumni outreach program
Launching the Rusche Renovations project to enhance the McGee Building that houses the College
Initiating the "Rusche Reconnect" program to reconnect with the College's more than 20,000 living alumni
Championing the Graduate Council to review and revise the MBA curriculum and supporting them in seeking faculty agreement
Directing the development and beginning the implementation of the Rusche Recruitment and Retention Plan

Associate Dean for Student Services, MBA Director, and Professor of Management, Nelson Rusche College of Business (with tenure), Stephen F. Austin State University, Nacogdoches, Texas, March 1, 2012 to July 15, 2012. Full-time administrative appointment responsible for 2 full-time staff members, 2 graduate assistants, and 1 student assistant.

and

Associate Dean for Student Services of the Nelson Rusche College of Business and Professor of Management (with tenure), Stephen F. Austin State University, September 1, 2011 to February 29, 2012. Full-time administrative appointment accountable for 1 full-time staff member and 2 graduate assistants.

Primary Charges: Establishing Rusche Student Services as the "go to" office for students
Renewing focus on advising and retention of probation and suspension students
Revamping the undergraduate academic advising process by providing better training to faculty advisors and using professional advisors for initial admission and certain retention purposes
Increasing the marketing of student support opportunities to include academic support along with career and professional development support
Launching a new Rusche website
Initiating the use of social media to better connect with students
Overseeing MBA admissions and advising

Professor of Management (with tenure), University of Dallas, Irving, Texas, November 25, 2010 to August 30, 2011; on "most-deserved sabbatical", per President Thomas Keefe in e-mail to University community on October 25, 2010, on my leaving the business deanship at the end of

the graduate teaching term in November. Retooled to teach in human resource management, employment law, entrepreneurship, and sports and entertainment management at the graduate and/or undergraduate levels; continued to provide support for the AACSB International initial business accreditation effort.

Dean of the College of Business and Professor of Management (with tenure), University of Dallas, Irving, Texas, provided input and direction from hiring on January 7, 2009 to official full-time start of employment on May 20, 2009 to November 24, 2010 (end of Graduate School of Management Fall 2010 term). Responsible for administration of the College of Business including the Graduate School of Management and all activities related to recruiting, admissions, advising, records, etc. (approximately 1,200 graduate students and 130 undergraduate students). Accountable for 34 full-time faculty members, 41 part-time and adjunct faculty members, 30 full-time staff members, 7 part-time staff members, and 40 graduate and student assistants.

Primary Charges: Providing leadership to ready the College to expedite the AACSB International initial accreditation in business process (early third year report accepted December 2010; College was accredited in Fall 2012 ahead of original schedule)
Developing and implementing marketing plans for awareness and branding (marketing plan was in initial stage with new promotions and branding)
Restructuring and retraining enrollment management personnel
Identifying and implementing mechanisms to stabilize and ultimately begin growing graduate business enrollment (plans and revamped structure and personnel support in place and in early stages of implementation in light of AACSB effort) *Note:* Although these were difficult times for part-time graduate business program enrollments, the College exceeded the budget contribution goals in 2008-2009 (with my limited input) and 2009-2010 (under my leadership and direction) and was on track to meet or exceed the budget contribution goal in 2010-2011 (under my leadership and direction through November 2010).

Secondary Charges: Integrating Graduate School of Management into the University of Dallas' Catholic, liberal arts culture
Developing fund raising plan for College to achieve strategic initiatives
Creating culture for graduate student programming and events and tying this to alumni outreach
Networking and friend raising to re-introduce the College Advisory Council and initiate corporate partnership agreements for graduate and certificate programs
Establishing and utilizing an Undergraduate Student Advisory Council and Graduate Student Advisory Council
Overseeing curriculum reviews and revisions for the undergraduate program that emphasizes the liberal arts nature of the institution and for the graduate program to provide for a competitive advantage
Supporting the University's SACS reaccreditation effort

Dean of the College of Business and Professor of Management (with tenure), University of South Florida St. Petersburg, St. Petersburg, Florida, July 2006 to May 2009. Responsible for decentralized general operations of the College (grew from 1,600 to more than 2,000 undergraduate students and 120 to more than 200 graduate students) and faculty relations. Accountable for 39-41 full-time faculty members, 8-21 part-time and adjunct faculty members, 6-7 staff members, 1-2 graduate assistants, and 2-8 student research assistants. Also, responsible for a Small Business Development Center satellite office and counselor. Courses taught at the undergraduate and graduate levels: Internship.

Primary Charges: Getting College of Business through AACSB International maintenance of accreditation in both business and accounting (completed successfully in Fall 2007), the first separate AACSB accreditation review from USF College of Business in Tampa. This involved formulating a written document for the College's 2002-2007 Strategic Plan as well as reviewing and revising the mission, values, vision, and goals and developing the College's 2007-2012 Strategic Plan. In addition, the College reiterated the 2002-2007 participating/supporting and academically qualified/ professionally qualified definitions and adopted new definitions for 2007-2012.

In conjunction with USF Foundation and USF St. Petersburg Development Office, developed a plan to raise private donor funds (matched 1-1 by State of Florida) to purchase land, reuse portion of existing building on land purchased, and provide new construction for a College of Business.

Secondary Charges: Providing leadership in the University's effort to respond to SACS accreditation concerns and be removed from probationary status (2008-2009); achieved July 2009
Developing fund raising plan for College to meet strategic initiatives in this area
Restructuring and enhancing the College of Business Advisory Council
Securing a Small Business Development Center office in the College as well as funding for a three-year period from University resources; office is satellite of USF Tampa SBDC (office opened on February 1, 2007)
Establishing the College of Business Undergraduate Student Advisory Committee
Promoting image development for College by adopting a logo, publicity campaign, etc.
Preparing and implementing the College's plan for civic engagement and community outreach in consideration of the University's efforts

Kudos: College's P/S and AQ/PQ Qualification Processes as well as Dean's External Outreach Activities cited as "Best Practices" by AACSB International documents, based upon the recommendations of the Fall 2007 AACSB Peer Review Team.

Dean of the School of Business and Professor of Management (with tenure), The University of Texas of the Permian Basin, Odessa, Texas, July 1999 to July 2006. Responsible for general operations of the School (grew from more than 350 to more than 800 undergraduate students and from 40 to more than 100 graduate students) and faculty relations. Accountable for 17-21 full-

time faculty members, several part-time and adjunct faculty members, 1 administrative assistant, 1 business advisor/academic counselor, 2-3 student assistants, 2-3 graduate assistants, and 7-10 research assistants. Also, responsible for the operation of the Small Business Development Center (SBDC), a program federally funded by the U.S. Small Business Administration and state funded by a State of Texas line item, including oversight of a director, associate director, counselor, administrative support staff member, and one to two student assistants. Courses taught at the undergraduate level: Personnel Functions and Human Resource Management. Course taught at the graduate level: Human Resource Management.

Primary Charge: Getting School of Business into AACSB International accreditation process (1999-2000); Precandidacy Status (September 2000); Candidacy Status (September 2001); and ultimately AACSB International Accredited (December 2005, one year earlier than typical five-year candidacy process). This involved recruiting and mentoring 13 of 20 of the current full-time faculty members, leading the faculty through a major program and curriculum review, and the development and implementation of various processes and procedures. The School also developed its first strategic plan, assessment plan, intellectual contributions plan, recruiting plan, and promotions plan.

Secondary Charges: Restructuring and enhancing the School of Business Advisory Council
 Establishing the School of Business Student Advisory Council
 Promoting image development for School by adopting a logo, publicity campaign, etc.
 Enhancing donor relations through relationship building with the School's main donor family, School Advisory Council, alumni, and others. From 2004-2006, funding was received for four endowed scholarships as well as numerous annual scholarships.
 Establishing Center for Entrepreneurship; first donor grant (\$75,000) received Fall 2002; UT System funding (\$75,000) received Fall 2004
 Naming of the Center for Entrepreneurship as The Jan and Ted Roden Center for Entrepreneurship
 Received commitment (\$100,000) to fund new faculty position in entrepreneurship as of Fall 2005 but deferred until Fall 2006, due to faculty restructuring; was seeking additional \$100,000 per year for two years at time of departure
 Establishing international programs, particularly those with entrepreneurship interest
 Working cooperatively to implement a Bachelor of Science in Industrial Technology degree program and seeking and receiving funding from the UT System and private foundation
 Helping to secure a total of \$140,000 in matching funds for the SBDC Program for fiscal years 2001, 2002, and 2003 as well as a State line item of \$112,200 per year for fiscal years 2004 and 2005; received State line item of \$112,200+ for fiscal years 2006 and 2007
 Provided leadership for successful SACS review of business programs in 1999

Kudos: References from AACSB International "Peer Review Team Report", October 2005, pg. 12: "The team was especially pleased with the collegiality of the faculty and its commitment to serve the needs of its market through a variety of delivery methods and site accessibility measures. This is particularly impressive and noteworthy. The dean is tireless, enthusiastic and respected. She is an outstanding role model and a terrific motivator. The School of Business should be commended for involving all of its faculty in the development and delivery of quality undergraduate and graduate instruction. The School of Business presents itself in a professional, proactive, impressive manner in all its displays, materials and promotional items."

References from The Washington Advisory Group report on "Research Capability Expansion" at UT Permian Basin and in the School of Business for the UT System Regents found at <http://www.utsystem.edu/news/wag/Report/WAGReportUTPB5-7-04.pdf>: "In addition, the UTPB business dean, one of the most published scholars at that University, has set a standard of research and refereed research publication that is a model of her colleagues across the campus (p. 4). We were impressed with the energetic leadership of the dean of the School of Business and with her own active engagement in scholarly activity. She demonstrates what faculty must do to assume greater responsibility for scholarship" (p. 45).

Division Director of Management and Marketing and Professor of Management (with tenure), The University of Texas at San Antonio, San Antonio, Texas, July 1998 to July 1999. Responsible for general operations of the Division (approximately 2,000 undergraduate students) and faculty relations. Accountable for 35+ full-time faculty members, 20+ part-time and adjunct faculty members, 1 administrative assistant, 1 administrative secretary, 2 graduate assistants, and 5 student assistants. Courses taught at the undergraduate level: Personnel Administration and Human Resources Law.

Primary Charge: Creating collegial atmosphere in Division where faculty had diverse backgrounds and expectations

Chair of the Department of Management, Marketing, and International Business and Professor of Management (with tenure), Stephen F. Austin State University, Nacogdoches, Texas, September 1996 to July 1998. Responsible for general operations of the Department (approximately 1,000 majors and 800 minors) and faculty relations. Accountable for 20+ faculty members, 2+ part-time faculty members, 1 administrative assistant, 2 graduate assistants, and 6 student assistants. Courses taught at the undergraduate level: Human Resource Management, Employee and Labor Relations, and Career Planning. Graduate level courses: Seminar in Human Resource Management and Problems in Employee and Labor Relations. Miscellaneous duties: Faculty Advisor for student groups participating in the Small Business Institute Program.

and

Chair of the Department of Management and Marketing and Associate Professor of Management (with tenure as of September 1994), Stephen F. Austin State University, Nacogdoches, Texas, August 1994 to August 1996. Responsible for general operations of the Department (approximately 800 majors and 600 minors) and faculty relations. Accountable for 20+ faculty members, 1 secretary, 2-3 graduate assistants, and 6 student assistants. Courses

taught at the undergraduate level: Human Resource Management and Labor Relations.
Miscellaneous duties: Chapter Advisor for the Society for the Advancement of Management.

Primary Charges: Re-establishing collegial atmosphere in Department
Assisting in creation and implementation of an interdisciplinary degree in International Business
Assisting in preparation for AACSB reaccréditation, which included major curriculum review and restructuring of intellectual contributions of faculty
Assisting in preparation for a SACS review

Point of Interest: When selected as Chair of the Department in 1994, nine of the 20+ faculty members had been my undergraduate or graduate faculty.

Associate Professor of Management, Stephen F. Austin State University, Nacogdoches, Texas, September 1991 to August 1994. Courses taught at undergraduate level: Human Resource Management, Labor Relations, and Compensation Administration. Graduate courses: Seminar in Management, Seminar in Human Resource Management, and Problems in Industrial Relations. Miscellaneous duties: Chapter Advisor for the Society for Human Resource Management and Faculty Advisor for Small Business Institute Program student groups.

Assistant Professor of Management, Stephen F. Austin State University, Nacogdoches, Texas, September 1988 to August 1991. Courses taught at undergraduate level: Human Resource Management, Labor Relations, and Organizational Behavior. Graduate level courses taught: Seminar in Human Resource Management and Problems in Industrial Relations. Miscellaneous duties: Involved in various committees related to AACSB re-accreditation and continuing review process as well as Chapter Advisor for the Society for Human Resource Management and Faculty Advisor for student groups participating in the Small Business Institute Program.

Instructor of Management, Stephen F. Austin State University, Nacogdoches, Texas, September 1987 to May 1988. Courses taught: Human Resource Management. Miscellaneous duties: Chapter Advisor for the American Society for Personnel Administration (now the Society for Human Resource Management).

Teaching Fellow of Management, University of North Texas, Denton, Texas, September 1986 to August 1987. Courses taught: Human Resource Management and Business Communications. Served as Teaching Assistant in Wage and Salary Administration (undergraduate level) and Seminar in Human Resource Management (graduate level).

Lecturer of Management and Marketing, Stephen F. Austin State University, Nacogdoches, Texas, September 1985 to May 1986. Courses taught: Organizational Behavior and Principles of Marketing. Miscellaneous duties: Faculty Advisor for student groups participating in Small Business Institute Program.

Public School Teacher, Cushing High School and Nacogdoches Middle School, 1982 to 1985.

HONORS AND AWARDS

Winner, President's Distinguished Service Award, International Council for Small Business, June 2015

Co-Winner, *Journal of International Education in Business* Outstanding Paper for 2014. May 2015

Recipient, 2011 James G. (Jerry) Hunt Sustained Outstanding Service Award, Southern Management Association, November 2011

58th Justin G. Longenecker Fellow, United States Association for Small Business and Entrepreneurship, January 2010

Recipient, President's Outstanding Service Award, United States Association for Small Business and Entrepreneurship, January 2009

Nominee, Chancellor's Outstanding Teaching Award, The University of Texas of the Permian Basin, April 2005

Co-Winner, Distinguished Paper Award, Association for Small Business and Entrepreneurship, March 2004

Co-Runner-Up, Distinguished Empirical Paper Award, Small Business Institute®, February 2004

Co-Nominee, United States Small Business Administration Best Paper Award, Student-Faculty Authored, United States Association for Small Business and Entrepreneurship Conference, January 2004

Recipient, Thomson Learning/South-Western Southwest Academy of Management Outstanding Educator Award, March 2003

Co-Winner, Distinguished Applied Paper Award, Small Business Institute®, February 2003

Co-Winner, TechKnowledge Point Best Paper Award for Technology Applications for Entrepreneurship, United States Association for Small Business and Entrepreneurship, January 2002

Co-Winner, Homer L. Saunders Best Paper Award, Association for Small Business and Entrepreneurship, March 2001

Fellow, Small Business Institute Directors' Association, February 1999

Recipient, Homer L. Saunders Mentor Award, Small Business Institute Directors' Association, February 1999

Co-Winner, National Business Association Distinguished Empirical Paper Award, Small Business Institute Directors' Association, February 1999

Co-Winner, Distinguished Paper Award, Academy of Strategic and Organizational Leadership, October 1997

Fellow, Association for Small Business and Entrepreneurship, March 1997

Co-Winner, Distinguished Paper Award, Southern Academy of Legal Studies in Business, March 1995

Co-Nominee, Distinguished Paper Award, Small Business Institute Directors' Association, February 1995

Co-Runner-Up, Distinguished Paper Award, Small Business Institute Directors' Association, February 1993

Nominee, Beta Gamma Sigma Outstanding Faculty-Student Seminar Competition, 1992-1993

Faculty Advisor, Region VI Small Business Institute Graduate Case of the Year Competition Winner, United States Small Business Administration, 1992-1993

Co-Winner, Distinguished Paper Award, Southern Business Law Association, March 1992

Co-Third Place, Distinguished Paper Award, Southwestern Small Business Institute Association, March 1992

Co-Third Runner-Up, Distinguished Paper Award, Small Business Institute Directors' Association, February 1988

PUBLICATIONS

Most Recent Books

Robinson, R. K. & Franklin, G. M. *Employment Regulation in the Workplace: Basic Compliance for Managers*, 2nd edition, M.E. Sharpe, 2014.

Other Books

Employment Regulation in the Workplace: Basic Compliance for Managers, M.E. Sharpe, 2010 publication date. (with Robert K. Robinson and Robert Wayland)

The Regulatory Environment of Human Resource Management, The Dryden Press, Harcourt Brace & Company, 2002 publication date. (with Robert K. Robinson and Robert Wayland)

Management, Dame Publications, 1997 publication date. (with Robert Albanese and Peter Wright)

Human Resource Management, Dame Publications, 1995 publication date. (with Leon C. Megginson and M. Jane Byrd)

Most Recent Refereed Journal Articles

Miles, M. P., Grimmer, M., and Franklin, G. M. (2016). How Well Do AACSB, AMBA, and EQUIS Manage their Brands? *Marketing Intelligence and Planning*, 34 (1), 99-116.

Miles, M. P., Franklin, G. M., Grimmer, M., and Heriot, K.C. (2015). An Exploratory Study of the Perceptions of AACSB International's 2013 Accreditation Standards, *Journal of International Education in Business*, 8 (1), 2-17.

Miles, M. P., Franklin, G. M., Heriot, K. C., Hadley, L. U., & Hazeldine, M. (2014). AACSB International's 2013 Accreditation Standards: Speculative Implications for Faculty and Deans, *Journal of International Education in Business*, 7 (2), 86-107. **Best Paper for 2014 from JIEB.**

Gentry, R. J., Robinson, R. K., Dibrell, C. C., & Franklin, G. M. (2013). Too Small to Sue? Employee Growth and Its Consequences for Small Businesses in a Post-*Arbaugh* Regulatory Environment. *Journal of Business & Entrepreneurship*, 25 (1), 43-62.

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Other Refereed Journal Articles

"Workplace Religious Accommodation Issues for Adherents of Islam," *Business Studies Journal*, 3.2 (2011), pp. 41-50. (with Robert K. Robinson and Ralph H. Hamilton)

"The Overlooked Dimension of Sustainable Education," *U.S.-China Education Review*, 1.7 (2011), pp. 1-15. (with Ruth C. May, Vanessa Cox, and Stanley L. Kroder)

"Following the Paper Trail: Measuring the Economic and Environmental Impact of Digital Content Delivery," *Technological Developments in Networking, Education and Automation*, 1 (2010), pp. 37-41. (with Vanessa K. Cox, Ruth C. May, and Stanley L. Kroder)

"The Changing Legal Environment for Employers: Implications for Small Businesses," *Journal of Business & Entrepreneurship*, 22.1 (2010), pp. 91-109. (with Robert K. Robinson, William T. Jackson, and Russell W. Clayton)

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"Entrepreneurial Service Performance and Technology Management: A Study of China and Japan," *Journal of Technology Management in China*, Vol. 1, No. 1 (2008), pp. 19-28. (with Shawn M. Carraher, John A. Parnell, and Sherry E. Sullivan)

"Organizational Structures of New Ventures: Matters of Liability and Taxation," *Troy University Business and Economic Review*, Vol. 31, No. 2 (Summer 2007), pp. 2-7. (with A.M. Nunley III, Robert K. Robinson, Stephen P. Danese, and Debra J. Carroll)

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"Sexual Harassment Redux," *Business Horizons*, Vol. 47, No. 4 (July-August 2004), pp. 3-5. (with Robert K. Robinson and Walter J. Davis)

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"Violence in the Workplace: Guidance and Training Advice for Business Owners and Managers," *Business and Society Review*, Vol. 108, No. 4 (2003), pp. 523-537. (with Delaney J. Kirk)

"Applying the Theory of Constraints to a Public Safety Hiring Process," *Public Personnel Management*, Vol. 32, No. 3 (Fall 2003), pp. 367-382. (with Lloyd J. Taylor III and Brian G. Moersch)

"Growing Pains: An Employment Compliance Primer for Small Employers," *Journal of Small Business Strategy*, Vol. 14, No. 1 (Spring/Summer 2003), pp. 1-19. (with Robert K. Robinson and A. M. Nunley III) **Distinguished Applied Paper Award at 2003 Small Business Institute® Conference**

"Managerial Influences on Small Business Exporting: The Role of Top Management Team Heterogeneity," *Journal of Small Business Strategy*, Vol. 14, No. 1 (Spring/Summer 2003), pp. 86-102. (with Franz T. Lohrke and Vinay B. Kothari)

"Desk Rage and Other Violent Acts at Work: Legal and Practical Issues to Consider in Keeping Your Small Business Employees from Killing Each Other and You," *Regional Business Review*, Vol. 22 (May 2003), pp. 54-67. (with Delaney J. Kirk)

"The Threat-to-Self Defense and the ADA: The Repercussions of *Chevron USA, Inc. v. Echazabal*," *Business Horizons*, Vol. 46, No. 2 (March/April 2003), pp. 2-4. (with Robert K. Robinson and Joseph G. P. Paolillo)

"Walking a Tight Rope: Employment Rights of Foreign Nationals in the Workplace," *Business and Society Review*, Vol. 107, No. 4 (Winter 2002), pp. 489-500. (with Robert K. Robinson)

"When Is Sexual Harassment Not Actionable Sexual Harassment: A Review of *Holman v. State of Indiana and Indiana DOT*," *Journal of Business & Public Affairs*, Vol. 28, No. 2 (Fall 2001), pp. 8-11. (with Robert K. Robinson and Brian J. Reithel)

"Workplace Diversity: Is It a Justification for Proportional Representation in the Workplace?" *Journal of Business & Entrepreneurship*, Vol. 13, No. 1 (March 2001), pp. 97-110. (with Robert K. Robinson and Brian J. Reithel) **Homer L. Saunders Best Paper Award Winner at 2001 Association for Small Business and Entrepreneurship Conference**

"Top Management International Orientation and Small Business Exporting Performance: The Moderating Roles of Export Market and Industry Factors," *Journal of Small Business Strategy*, Vol. 10, No. 1 (Spring/Summer 1999), pp. 13-24. (with Franz T. Lohrke and Vinay B. Kothari)
National Business Association Distinguished Empirical Paper Award Winner at 1999 Small Business Institute Directors' Association Conference

"What to Do When Dick or Jane Come to You with a Sexual Harassment Complaint: Setting Up Training Programs for College Faculty and Staff," *Regional Business Review*, Volume 18 (May 1999), pp. 35-48. (with Delaney J. Kirk)

"Sexual Harassment at Wire Bender Corp. (A, B, & C)," *Case Research Journal*, Volume 19, No. 2 (Spring 1999), pp. 97-104. (with John E. Oliver and Tammy Bunn Hiller; teaching notes available)

"Vicarious Liability for Hostile Environment Sexual Harassment: Examining the Implications of the *Ellerth* and *Farragher* Decisions," *Labor Law Journal*, Vol. 49, No. 8 (December 1998), pp. 1232-1240. (with Robert K. Robinson, Dwight D. Frink, and Brian J. Reithel)

"Politics and Politicians," *Academy of Strategic and Organizational Leadership Journal*, Vol. 2, No. 2 (1998), pp. 13-26. (with William T. Jackson, Robert W. Boozer, and Larry R. Watts)
Distinguished Paper Award Winner at the 1997 Academy of Strategic and Organizational Leadership

"Sexual Harassment in the United States: Implications for Small Businesses," *Journal of Small Business Management*, Vol. 36, No. 2 (April 1998), pp. 1-12. (with Robert K. Robinson, William T. Jackson, and Diana Hensley)

"Same Sex Sexual Harassment: The Implications of *Oncale v. Sundowner Offshore Services*," *Labor Law Journal*, Vol. 49, No. 4 (April 1998), pp. 941-948. (with Robert K. Robinson and Brian J. Reithel)

"An Analysis of the Legal Protections of Tenure in Higher Education: The Myth of Lifetime Employment," *Southern Law Journal*, Vol. 7, No. 1 (Fall 1997), pp. 37-46. (with Robert K. Robinson, Brian J. Reithel, and R. L. Fink)

"Does a Traditional Business Education Prepare Students for a Career in Small Business: A Study of Perceived Differences," *Academy of Entrepreneurship Executive*, Vol. 2, No. 1 (1997), pp. 40-44. (with Alicia B. Gresham)

"Do Male and Female CPAs Interpret Sexual Harassment Differently?" *Critical Perspectives on Accounting*, Vol. 1997, No. 8 (1997), pp. 249-264. (with Dave L. Nichols, Robert K. Robinson, and Brian J. Reithel)

"Federal Preferential Set-Asides After *Adarand*: The End of An Era?" *Journal of Individual Employment Rights*, Vol. 5, No. 4 (1996-1997), pp. 267-278. (with Robert K. Robinson and Delaney J. Kirk)

"Pros and Cons of the Federal 8(A) Program: Implications for Small Business," *Journal of Business & Entrepreneurship*, Vol. 9, No. 1 (March 1997), pp. 147-153. (with Delaney J. Kirk and Robert K. Robinson)

"Affirmative Action: Mend It or End It?" *Southern Law Journal*, Vol. 6, No. 1 (Fall 1996), pp. 15-23. (with Robert K. Robinson and Brian J. Reithel)

"Stepping Toward Prosperity: The Development of Entrepreneurial Ventures in China and Russia," *Journal of Small Business Management*, Vol. 34, No. 3 (July, 1996), pp. 75-85. (with Charles H. Matthews and Xiaodong Qin)

"The Impact of Affirmative Action Set-Asides on Small Businesses: The *Adarand* Decision," *Journal of Developmental Entrepreneurship*, Vol. 1, No. 1 (Spring, 1996), pp. 75-86. (with Delaney J. Kirk and Robert K. Robinson)

"Sexual Harassment: No Immunity for Small Business," *NBDC Report*, No. 186, (April, 1996), pp. 1-4. (with William T. Jackson and Diana Hensley)

"Basic Skills Deficiencies in the Workplace: Differences Between Large and Small Businesses," *The Entrepreneurial Executive*, Vol. 1, No. 1 (Fall, 1995), pp. 1-16. (with Alicia B. Gresham, Kelli J. Clawson, and Xiaodong Qin)

"Sex-Bias in Interpreting Actionable Sexual Harassment: Survey Results and Implications for Sexual Harassment Litigation," *Southern Law Journal*, Vol. 5, No. 1 (Fall, 1995), pp. 1-12. (with Robert K. Robinson and Brian J. Reithel) **Distinguished Paper Award at the 1995 Southern Academy of Legal Studies in Business Conference**

"Accommodating Disabled Consumers Under the ADA: Sensitivity of Food Establishments to the Wheelchair Assisted," *Troy State University Business and Economic Review*, Vol. 19, No. 3, (April, 1995), pp. 8-13. (with Joe Ballenger)

"An Exploratory Study of the 'Reasonable Woman' Standard: Gender-Bias in Interpreting Actionable Sexual Harassment," *Journal of Individual Employment Rights*, Vol. 4, No. 1 (1995-1996), pp. 1-14. (with Robert K. Robinson and Brian J. Reithel)

"Diversity Strategies: Compliance or Conflict with Equal Employment Opportunity Laws," *HR Focus*, Vol. 71, No. 1 (January, 1994), p. 9. (with Robert K. Robinson and David E. Terpstra)

"Impermissible Collateral Attack Doctrine and Court-Approved Affirmative Action: New Perspectives After *Wilks* and the Civil Rights Act of 1991," *Journal of Individual Employment Rights*, Vol. 2, No. 1, (1993-94), pp. 7-18. (with Robert K. Robinson)

"Sexual Harassment: Issues and Answers for Health Care Administrators," *Hospital & Health Services Administration*, Vol. 38, No. 2, (Summer, 1993), pp. 167-180. (with Robert K. Robinson and Ross L. Fink)

"Current Trends in Human Resource Management for Small Businesses," *NBDC Report*, No. 151, (June, 1993), pp. 3-4. (with Delaney J. Kirk and William M. Moore)

"Empirical Implications for Small Business Drug Policies," *Journal of Small Business Strategy*, Vol. 4, No. 1, (Spring, 1993), pp. 59-70. (with Dillard B. Tinsley and Donald R. Curtis)

"Basic Skills Deficiencies at Work: Perceptions of Small and Large Employers," *Journal of Small Business Strategy*, Vol. 4, No. 1, (Spring, 1993), pp. 73-88.

"Responses of Micro-Businesses and Larger Businesses to Workplace Skills Deficiencies," *Journal of Business & Entrepreneurship*, Vol. 5, No. 1, (March, 1993), pp. 97-104. (with Susan Z. Washburn)

"Sexual Harassment in the Workplace: A Review of the Legal Rights and Responsibilities of ALL Parties," *Public Personnel Management*, Vol. 22, No. 1, (Spring, 1993), pp. 123-135. (with Robert K. Robinson, Billie M. Allen, and David L. Duhon)

"The Third Party Appeals Process Under the Texas Municipal Civil Service Act: Perceptions of the Institutional Parties," *Journal of Collective Negotiations in the Public Sector*, Vol. 22, No. 1, (1993), pp. 69-78.

"Flexible Benefit Plans: An Option for Small Employers?" *Journal of Business & Entrepreneurship*, Vol. 4, No. 3, (October, 1992), pp. 89-104. (with Cynthia K. Hiza and Robert F. Wayland)

"Presumed Innocent or Presumed Guilty: Due Process Rights for Accused Sexual Harassers," *Southern Law Journal*, Vol. 2, No. 1, (Fall, 1992), pp. 1-7. (with Robert K. Robinson, David E. Terpstra, and Billie Morgan Allen) **Distinguished Paper Award Winner at the 1992 Southern Business Law Association Conference**

"Teamwork Developed a Successful Appraisal System," *HR Focus*, Vol. 69, No. 8, (August, 1992), pp. 3-4. (with Ron Sorensen)

"To Flex or Not to Flex?" *NBDC Report*, No. 138, (May, 1992), pp. 1-4. (with Cynthia K. Hiza)

"AIDS in the Workplace: Current Practices and Critical Issues," *Journal of Small Business Management*, Vol. 30, No. 2, (April, 1992), pp. 61-73. (with Alicia Briney Gresham and Gwen F. Fontenot)

"Accommodating the Disabled Customer: Perceptions of Small Business Owners and Managers Toward the Law," *Journal of Business & Entrepreneurship*, Vol. 4, No. 1, (March, 1992), pp. 43-51. (with Joe Ballenger and Robert K. Robinson) **Third Place in the Distinguished Paper Award Competition at the 1992 Southwestern Small Business Institute Association Conference**

"Combatting Illiteracy in the Workplace," *Industrial Management*, Vol. 34, No. 1, (January-February, 1992), pp. 2-4. (with Susan Z. Washburn)

"AIDS in the Workplace: A Study of Retail Bank Policies," *Texas Independent Banker*, Vol. 19, No. 1, (January, 1992), pp. 10-15, 19. (with Joseph G. Ormsby and Larry R. Watts)

- "Child Care Assistance: Options for Small Employers," *NBDC Report*, No. 134, (January, 1992), pp. 1-4. (with Joe Ballenger)
- "AIDS in the Workplace: The Differing Approaches of Large and Small Businesses in Texas," *Midwestern Business and Economic Review*, No. 14, (Fall, 1991), pp. 25-28. (with Alicia Briney Gresham, Robert Solomon, and Gwen F. Fontenot)
- "Employing the Disabled: Complying with the Americans with Disabilities Act of 1990," *Southern Law Journal*, Vol. 1, No. 1, (Fall, 1991), pp. 10-13. (with Robert K. Robinson and Billie Morgan Allen)
- "Public Accommodations for the Disabled: Implications of the Americans with Disabilities Act for Small Businesses," *NBDC Report*, No. 130, (September, 1991), pp. 1-3. (with Robert K. Robinson)
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- "AIDS in the Workplace: Implications for Human Resource Managers," *SAM Advanced Management Journal*, Vol. 55, No. 2, (Spring, 1990), pp. 23-27. (with Joseph G. Ormsby, Robert K. Robinson, and Alicia B. Gresham)
- "The Application of Disparate Impact Analysis and Subjective Judgment Criteria: The Case of *Watson v. Fort Worth Bank and Trust*," *Midwest Law Review*, Vol. 8, No. 1, (1989), pp. 135-146. (with George W. Nelson, Robert K. Robinson, and Walton H. Sharp)
- "Organizational AIDS Policies: Aiming at a Moving Target," *The Employee Responsibilities and Rights Journal*, Vol. 2, No. 3, (Fall, 1989), pp. 191-201. (with Robert K. Robinson, James White, and James D. Powell)
- "Educating for AIDS," *Business and Society Review*, No. 68, (Winter, 1989), p. 45. (with Joseph G. Ormsby, Robert K. Robinson, and Alicia Briney Gresham)
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- "Public Sector Labor Relations in Texas: An Examination of the Appeals Process for Fire Fighters and Police Officers Covered Under State Civil Service," *Journal of Collective Negotiations in the Public Sector*, Vol. 18, No. 1, (Spring, 1989), pp. 87-95. (with Elvis C. Stephens)
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Refereed Article in a Book

"Testing: AIDS," in *The Encyclopedia of Career Change & Work Issues*, pp. 300-302. Phoenix, AZ: Oryx Press, 1992.

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Flexible Benefits/Cafeteria Plans: Are They Practical for the Public Sector? Huntsville, TX: Justex Systems, Inc., 1991.

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"AIDS in the Workplace: The Ten-Step Solution to an Employer's Worst Nightmare," *Troy State University Business and Economic Review*, Vol. 15, No. 4, (July, 1991), pp. 5-8. (with Alicia Briney Gresham and Robert K. Robinson)

"Workplace Illiteracy: Implications for Small Business," *Troy State University Business and Economic Review*, Volume 15, No. 3, (April, 1991), pp. 7-10. (with Chris K. Chaddick, Jarrett Hudnall, and Alicia Briney Gresham)

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Instructor's Manual and Test Bank for A Diagnostic Approach to Organizational Behavior, by Judith Gordon, 3rd edition, Allyn and Bacon, 1991. (with Judith R. Gordon, Robert Goddard, David M. Hegedus, Dillard B. Tinsley, Peter Poole, and F. Michael Kauffman)

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"Teamwork Developed a Successful Appraisal System," reprinted from *HR Focus*, Vol. 69, No. 8, (August, 1992), pp. 3-4, in *The Performance Measurement, Management, and Appraisal Sourcebook*, 1995, Human Resource Development Press, pp. 369-371. (with Ron Sorensen)

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"Workplace Religious Accommodation Issues for Adherents of Islam," *Proceedings of the Third Annual General Business Conference*, Sam Houston State University, Huntsville, Texas, 2 (2011), pp. 283-289. (with Robert K. Robinson and Ralph H. Hamilton)

"Following the Paper Trail: Measuring the Economics and Environmental Impact of Digital Content Delivery," *CISSE Computer Information Systems Sciences & Engineering*, University of Bridgeport, Bridgeport, Connecticut, 2009, Virtual. (with Vanessa K. Cox, Ruth C. May, and Stan L. Kroder).

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"Can Organizational Dress Codes Violate Title VII? *Jespersen v. Harrah's Operating Co., Inc.* and Sex-Differentiated Appearance Policies," *Proceedings*, Southwest Academy of Management, 2006, CD, pp. 348-357. (with Robert K. Robinson and Karen Epermanis)

"An Analysis of Training and Development Issues Affecting Small and Medium Enterprises in the United States," *Proceedings*, International Council for Small Business 50th World Conference, 2005, CD. (with George T. Solomon, Erin Thomas, Lloyd W. Fernald, Jr., and Ayman Tarabishy)

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"Diversity in Small and Large Work Environments: Why the Semantic Ambiguity?" *Proceedings*, United States Association for Small Business and Entrepreneurship/Small Business Institute®, 2005, CD. (with Chad Hartnell, Robert K. Robinson, and Joseph R. Bell)

"Human Resource Planning and Policy Development: Strategies for Small Businesses," *Proceedings*, Association for Small Business and Entrepreneurship, 2004, pp. 111-121. (with Erin Thomas and Peter Rainsford)

"Choice of Entity Considerations: A Legal Primer for New Ventures," *Proceedings*, Association for Small Business and Entrepreneurship, 2004, pp. 209-222. (with A.M. Nunley III and Robert K. Robinson)

"Educating Entrepreneurs on Angel and Venture Capital Financing Options," *Proceedings*, Association for Small Business and Entrepreneurship, 2004, pp. 274-289. (with Jason B. Brinlee, Joseph R. Bell, and Charles A. Bullock) **Distinguished Paper Award**

"Human Resource Management Basics: Small Versus Large Firm Practices," *Proceedings*, Association for Small Business and Entrepreneurship, 2004, pp. 61-75. (with Virginia Hernandez)

"Customer Service-Oriented Small Retail Business Owners in China, Mexico, Poland, Ukraine, and the United States of America," *Proceedings*, Small Business Institute®, 2004, pp. 42. (with Shawn M. Carraher) **Runner-Up for Distinguished Empirical Paper Award**

"Employee Dress Code Policies: Guidelines for Family Businesses," *Proceedings*, United States Association for Small Business and Entrepreneurship, 2004, CD. (with Dee Dee Ogrin)
Nominee for United States Small Business Administration Distinguished Student-Faculty Paper Award

"Public Accommodations Under the Americans with Disabilities Act: Responsibilities of Small Businesses," *Proceedings*, Association for Small Business and Entrepreneurship, 2003, pp. 102-113. (with Robert K. Robinson and Joe Ballenger)

"Growing Pains: An Employment Compliance Primer for Small Employers," *Proceedings*, Small Business Institute®, 2003, pp. 27-33. (with Robert K. Robinson and A. M. Nunley III)
Distinguished Applied Paper Award

"The Internet as an Information Conduit: A Transaction Analysis Model of Small Business Internet Use," *Proceedings*, United States Association for Small Business and Entrepreneurship, 2002, CD. (with Franz T. Lohrke) **TechKnowledge Point Best Paper Award for Technology Applications for Entrepreneurship**

"Workplace Diversity: Is It a Justification for Proportional Representation in the Workplace?" *Proceedings*, Association for Small Business and Entrepreneurship, 2001, pp. 10-17. (with Robert K. Robinson and Brian J. Reithel)

"Diversity Justifications for Preferential Programs: Incongruity Between Practice and Policy," *Proceedings*, Southern Management Association, 1999, pp. 177-179. (with Robert K. Robinson and Brian J. Reithel)

"Top Management International Orientation and Small Business Exporting Performance: The Moderating Roles of Export Market and Industry Factors," *Proceedings*, Small Business Institute

Directors' Association, 1999, pp. 2-8. (with Franz T. Lohrke and Vinay B. Kothari) **National Business Association Distinguished Empirical Paper Award Winner**

"Examining the Changing Legal Environment of Sexual Harassment: Implications of the Supreme Court's Ruling on Constructive Knowledge, Employer Liability, and Same-Sex Sexual Harassment," *Proceedings*, Southern Management Association, 1998, pp. 326-328. (with Robert K. Robinson, Brian J. Reithel, and Dwight D. Frink)

"High Impact Entrepreneurship Education: The Role of Faculty-Guided, Student-Based Field Case Consultations," *Proceedings*, International Council for Small Business 43rd World Conference, 1998, <http://www.sbanet.uca.edu/docs/98icsb/f009.htm>. (with Chay Hoon Lee and Charles H. Matthews)

"Performance Implications of Top Management Team-Heterogeneity in Small Business Exporting," *Proceedings*, Southwest Academy of Management, 1998, pp. 20-25. (with Franz T. Lohrke and Vinay B. Kothari)

"Jaws Revisited: How to Shark-Proof Small Businesses from the Gnashing Jaws of Violence," *Proceedings*, Small Business Institute Directors' Association, 1998, pp. 145-150. (with William E. Smith)

"Sex-Bias and Sexual Harassment Investigation Outcomes: Survey Results from U.S. Small Business Owners/Managers," *Proceedings*, International Council for Small Business 42nd World Conference, 1997, <http://www.sbaer.uca.edu/docs/proceedingsii/97ics115.txt>. (with Robert K. Robinson and Brian J. Reithel)

"Aladdin's Lamp of the 21st Century: How the Internet Can Make Your Business Wishes Come True," *Proceedings*, Small Business Institute Directors' Association, 1996, pp. 91-95. (with William Smith and Kelli J. Clawson)

"Sexual Harassment on College Campuses: College Faculty as Counselors and Legal Advisors," *Proceedings*, Southern Academy of Legal Studies in Business, 1995, pp. 84-94. (with Delaney J. Kirk)

"Employee Training: It Doesn't Have to Be a Nightmare for Small Employers," *Proceedings*, Southwestern Small Business Institute Association, 1995, pp. 108-113. (with Kelli J. Clawson)

"Sexual Harassment: No Immunity for Small Business," *Proceedings*, Small Business Institute Directors' Association, 1995, pp. 161-165. (with William T. Jackson and Diana Hensley)

Nominee for Distinguished Paper Award

"Correlates of Workplace Politicking," *Proceedings*, Southwest Academy of Management, 1994, pp. 180-187. (with William T. Jackson, Robert W. Boozer, and Robert W. Taylor)

"Gender Differences in Interpreting Actionable Sexual Harassment: An Exploratory Investigation of the 'Reasonable Woman' Doctrine," *Proceedings*, Southwest Academy of Management, 1994, pp. 279-283. (with Robert K. Robinson and Brian J. Reithel)

"A Regional and National Comparison of Small Business Institute Performance in 1992," *Proceedings*, Southwestern Small Business Institute Association, 1994, pp. 67-74. (with Gwen F. Fontenot and Lynn Hoffman)

"Accommodating Disabled Consumers: Sensitivity of Food Establishments to the Mobility Impaired," *Proceedings*, Southwestern Small Business Institute Association, 1994, pp. 58-66. (with Joe Ballenger)

"The State of the Small Business Institute: Implications for Clients and Consultants," *Proceedings*, Small Business Institute Directors' Association, 1994, pp. 272-277. (with Gwen F. Fontenot and Lynn Hoffman)

"Diversity in the Work Place: Implications for Equal Employment Opportunities," *Proceedings*, Southern Academy of Legal Studies in Business, 1993, pp. 128-134. (with Robert K. Robinson and David E. Terpstra)

"Diversity's Effect on Women in the Work Force: A Call for Research," *Proceedings*, Southwest Academy of Management, 1993, pp. 306-311. (with David E. Terpstra and Robert K. Robinson)

"Basic Skills Deficiencies at Work: Perceptions of Small and Large Employers," *Proceedings*, Small Business Institute Directors' Association, 1993, pp. 25-30. **Runner-Up for Best Paper Award**

"Promise and Pitfalls of Drug Policies: Empirical Implications," *Proceedings*, Southwestern Small Business Institute Association, 1992, pp. 117-122. (with Donald R. Curtis and Dillard B. Tinsley)

"Literacy and Attitudes toward Literacy Training in a Service Industry: An Examination of Rural Health Care Facilities," *Proceedings*, Midwest Business Administration Association, 1991, pp. 90-95. (with Jarrett Hudnall and Charlene Manley)

"Prescriptions for Treating AIDS-Related Problems in the Workplace: The Differing Approaches of Large and Small Businesses," *Proceedings*, Western Decision Sciences Institute, 1991, pp. 832-834. (with Alicia Briney Gresham, Robert Solomon, and Gwen F. Fontenot)

"Perceptions of Rural Small Business Owners and Managers toward Child Care Assistance," *Proceedings*, Small Business Institute Directors' Association, 1991, pp. 148-153. (with Joe Ballenger)

"Public Accommodations for the Disabled: Implications of the Americans with Disabilities Act for Small Businesses," *Proceedings*, Small Business Institute Directors' Association, 1991, pp. 154-156. (with Robert K. Robinson)

"Sexual Harassment: Legal Rights and Responsibilities," *Proceedings*, Employee Responsibilities and Rights Association, 1990, pp. 2-8. (with Billie M. Allen, David Duhon, and Robert K. Robinson)

"Affirmative Action Plans: Compliance for Economic Survival in the 1990's," *Proceedings*, Southern Business Law Association, 1990, pp. 325-334. (with Robert K. Robinson and Billie M. Allen)

"Planning for Human Resource Changes in Small Businesses: Theoretical, Legal, and Practical Issues for the Year 2000," *Proceedings*, Western Decision Sciences Institute, 1990, p. 495. (with Delaney J. Kirk and William M. Moore)

"Coping with AIDS in the Workplace: A Ten-Point Strategy," *Proceedings*, Southwest Academy of Management, 1990, pp. 208-211. (with Robert K. Robinson and Alicia Briney Gresham)

"The *Watson* Case: Disparate Impact and Subjective Judgment," *Proceedings*, Southern Business Law Association, 1989, pp. 119-128. (with Robert K. Robinson, George W. Nelson, and Walton H. Sharp)

"A Legal Perspective of AIDS in the Workplace: Guidelines for Small Businesses," *Proceedings*, Midwest Business Administration Association, 1989, pp. 113-118. (with Alicia L. Gresham and Jarrett Hudnall, Jr.)

"The AIDS Epidemic: Implications for Small Businesses," *Proceedings*, Southwestern Small Business Institute Association, 1989, pp. 32-40. (with Alicia L. Gresham and Joseph G. Ormsby)

"An Investigation of the Differing Responses of Large and Small Businesses to AIDS-Related Workplace Issues," *Proceedings*, Small Business Institute Directors' Association, 1989, pp. 47-52. (with Alicia L. Gresham and Gwen F. Fontenot) **Third Runner-Up for Best Paper Award**

"The *Arline* Case: Are AIDS Victims Immune from Termination?" *Proceedings*, Southern Regional Business Law Association, 1988, pp. 119-125. (with Robert K. Robinson, James White, and James D. Powell)

Research In Progress

Miles, M. P. and Franklin, G. M. AACSB Accreditation: Perceptions of Students, initial planning for research in process.

Franklin, G. M. A Comparison of Emiratization Practices in the UAE with Affirmative Action in the USA, initial planning for research in process.

Most Recent Paper Presentations

Robinson, R. K., Dibrell, C., Franklin, G. M., & Gentry, R. (2012). A Matter of Size: Regulatory Agencies Bullying Small Businesses into Compliance--The Protracted Consequences of *Arbaugh v. Y & H Corporation*. Small Business Institute Annual Meeting, San Antonio, Texas.

Other Paper Presentations

"The Hijab and the Kufi: Employer Rights to Convey a Business Image Versus Employee Rights to Religious Expression," Southern Academy of Legal Studies in Business Conference, San Antonio, Texas, 2011. (with Robert K. Robinson and Ralph H. Hamilton)

"Measuring the Environmental Impact of Online Learning: Where Do We Start?" Ubiquitous Learning: An International Conference, Boston, Massachusetts, 2010. (with Ruth C. May, Stan L. Kroder, and Vanessa K. Cox)

"Hiring the Right People: Approaches for Small Employers," Association for Small Business and Entrepreneurship, Albuquerque, New Mexico, 2005. (with Jenny Waggoner)

"Diversity Justifications for Preferential Programs: Incongruity Between Practice and Policy," Southern Academy of Legal Studies in Business, Dallas, Texas, 1998. (with Robert K. Robinson and Brian J. Reithel)

"An Exploratory Study of Sexual Behavior in Accounting Firms: Do Male and Female CPAs Interpret Sexual Harassment Differently?" Western Regional American Accounting Association, Jackson, Wyoming, 1996. (with Dave L. Nichols, Robert K. Robinson, and Brian J. Reithel)

"Male/Female Issues in the Soviet Union," Academy of Management, Miami, Florida, 1991. (with Andrei V. Korobkov)

"The Civil Rights Act of 1990: An Analysis of Construct Changes in the Legal Environment," Southern Business Law Association, Houston, Texas, 1991. (with Robert K. Robinson and Billie M. Allen)

"AIDS-Afflicted Employees as Qualified Handicaps: Implications of Vincent L. Chalk v. United States District Court," Southern Business Law Association, New Orleans, Louisiana, 1989. (with Joseph G. Ormsby and Robert K. Robinson)

Most Recent Professional Presentations

Franklin, G. M. (2018). Reporting on Working Sessions on Creating Entrepreneurship Ecosystems on May 10: Leading through Financial Inclusion -- The Global Impact of Women Business Owners, Creating a Shared Future for Entrepreneurs and Micro-, Small and Medium-Sized Enterprises in the Framework of the United Nations Sustainable Development Goals, United Nations Headquarters, New York City, New York, May 12.

Franklin, G. M. (2018). Opening Ceremony Remarks: No MSMEs Left Behind with The Guiding Principles for MSMEs, Creating a Shared Future for Entrepreneurs and Micro-, Small and Medium-Sized Enterprises in the Framework of the United Nations Sustainable Development Goals, United Nations Headquarters, New York City, New York, May 12.

Franklin, G. M. (2018). Facilitator Opening and Closing Remarks: Leading through Financial Inclusion -- The Global Impact of Women Business Owners, ICSB and Partners Working Sessions on Creating Entrepreneurship Ecosystems to Support MSMEs and the United Nations

Sustainable Development Goals, United Nations Headquarters, New York City, New York, May 10.

Franklin, G. M. (2018). Opening Ceremony Remarks: What Matters to ICSB, ICSB and Partners Working Sessions on Creating Entrepreneurship Ecosystems to Support MSMEs and the United Nations Sustainable Development Goals, United Nations Headquarters, New York City, New York, May 10.

Franklin, G. M. (2018). Keynote Presentation: Why Women's Entrepreneurship Matters, Humane Entrepreneurship and Innovation-Driven Growth of SMEs Conference, Seoul, Korea, April.

Franklin, G. M. (2017). Preconference Workshop: Enhancing Academic Quality through Global Accreditations: Why AACSB and Other Specialized Program Accreditations? International Council for Small Business 2017, Buenos Aires, Argentina, June.

Franklin, G. M. (2017). Keynote Speech: Why Entrepreneurship Education Matters, The International Conference of Technology Innovation, Management, and Entrepreneurship (TIME 2017), Amman Jordan, May.

Franklin, G. M. (2016). Plenary Session Panelist: Women and Entrepreneurship: Breaking the Mold, Egypt Entrepreneurship Summit 2016, Elgouna, Egypt, November.

Franklin, G. M. (2016). Parallel Session Panelist: Overview of What is Happening in the Global Entrepreneurship Ecosystem, Egypt Entrepreneurship Summit 2016, Elgouna, Egypt, November.

Franklin, G. M. (2016). Academic Leadership Adventures from the United Arab Emirates: Plenty of "Dorothy, You're Not in Kansas Anymore" Moments, Stephen F. Austin State University Chapter of the American Marketing Association, Nacogdoches, Texas, November 2016.

Franklin, G. M. (2016). Keynote Presentation: An Entrepreneurial Academic Leader Abroad: Experiences from the United Arab Emirates, Association for Small Business and Entrepreneurship Conference, New Orleans, Louisiana, September.

Franklin, G. M. (2016). Keynote Speech: Why AACSB Accreditation and Global Benchmarking Matter, Third International Conference on New Challenges in Management of Business, Dubai, United Arab Emirates, May.

Franklin, G. M. (2015). Alumni Engagement: Strategies and Actions to Achieve Impact, AACSB European, Middle East, and Africa Conference, Frankfurt, Germany, October.

Franklin, G. M. (2015). ICSB Deans Forum: Using Innovation, Engagement, and Impact to Transform Business Schools: An Interactive Discussion, International Council for Small Business Conference, Dubai, United Arab Emirates, June.

Franklin, G. M. and Fagnot, I. (2015). Faculty Qualifications and Engagement: Strategic and Operational Approaches, AACSB Inaugural European, Middle East, and Africa Accreditation Conference, Amsterdam, The Netherlands, May.

Franklin, G. M. (2015). Initial AACSB Accreditation – Visit-Team Preparation, AACSB Information Session and Workshop, Zayed University, Dubai, United Arab Emirates, March.

Franklin, G. M. and Khoury Z. (2015). Excellence and Innovation in Management Education: A Global Business School Network Panel Discussion, Innovation Arabia 8, Dubai, United Arab Emirates, February.

Franklin, G. M. (2013). Shaping the Future of Management Education: AACSB's New Accreditation Standards, International Council for Small Business, Ponce, Puerto Rico, June.

Franklin, G. M., & Mochel, L. (2012). Bonus Session—AACSB Mentor Training," AACSB International Associate Deans Conference, Houston, Texas, November.

DiAngelo, J. A., Franklin, G. M., & Harshman, E. (2012). Eligibility Criteria, Including Scope of Accreditation, AACSB International Annual Accreditation Conference, Atlanta, Georgia, September.

Other Professional Presentations

"AACSB Open Forum," Academy of Business Disciplines, Fort Myers, Florida, November 2008.

"AACSB: Issues Facing Business Schools—Dean's Panel," Society for Marketing Advances, St. Pete Beach, Florida, November 2008. (with Faye McIntyre, David Martin, Robert Niebuhr, and Dan LeClair)

"Enriching Your Research and Publishing Skills in Today's Business Academic Environment," AACSB International Faculty Conference on Learning and Research, St. Pete Beach, Florida, June 2008. (with Danny R. Arnold)

"Tips for Maintaining a Culture that Enhances Intellectual Contributions," AACSB International Deans Conference, San Antonio, Texas, February 2008. (with Danny R. Arnold and Charles A. Bullock)

"Being Involved in AACSB International," Women Administrators in Management Education (WAME) Affinity Group Meeting, AACSB International Deans Conference, San Antonio, Texas, February 2008. (with Lucienne Mochel and Eileen Peacock)

"Faculty Qualification for AACSB: Academically Qualified (AQ) and Professionally Qualified (PQ) Bridge Programs," AACSB International Associate Deans Conference/Data Management Conference, Tampa, Florida, December 2007. (with Victor J. Cook, Jr.)

"Insights and Issues: Views from Three Deans," AACSB International New Deans Seminar, Tampa, Florida, July 2007. (with John Kraft and Craig McAllaster)

"Criteria for Determining Academically and Professionally Qualified Faculty," Southwestern Business Deans' Association Meeting, Santa Fe, New Mexico, February 2006. (with Charlotte Jones, Shirley Regan, and Phil Rice)

"An Entrepreneurial Decision: When and Why Should You Consider Academic Administration?" United States Association for Small Business and Entrepreneurship/Small

Business Institute®, February 2006, Tucson, Arizona. (with Danny R. Arnold, McRae C. Banks, and Douglas T. Grider)

"Dealing with Difficult Faculty: What's a Dean to Do?" AACSB International Deans Conference, Small School Network Affinity Group Preconference, February 2005, Orlando, Florida. (with Charles A. Bullock)

"AACSB International Accreditation: Deans Speak on What Faculty Members Should Know," United States Association for Small Business and Entrepreneurship/Small Business Institute®, February 2005, Indian Wells, California. (with Danny R. Arnold, McRae C. Banks, Charles A. Bullock, Douglas T. Grider, and Brian J. Reithel)

"Dealing with Difficult Employees: Guidelines for Small Business Owners and Managers," Association for Small Business and Entrepreneurship, San Antonio, Texas, March 2004. (with Delaney J. Kirk)

"Town Hall Meeting on Small School Development," AACSB International Development Conference, Dallas, Texas, March 2003. (with Edward T. L. Popper and Richard S. Lytle)

"AACSB International Precandidacy/Candidacy," Southwestern Business Deans' Association Meeting, Santa Fe, New Mexico, February 2003. (with Charles Bullock, Douglas T. Grider, and Philip F. Rice)

"Managing Workplace Violence: The Small Business Perspective," Small Business Institute®, New Orleans, Louisiana, February 2003.

"Violence in the Workplace: What's a Small Business To Do?" Association for Small Business and Entrepreneurship, Las Vegas, Nevada, March 2002. (with Delaney J. Kirk)

"AACSB Precandidacy/Candidacy Issues," Southwestern Business Deans' Association Meeting, El Paso, Texas, February 2001. (with Betsy V. Boze, Charles Bullock, and David F. Rankin)

"Adventures in Online Distance Education: The University of Texas System Consortium MBA Online Program," AACSB-The International Association for Management Education Continuous Improvement Symposium, Tampa, Florida, September 2000. (with Betsy Boze and Corbett Gauden)

"Electronic Commerce and Entrepreneurship: Towards a Research Agenda," Southern Management Association, Orlando, Florida, November 2000. (with Franz T. Lohrke and Howard Rasheed)

"The Small Business Institute in Colleges of Business: 1970s Innovation in 2000 and Beyond," AACSB-The International Association for Management Education Continuous Improvement Symposium, Minneapolis, Minnesota, September 1999. (with Charles H. Matthews and Marlin C. Young)

"Bridging the Gap from Academics to Practice: Managing Experiential Applications," Society for Marketing Advances (formerly Southern Marketing Association) Meeting, New Orleans, Louisiana, 1998. (with Kathleen H. Gruben, Alicia B. Gresham, and Marlene C. Kahla)

"The History of the Small Business Institute Program," AACSB--The International Association for Management Education Continuous Improvement Symposium, St. Louis, Missouri, September 1996. (with Gwen F. Fontenot, Neil E. Seitz, and Marlin C. Young)

"Voluntary Affirmative Action: An Inquiry and An Uninhibited Debate of the Implications for the Future," Southwest Academy of Management Meeting, San Antonio, Texas, 1996. (with Billie Morgan Allen, Mark D. Fulford, Delaney J. Kirk, Brian J. Reithel, and Robert K. Robinson)

"Caucus: Scholarship and Practice II," Academy of Management, Vancouver, British Columbia, 1995.

"Managing Diversity in the 1990s: Legal, Leadership, and Managerial Trends," Southwest Academy of Management Meeting, 1995, Houston, Texas. (with Robert K. Robinson, Mark D. Fulford, and Billie M. Allen)

"Symposium--Female Entrepreneurs: Issues, Barriers, and Keys to Success for the Remainder of the 1990s," Southwestern Small Business Institute Association Meeting, 1995, Houston, Texas. (with Kenneth J. Lacho, Elizabeth Gatewood, Genevieve Marshall, Ricki McKenna, and Frankie J. Snead)

"Training in Small Business: Past, Present, and Future," Small Business Institute Directors' Association Meeting, 1994, San Antonio, Texas. (with Delaney J. Kirk, Peter Rainsford, and McRae C. Banks)

"Doing Business in Russia and Other Republics in the Former Soviet Union: Issues and Answers for Small Businesses," Southwestern Small Business Institute Association Meeting, New Orleans, Louisiana, 1993. (with Kenneth J. Lacho, Irene Murray, Robert R. Peebles, and Ronald L. Rowley)

"Small Business and Entrepreneurial Development in Russia and the Baltics: Economic, Social, and Political Issues," Small Business Institute Directors' Association Meeting, San Diego, California, 1993. (with Chi Anyansi-Archibong, Gloria Merrell, Charles Matthews, and Fred Rice)

"The Impact of Current Social and Legal Issues on Human Resource Management in Small Businesses: Helping the Small Business Owner/Manager to Adjust," Small Business Institute Directors' Association Meeting, San Diego, California, 1993. (with Delaney J. Kirk and William M. Moore).

"Socio-Economic Consequences of the Crisis and Current Soviet Reforms," American Association for the Advancement of Slavic Studies Meeting, Phoenix, Arizona, 1992. (with Andrei Korobkov and Tatiana Zimakova)

"Accommodating the New Minority: How the Business Professor Can Work with the Student with a Disability--Practical Suggestions for the Classroom and Beyond," Southern Management Association Meeting, New Orleans, Louisiana, 1992. (with Jill Zimmerman and Kenneth J. Lacho)

"Accommodating the New Minority--The Disabled Student in the College Classroom: A Practical Approach," Southwest Academy of Management Meeting, San Antonio, Texas, 1992. (with Jill Zimmerman and Kenneth J. Lacho)

"Complying with the Americans with Disabilities Act," Small Business Institute Directors' Association Meeting, Washington, D.C., 1992. (with Lynn Hoffman)

"Current Trends in Human Resource Management for Small Businesses," Small Business Institute Directors' Association Meeting, Washington, D.C., 1992. (with Delaney J. Kirk and William M. Moore)

"Sexual Harassment: Contrasting Perspectives in International Contexts: United States, United Kingdom, and Soviet Union." Academy of Management Meeting, Miami, Florida, 1991. (with Billie M. Allen, Robert K. Robinson, David Terpstra, David Collinson, Margaret Collinson, and Andrei Korobkov)

"The Impact of Changing Demographics on Small Businesses: Implications for Workplace Effectiveness in a Globally Competitive Environment," Western Decision Sciences Institute Meeting, Lihue, Hawaii, 1991. (with William M. Moore and Delaney J. Kirk)

"Current Workplace Issues Affecting Human Resource Management for Small Businesses," Southwestern Small Business Institute Association Meeting, Houston, Texas, 1991. (with Delaney J. Kirk and William M. Moore)

"Sexual Harassment: Legal Rights and Responsibilities," Employee Responsibilities and Rights Association Meeting, Orlando, Florida, 1990. (with Billie M. Allen, David Duhon, Robert K. Robinson, and EEOC Representatives)

"Planning for Human Resource Changes in Small Businesses: Theoretical, Legal, and Practical Issues for the Year 2000," Western Decision Sciences Institute Meeting, Vancouver, British Columbia, Canada, 1990. (with Delaney J. Kirk and William M. Moore)

"Employment Law Issues," Southern Regional Business Law Association Meeting, San Antonio, Texas, 1988.

Most Recent Other Presentations

Franklin, G. M. (2015). The UAEU College of Business and Economics Promotes Excellence, Arab ACRAO, Al Ain, United Arab Emirates, March.

Franklin, G. M. (2015). ICSB 2015: Entrepreneurship at a Global Crossroad, United States Association for Small Business and Entrepreneurship, Tampa, Florida, January.

Franklin, G. M. (2014). ICSB 2015 in Dubai, Asian Council for Small Business, Seoul, South Korea, October.

Franklin, G. M. (2013). Conferences, Networking, and Managing Relationships, Southern Management Association Early Stage Doctoral Consortium, New Orleans, Louisiana, November.

Franklin, G. M. (2012). Conferences, Networking, and Managing Relationships, Southern Management Association Early Stage Doctoral Consortium, Fort Lauderdale, Florida, October.

Other Presentations

"Conferences, Networking, and Managing Relationships," Southern Management Association Early Stage Doctoral Consortium, Savannah, Georgia, November 2011.

"Success in Today's (and Tomorrow's) Management Field: Balancing Job Roles of Teaching, Research and Service: An Administrator's Perspective," Southwest Academy of Management Doctoral Consortium, Houston, Texas, March 2011.

"Providing Academic Service: A Dean's Perspective for New Faculty," Southwest Academy of Management Doctoral Consortium, Dallas, Texas, March 2010.

"Placement for Applicants," Academy of Management, Chicago, Illinois, August 2009. (with James Dulebohn, Mary Jo. Jackson, Nancy McIntyre, and Charlotte Sutton).

"Lessons in Leadership of a College of Business Dean," Business and Professional Women of St. Petersburg and Pinellas County, Florida, July 2008.

"Overview of UT Permian Basin School of Business: HR Strategies and How These Impact the Permian Basin," Permian Basin Society for Human Resource Management Meeting, Midland, Texas, March 14, 2006.

"Overview of The University of Texas of the Permian Basin and the School of Business," Texas Society of Certified Public Accountants High School Educator Conference, Odessa, Texas, February 22, 2006. (with Debra J. Carroll)

"Women and Higher Education Roundtable," The University of Texas of the Permian Basin, Odessa, Texas, 2004.

"Ins and Outs of Faculty Placement," Academy of Management Annual Meeting, New Orleans, Louisiana, 2004. (with Mary Jo Vaughan, Nancy Leonard, and Danielle Beu).

"Combating Violence in the Workplace: Strategies for Employers and Managers," Permian Basin CPE, Odessa, Texas, August 2003.

"Employee Handbooks: The Double-Edged Sword," Permian Basin CPE Expo, Odessa, Texas, August 2001.

"Navigating Today's Employment Law Minefields," Nonprofit Management Center of the Permian Basin Monthly Meeting, Midland, Texas, May 2001.

"Academic Life: Ethical Dilemmas, Decision-Making, and Balancing Commitments in an Academic Career," Southwestern Federation of Administrative Disciplines Third Annual Doctoral Consortium, Southwestern Federation of Administrative Disciplines Meeting, New Orleans, Louisiana, March 2001.

"Accreditation Update," Texas Council of Collegiate Education in Business Conference, 2000. (with Robert May and Moustafa Abdelsamad)

"Navigating Today's Employment Law Minefields," Permian Basin CPE Expo, Odessa, Texas, July 2000.

"Teaching and Curriculum: Evaluating Student Performance (How Do You Design a Class So that You Can Determine If They Have Learned What You Wanted Them to Learn?)," Southwestern Federation of Administrative Disciplines Second Annual Doctoral Consortium, San Antonio, Texas, March 2000. (with Brian J. Reithel)

"Sexual Harassment in the Workplace and Perceptions of Accountants," Institute of Management Accountants, Permian Basin Chapter, Midland, Texas, October 1999.

"Marketing Your SBI Program Internally and Externally," Small Business Institute Directors' Association Meeting, San Francisco, California, February 1999. (with Charles H. Matthews)

"Establishing Your Professional Career: Professional Service," Southern Management Association Tenth Annual Doctoral Consortium, Southern Management Association Meeting, New Orleans, Louisiana, November 1998.

"Using the Academy of Management Placement Service," Academy of Management, San Diego, California, August 1998.

"Career Choices: Textbook Writing," Southwest Academy of Management Doctoral Student/New Faculty Consortium, Dallas, Texas, March 1998.

"Service to the Profession," Southern Management Association Doctoral Student/New Faculty Consortium, Atlanta, Georgia, 1997.

"Funding Your SBI Program Through Fund Raising and Other Means," Small Business Institute Directors' Association Meeting, San Diego, California, February 1996. (with Michael D. Ames, Dewey Johnson, and Matthew C. Sonfield)

"Finding and Winning Government, Foundation, and Corporate Grants," Small Business Institute Directors' Association Meeting, San Diego, California, February 1996. (with Don B. Bradley, III, Paul Dunn, Charles H. Matthews, and John B. Wallace)

"The 'Basics' of Fund Raising, Identifying Strategies for Fund Raising, and Organizing for Successful Fund Raising in Your Community," Summer Conference, SBI Director Training: Operating in a Changing Environment, New Orleans, Louisiana, June 1995.

"How to Break Into Textbook Publishing," Southwest Academy of Management Meeting, Houston, Texas, March 1995. (with Bobby Bizzell, Ricky W. Griffin, Gregory Moorhead, and David Van Fleet)

"Preparing Traditional SBI Cases," Small Business Institute Directors' Association Meeting, Pre-Conference Workshop, Washington, D.C., February 1992. (with Leo G. Simpson)

SPONSORED RESEARCH PROJECTS

Small Business International Exporting Survey, Stephen F. Austin State University Mini-Grant, \$1,000, and University of Southern Mississippi, Gulf Coast Faculty Grant, \$1,000, 1996-1997. (with Vinay B. Kothari and Franz T. Lohrke)

Reasonable Woman Survey: Part II, Stephen F. Austin State University Mini-Grant, \$1,400, 1994-1995. (with Robert K. Robinson and Brian J. Reithel)

Reasonable Woman Survey, Stephen F. Austin State University Mini-Grant, \$1,000, 1992-1993. (with Robert K. Robinson and Brian J. Reithel)

Illiteracy in the Workplace Survey, Stephen F. Austin State University Faculty Research Grant, \$3,688, 1991-1992.

Basic Skills in the Workplace: Responses to Educational Shortcomings as Perceived by Small and Large Employers. Delta Kappa Gamma Society International, \$1,000, 1990-1991.

PROFESSIONAL MEMBERSHIPS AND SERVICE

AACSB International

Conference Chair, AACSB Europe, Middle East, and Africa Accreditation Conference, May 2016

Member, AACSB Europe, Middle East, and Africa Affinity Group, 2015-2016

Conference Advisory Committee Member, AACSB Europe, Middle East, and Africa Annual Conference, October 2015

Board Member, 2004-2007 and 2010-2013

Audit Committee, 2011-2012

Conference Advisory Committee Member, AACSB Associate Deans Conference, November 2012

Peer Review Team Member and/or Chair, 2008-2015, 2018

Doctoral Faculty Shortage Working Group, 2007-2011

Mentor, 2006-present

Nominating Committee, 2002 and 2010

Conference Chair, AACSB Faculty Conference on Learning, June 2007

AQ/PQ Bridge Working Group, 2006-2007

Chair, Small School Affinity Group, 2004-2006

Co-Chair, Small School Affinity Group, 2000-2004

Member, Small School Affinity Group, 2000-2006

Southwestern Business Deans' Association
 Past President, 2004-2005
 President, 2003-2004
 Vice President and Program Chair, 2002-2003
 Secretary, 2001-2002
 Treasurer, 2000-2001

Council of Texas Business Deans (formerly the Texas Council of Collegiate Education in Business)
 Past President, 2003-2004
 President, 2002-2003
 Vice President and Program Chair, 2001-2002

Academy of Management
 Director of Sponsorships, 2005-2009
 Director of Exhibitor Relations, 2000-2003
 Director of Placement, 1998-2000
 Associate Director of Placement, 1997-1998
 Assistant Director of Placement, 1997
 Placement Committee, 1992-1996

Southern Management Association
 Conference Site Selection Coordinator, 2008-2015
 Conference Coordinator, 2001-2008
 Treasurer, 1998-2001
 Track Chair, 1994
 Co-Coordinator, Administrators Luncheon, 1994

Allied Southern Business Association
 Co-Director, 2000-2001

Southwest Academy of Management
 SWAM Outstanding Educator Award Committee, 2003-2005
 Immediate Past President, 1998-1999
 President, 1997-1998
 President-Elect, 1996-1997
 Southwestern Federation of Administrative Disciplines Board of Directors Representative, 1996-1998
 Program Chair, 1995-1996
 Program Chair-Elect, 1994-1995
 Secretary-Treasurer, 1991-1994

International Council for Small Business
 Past President, 2019-to date
 President, 2018-2019
 President-Elect, 2017-2018
 Senior Vice President for Finance & Control, 2012-2016
Journal of Small Business Management's International Research Board, 2010-2019

United States Association for Small Business and Entrepreneurship
 Awards Committee, 2017
 Nominating Committee, 2017
 Special Vice President—Strategic Business Model, 2009-2012
 Immediate Past President, 2008-2009
 President, 2007-2008
 President-Elect, 2006-2007

Senior Vice President—Programs, 2005-2006
 Vice President, Program Chair-Elect, 2004-2005
 Senior Vice President—Operations, 2003-2004
 USASBE/SBIDA 2000 and 2001 Site Coordinator
 Small Business Institute® (formerly Small Business Institute Directors' Association)
 Vice President--Conference Arrangements, 2000-2003
 Fellow, 1999
 Homer L. Saunders Mentor, 1999
 Site Selection Coordinator, 1998-1999
 Immediate Past President, 1997-1998
 President, 1996-1997
 President-Elect, 1995-1996
 Vice President--Programs, 1994-1995
 Secretary-Treasurer, 1992-1994
 Track Chair, Legal and Social Issues, 1991-1992
 Chair, Editorial Review Board Committee, *Journal of Small Business Management*, 1991-1992
 Member, Editor Search Committee, *Journal of Small Business Strategy*, 1991-1992
 Board of Directors, 1990-1998
 Association for Small Business and Entrepreneurship (formerly SSBIA)
 Fellow, 1997
 Southwestern Small Business Institute Association (now ASBE)
 Journal Advisory Board Committee, *Journal of Business & Entrepreneurship*, 2002-2006
 Journal Selection Committee Chair, 1994-1995
 Past President, 1992-1993
 President, 1991-1992
 Journal Advisory Board Committee, *Journal of Business & Entrepreneurship*, 1991-1993
 Southwestern Federation of Administrative Disciplines Board of Directors Representative, 1990-1992
 Editor, *Proceedings*, 1991
 Vice President of Programs, 1990-1991
 Southwestern Federation of Administrative Disciplines
 Doctoral/New Faculty Consortium Coordinator, 1998-2000
 Society for the Advancement of Management
 Student Chapter Advisor, 1994-1995
 Society for Human Resource Management
 Student Chapter Advisor, 1987-1994
 Houston Human Resource Management Association
 Student Chapter Liaison, 1987-1994
 Delta Kappa Gamma
 Finance Committee Chair, 1994-1996
 Scholarships Committee Chair, 1992-1993
 Alpha Chi
 Beta Gamma Sigma
 UT Permian Basin Chapter President, 2006-2008
 National Chapter Operations Committee, 1998-2000
 SFASU Chapter Secretary-Treasurer and Faculty Advisor, 1996-1998

Sigma Beta Delta
International Board Member, 2000-2005
UT Permian Basin Chapter President, 2000-2006
Sigma Iota Epsilon
Kappa Delta Pi
Reporter/Historian, 1991-1992

PROFESSIONAL ACTIVITIES

Chairperson/Moderator

"Enhancing Quality of Business Education through Accreditation," AACSB EMEA Accreditation Conference, Milan, Italy, 2016.

"ICSB Deans Forum," International Council for Small Business 2015 World Conference, Dubai, United Arab Emirates, 2015.

"Strategies for Faculty Development," AACSB International Conference and Annual Meeting, New York City, New York, 2011.

"Accreditation Strategies for Small Schools," Small School Network Affinity Group Preconference, AACSB International Conference and Annual Meeting, San Francisco, California, 2005.

"AACSB Accreditation: Dean's Perspectives," Southwest Academy of Management, Houston, Texas, 2003.

"Faculty Recruitment and Development: The Small School Perspective," AACSB International Continuous Improvement Symposium, Washington, D.C., 2002.

"What Your Mama Didn't Tell You: Deans' Perspectives on Deconstructing the Accreditation Process," AACSB International Continuous Improvement Symposium, St. Louis, Missouri, 2001.

"Entrepreneurship: 21st Century Business Education for Students and the Community," Association for Small Business and Entrepreneurship Meeting, Houston, Texas, 1999.

"Publishing Opportunities for Academics: The Publisher Perspective," Small Business Institute Directors' Association Meeting, Orlando, Florida, 1997.

"Funding Your SBI Program Through Fund Raising and Other Means," Small Business Institute Directors' Association Meeting, San Diego, California, 1996.

"Finding and Winning Government, Foundation, and Corporate Grants," Small Business Institute Directors' Association Meeting, San Diego, California, 1996.

"The 'Basics' on Private Sector Funding Sources, Developing Leads on Private Sector Funding, and Being Competitive in the Private Sector Funding Marketplace," Summer Conference, SBI Director Training: Operating in a Changing Environment, New Orleans, Louisiana, 1995.

"The 'Basics' on Government Grants, Identifying Government Grant Opportunities, and Exploring the Government Grant Process," Summer Conference, SBI Director Training: Operating in a Changing Environment, New Orleans, Louisiana, 1995.

"Challenges for Small Business," Southwestern Small Business Institute Association, Houston, Texas, 1995.

"Issues in Sexual Harassment Research," Southern Management Association, New Orleans, Louisiana, 1994.

"ADA Satisfaction, Accommodating ADA Customers, and Medical Leave," Southwestern Small Business Institute Association, Dallas, Texas, 1994.

"Women in the Workforce: Domestic and International Perspectives," Southwest Academy of Management Meeting, New Orleans, Louisiana, 1993.

"Consulting with Small Businesses," Small Business Institute Directors' Association Meeting, Washington, D.C., 1992.

"Approaches to Small Business Productivity," Western Decision Sciences Institute Meeting, Lihue, Hawaii, 1991.

"Small Business and Entrepreneurial Strategic Approach," Western Decision Sciences Institute Meeting, Vancouver, British Columbia, Canada, 1990.

"Employer-Employee Issues, Part I Session," Southern Business Law Association Meeting, Dallas, Texas, 1990.

"Property Law Session," Southern Business Law Association Meeting, New Orleans, Louisiana, 1989.

Committee Assignments at UAEU

University

Member, Academic Council, 2014-2016

Member, Deans Council, 2014-2016

Member, ICSB 2015 Planning Committee, 2014-2015

College

Chair, Strategic Planning Committee, 2014-2016

Chair, College Leadership Committee, 2014-2016

Committee Assignments at SFA

University

Member, Academic Affairs Council, 2012-2014

Member, Deans Council, 2012-2014

Member, University Honors Committee, 2011-2012

College

Liaison, Friend Raising Task Force, 2013-2014

Liaison, Accreditation Steering Committee, 2012-2014

Liaison, Beta Gamma Sigma Committee, 2012-2014

Liaison, Graduate Council, 2012-2014

Liaison, Strategic Planning Committee, 2012-2014

Liaison, Administrative Support Team, 2012-2013

Liaison, Undergraduate Curriculum Committee, 2011-2014

Liaison, College Student Advisory Council, 2011-2012

Liaison, College Student Services Committee, 2011-2012

Liaison, College Student Success & Appeals Committee, 2011-2012

Committee Assignments at University of Dallas

Member, Joint Committee on Business Education, 2009-2011

Member, Council of Deans, 2009-2010

Member, Council of Deans and Chairs, 2009-2010

Member, Faculty Senate, 2009-2010

Member, University of Affairs Board Committee, 2009-2010

Member, University Advancement Board Committee, 2009-2010

Committee Assignments at USF St. Petersburg

Member, Council of Deans, 2006-2009

Chair, Regional Vice Chancellor for Academic Affairs Search Committee, 2007-2008

Committee Assignments at UT Permian Basin

Co-Chair, UT System MBA Online Program Executive Committee, 2005-2007

Chair, Dean of Arts and Sciences Search Committee, 2004-2005

Member, University Budget Planning & Control Committee, 2004-2005

Member, University Budget Planning & Control Committee, 2002-2003

Member, University Hispanic-Serving Institution Grant Director Search, 2002-2003

Chair, Deans' Council Committee on Faculty Evaluation Process, 2001-2002

Member, University Access and Equity Committee, 1999-2004

Chair, School of Business Faculty Search Committees, 1999-2006

Member, University Budget Planning & Control Committee, 2000-2001

Member, Council of Deans, 1999-2006

Committee Assignments at UT San Antonio

University Student Information System Task Force, 1999

University Affirmative Action and Diversity Committee, ex officio, 1998-1999
Chair, Division of Management and Marketing Search Committees (5 tenure-track searches and 4 visiting searches), 1998-1999
Member, Director of Tourism Management Search Committee, 1998-1999
Member, Dean's Council of Division Heads, 1998-1999

Committee Assignments at SFA

University Commission on the Future Committee, Capital Campaign Subcommittee, 1997-1998
University American Council on Education Committee, Leadership Team, 1995-1998
University Pew Foundation Roundtable, Leadership Committee, 1995-1996
Department of Secondary Education Chair Search Committee, 1995-1996
College of Business AACSB Team VI: Staff Expectations and Development Systems, 1994-1996
University Access and Equity 2000 Ad Hoc Committee, 1994-1995
University Americans with Disabilities Steering Committee, 1994-1995
Chair, Department of Management and Marketing Advisory Council Committee, 1994-1995
University Research Enhancement Team, 1993-1995
University Research Enhancement Ad Hoc Committee, 1993-1994
College of Business Dean's Search Committee, 1993-1994
Chair, Department of Management and Marketing Faculty Search Committee, 1991-1992
Department of Management and Marketing Assessment Committee, 1993-1994
Department of Management and Marketing Faculty Search Committee, 1990-1991, 1992-1993
Department of Management and Marketing Small Business Institute Committee, 1990-1994
Department of Management and Marketing Advisory Council Committee, 1989-1990
Department of Management and Marketing Chair Search Committee, 1989-1990
Department of Management and Marketing Curriculum Committee, 1989-1990
School of Business Merit Panel, 1989-1990
Department of Management and Marketing Education Support Committee for Southern Association Report, 1988-1989

Discussant

International Council for Small Business 60th World Conference, Dubai, United Arab Emirates, 2015
Association for Small Business and Entrepreneurship Meeting, San Antonio, Texas, 2004
Association for Small Business and Entrepreneurship Meeting, Albuquerque, New Mexico, 2004
Southern Management Association Meeting, Clearwater Beach, Florida, 2003
Southwest Academy of Management Meeting, Houston, Texas, 2003
Southwest Academy of Management Meeting, St. Louis, Missouri, 2002
Small Business Institute Directors' Association Meeting, Santa Fe, New Mexico, 1998
North American Case Research Association Meeting, Cincinnati, Ohio, 1997
Southern Management Association Meeting, Atlanta, Georgia, 1997
Small Business Institute Directors' Association Meeting, Orlando, Florida, 1997
Southwestern Small Business Institute Association Meeting, Houston, Texas, 1995
Southwestern Small Business Institute Association Meeting, New Orleans, Louisiana, 1993
Southern Management Association Meeting, New Orleans, Louisiana, 1992
Western Decision Sciences Institute Meeting, Lihue, Hawaii, 1991
Small Business Institute Directors' Association Meeting, Orlando, Florida, 1991

Western Decision Sciences Institute Meeting, Vancouver, British Columbia, Canada, 1990
Small Business Institute Directors' Association Meeting, Houston, Texas, 1990

Editorial Review Board

Academy of Strategic and Organizational Leadership Journal, 2002-2006
The Entrepreneurial Executive, 1995-1999
Industrial Management, *ad hoc* reviewer, 1990-1995
Journal of Business & Entrepreneurship, 1990-1994
Journal of Small Business Strategy, *ad hoc* reviewer, 1990-1994
Troy University Business and Economic Review, 1998-2007

Expert Witness

Testified before the Texas Legislative Task Force on AIDS, March 11, 1988

Faculty Advisor

Beta Gamma Sigma, 1996-1998
Society for the Advancement of Management, 1994-1995
Women in Natural Resource Management, 1991-1993
Small Business Institute Program, 1986, 1989-1994, and 1997
 Region VI Graduate Case of the Year Competition Winner, U.S. Small Business
 Administration, 1992-1993
Society for Human Resource Management, 1987-1994

Human Resource Management Liaison

Member, People to People International Human Resource Management Delegation to the
U.S.S.R., May 1990

Reviewer

International Council for Small Business, 2015.
Small Business Institute Directors' Association, 1993-1995, 1997-1998, 2003
Southern Management Association, 1992
Southwest Academy of Management, 1989-1992, 1994-1995
Southwestern Small Business Institute Association, 1993-1995
Western Decision Sciences Institute, 1989-1991

Small Business Liaison

Leader, People to People International Small Business and Management Delegation to Russia,
Latvia, and Estonia, July-August 1992

Advisory Boards and Task Forces

Chair, Data Research and Realities, Stadium Options Group of A Baseball Community, St. Petersburg, Florida, 2008-2009

Member, St. Petersburg Chamber Task Force for Consideration of Tampa Bay Ray's New Stadium and Redevelopment Proposal, St. Petersburg, Florida, 2008-2009

Member, Advisory Board, STAR Technology Enterprise Center, St. Petersburg, Florida, 2006-2009

Member, Advisory Board, Casa de Amigos, Midland, Texas, 2000-2006

MISCELLANEOUS WHEN FULL-TIME ACADEMIC

Numerous consulting experiences in the human resource management, labor relations, small business management, and entrepreneurship areas as well as for AACSB International initial accreditation and maintenance efforts, strategy and strategic planning, faculty intellectual contributions, faculty-staff relations, assurance of learning, curriculum design and assessment, and general unit operations.

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

PERSONNEL COMMITTEE

August 22, 2019

Item I.5. **University of Louisiana at Monroe's** request for approval to appoint Dr. Jana Sutton as Interim Dean of the College of Health Sciences effective July 8, 2019.

EXECUTIVE SUMMARY

The University requests approval to appoint Dr. Jana Sutton as Interim Dean of the College of Health Sciences effective July 8, 2019 at an annual salary of \$135,000. 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. Jana Sutton as Interim Dean of the College of Health Sciences effective July 8, 2019.*

**Office of the President**

University Library 632 | 700 University Avenue | Monroe, LA 71209
P 318.342.1010 | F 318.342.1019

July 29, 2019

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

RECEIVED

AUG 05 2019

UNIVERSITY OF
LOUISIANA SYSTEM

Dear Dr. Henderson:

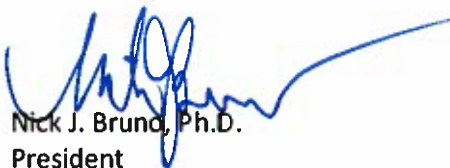
The University of Louisiana Monroe (ULM) requests approval of Dr. Jana P. Sutton as Interim Dean of the College of Health Sciences effective July 8, 2019, to replace Dr. Ken Alford. Dr. Alford served as Interim Dean for the 2018-19 fiscal year and is returning to 9-month faculty status.

Dr. Sutton earned the Ph.D. in Marriage and Family Therapy from the University of Louisiana Monroe and has 14 years of experience in higher education. Enclosed is a copy of her curriculum vitae. Over the last 14 years, she has assumed administrative positions with increasing levels of responsibility. Dr. Sutton was appointed Interim Director of the School of Allied Health in January 2018. Prior to that she served as the Director of Clinical Training, the Director of the Marriage and Family Therapy Program, and the Director of the Counseling Studies Program.

While we search for a permanent dean, I am confident in Dr. Sutton to lead the College of Health Sciences. She has demonstrated herself as a strong administrator with innovative ideas to continue to meet the growing demand for highly skilled health professionals. Her dedication and expertise make her an excellent interim leader for the college.

Thank you for your consideration of our request.

Sincerely,



Nick J. Bruno, Ph.D.
President

#TAKEFLIGHT

**Curriculum Vitae
Jana Sutton, Ph.D., LPC, LMFT**

PROFESSIONAL QUALIFICATIONS/MENTORING

2006-Present LPC Approved Supervisor

Member #: S2239

2005-Present LMFT Approved Supervisor

Member #: S-MFT26

Issue Date: August 19, 2005

Expiration Date: December 31, 2020

2004-Present AAMFT Approved Supervisor

Member #: 87175

Issue Date: October 11, 2004

Expiration Date: October 31, 2024

2002-Present Licensed Professional Counselor

State: Louisiana

License Number: 2239

Expiration Date: June 30, 2020

2002-Present Licensed Marriage and Family Therapist

State: Louisiana

License Number: 26

Expiration Date: December 31, 2020

2012-2015 Certified QPR Suicide Prevention Gatekeeper Instructor

LICENSING SUPERVISION SINCE TENURE AND PROMOTION

Toward Louisiana Licensed Professional Counselor License

August 2015 – November 2016: One MFT Ph.D. Student

August 2012 – July 2015: One MFT Ph.D. Student

June 2012 – December 2014: One MFT Ph.D. Student

Toward Louisiana Licensed Marriage and Family Therapist License

August 2015 – November 2016: One MFT Ph.D. Student

February 2013 – May 2015: One MFT Ph.D. Student

SPECIALIZED COURSES IN MARRIAGE AND FAMILY THERAPY

Supervision of Marriage and Family Therapy

University of Louisiana at Monroe, Monroe, LA

3 graduate credit hours concurrent with Doctoral program. The above course provided training in the supervision of therapists. The course included interactional and didactic components as well as provided supervisors-in-training with eighteen hours of supervision-of-supervision. I therefore accrued eighteen hours of the thirty-six supervision mentoring hours that are required to become an AAMFT Approved Supervisor. In addition, I also provided thirty hours of supervision to two supervisees. In order to become an AAMFT Approved Supervisor, one hundred and eighty hours of supervision must be provided to at least two supervisees over a minimum of two years.

Family of Origin and Intergenerational Process

University of Louisiana at Monroe, Monroe, LA

3 graduate credit hours concurrent with Doctoral program. The above course was an in-depth study of the theories and therapies of Murray Bowen, James Framo, and Ivan Boszormenyi-Nagy, and also had as its focus transgenerational issues in couples, marital, and family therapy.

Cross-cultural Issues in Counseling and Family Therapy

University of Louisiana at Monroe, Northampton, England

3 graduate credit hours concurrent with Doctoral program. Participated in this study-abroad program in Britain which utilized a cultural immersion experience for the study of cross-cultural issues in counseling and family therapy and which had as its emphasis "Psychotherapy in Britain – The State of the 'Profession'".

Cross-cultural Issues in Counseling and Family Therapy

Northeast Louisiana University, Yucatan, Mexico

3 graduate credit hours concurrent with Master's program. Participated in this study-abroad program in the Yucatan, Mexico which utilized a cultural immersion experience for the study of cross-cultural issues in counseling and family therapy and which had as its emphasis "Cross Cultural Counseling Issues Pertaining to Interracial Couples and Families".

Human Sexuality, Advanced Human Sexuality, and Contextual Sex Therapy

Northeast Louisiana University, Monroe, LA

9 graduate credit hours concurrent with Master's program. The above courses satisfy the 90 clock hours in human sexuality education and sex therapy training that the American Association of Sex Educators, Counselors, and Therapists (AASECT) requires for sex therapist certification.

PROFESSIONAL WORK EXPERIENCE

Jul 2018 – Present

Allied Health, Monroe, LA

University of Louisiana – Monroe, School of

<u>Jul 2018 – Present</u>	<u>Professor and Interim School Director</u>
<u>Jan 2018 – Jul 2018</u> Health Professions, Monroe, LA	University of Louisiana – Monroe, School of
<u>Jan 2018 – Jul 2018</u>	<u>Associate Professor and Interim School Director</u>
<u>Aug 2015 – Present</u>	University of Louisiana – Monroe, Marriage & Family Therapy and Counseling Studies, Monroe LA
<u>Aug 2015 – Jan 2018</u> <u>Director of Clinical Training</u>	<u>Associate Professor, Programs Director, and</u>
<u>Jan 2003 – Aug 2015</u>	University of Louisiana – Monroe, Marriage & Family Therapy Programs, Monroe LA
<u>Aug 2014 – Aug 2015</u> <u>Director of Clinical Training</u>	<u>Associate Professor, Programs Director, and</u>
<u>May 2009 – Aug 2014</u> <u>Director of Clinical Training</u>	<u>Assistant Professor, Programs Director, and</u>

Full-time positions. This position currently requires (a) teaching graduate level courses in counseling and marriage and family therapy, (b) the directing of ULM's Marriage and Family Therapy Master of Arts and Doctor of Philosophy Programs and Clinical Training Programs (internships and externsites), (c) the supervising of ULM's Juvenile Drug Court Program, (d) being a faculty mentor to clinic GAs and Research Assistants. Previously, this position involved supervising two Grant funded Program Directors.

<u>Nov 2005 – May 2009</u>	<u>Assistant Professor and Director of Clinical Services</u>
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Full-time position. This position requires (a) teaching graduate level courses in counseling and marriage and family therapy, (b) the directing of ULM's Marriage and Family Therapy Clinic, (c) the supervising of ULM's Juvenile Drug Court Program, and (d) being a faculty mentor to two Ph.D. level Teaching Assistants teaching Human Sexuality: MAFT 662, Introduction to Marriage and Family Therapy: MAFT 610, Internship: MAFT 670, and Group Counseling: COUN 667.

Member: COAMFTE and CACREP Accreditation Sub-Committee.

<u>Jan 2003 – Oct 2005</u>	<u>Assistant Professor</u>
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Part-time position. This adjunct position requires teaching graduate level courses in counseling and marriage and family therapy.

COURSES DEVELOPED AND APPROVED THROUGH UCC SINCE TENURE AND PROMOTION

Master's Level Courses

2016: MAFT 5063: Legal and Ethical Issues in Marriage & Family Therapy and Counseling

2016: MAFT 6053: Marriage & Family Therapy with Diverse, Marginalized, and Underserved Communities

2016: MAFT 5062: Assessment in Marriage & Family Therapy and Counseling

2016: MAFT 5081: Research Methods in Marriage & Family Therapy and Counseling

Doctoral Level Courses

2015: MAFT 7047: Applied Quantitative Methods and Statistics

2015: MAFT 7051: Doctoral Practicum in Marriage and Family Therapy

2015: MAFT 7053: Doctoral Internship in Marriage and Family Therapy

2016: MAFT 7021: Professional Issues and Identity in Systemic Practice

Courses Taught: (2003-Present)

COUN 5081: Research

Responsible for teaching COUN 581 (Research) to first year Masters students. This course is designed as an introduction to research methods. The class requires students to study principal research methods, significant existing research, and application of research principles within counseling and marriage and family therapy.

COUN 6067: Group Counseling

Responsible for teaching COUN 667 (Group Counseling) to second year Masters students. This course is designed to provide an understanding of relevant theories, processes, and evaluative methods of group counseling. It addresses contemporary issues, which include but are not limited to gender, violence, addictions, and abuse, in the treatment of individuals, couples, and families from a relational/systemic perspective in a group setting. Focus of inquiry is the development of an understanding of group dynamics and how they affect behavior. Group process for both groups of individuals and family groups are taught.

MAFT 5021: Maladaptive Behavior

Responsible for teaching MAFT 521 (Maladaptive Behavior) to first year Masters students. This course is designed to provide a study of theories of abnormal personality development across the life span. Issues relevant to cultural, gender, and ethnic differences are explored. The course addresses individual behavior in context, diagnosis, treatment, and use of the DSM-IV-TR. In addition, the

interface of marriage and family therapy, counseling, and other health disciplines is explored.

MAFT 6010: Introduction to Marriage and Family Therapy

Responsible for teaching MAFT 610 to first year Master's students and for mentoring a teaching assistant, simultaneously. This survey course is an introduction to the discipline of Marriage and Family Therapy. Students will be introduced to the systems or ecological models, their historical development, and the utilization of these models in developmental and therapeutic activities with families. While the most intense focus will be on the nuclear family, the systems model will be used to integrate information regarding the marital, sibling, and individual subsystems, as well as the family of origin and the family's interface with other social systems.

MAFT 6070: Internship

Responsible for teaching MAFT 670 (Internship) to second year Master's students. This course provides the opportunity for students to apply systemic theoretical constructs in the ULM Marriage and Family Therapy Clinic and other settings such as schools, colleges, clinics, and/or other agencies engaged in professional therapy services. Clients who present for therapy will represent a wide variety of clinical needs including individual, marital, and family problems. Clients who have been diagnosed with mental, behavioral, and relationship problems may be referred to the clinic or the externship site and interns are expected to attend in an appropriate therapeutic manner to those needs. Also, this course is designed to help the student meet the client contact hours required by the COAMFTE accreditation standards while maintaining the high standards of the profession of marriage and family therapy.

MAFT 7000: Family Systems I: Epistemological Issues in Marriage and Family Therapy

Responsible for teaching MAFT 700 (Family Systems I: Epistemological Issues in Marriage and Family Therapy) to second year Doctoral students. This course is designed to introduce students to the study of the paradigmatic shift represented by the systems/cybernetics/ecological perspective, the constructivist, the social constructionist, and the narrative perspectives. The implications of these perspectives for society, social policy, assessment, research, and mental health practice are also addressed.

MAFT 7022: Social Ecology - The Social Context of the Family

Responsible for teaching MAFT 722 (Social Ecology - The Social Context of the Family) to second year Doctoral students. This course allows for the macrosystemic study of the interface between families and work, business, religious, educational, medical, social service, and mental health systems. Skill development includes a focus on systemic approaches to consultation and

collaboration with members of other social systems as an adjunct to marriage and family therapy.

MAFT 7030: Supervision of Marriage and Family Therapy

Supervision of Marriage and Family Therapy. 3 credit hours. A comprehensive review of the literature on the Supervision of Marriage and Family Therapy.

MAFT 7040: Issues and Problems in Systemic and Marriage and Family Therapy Research

Intensive study of philosophical, theoretical, and practical issues in conceptualizing, designing, and conducting research on social systems from the perspective of modernist/structuralist and postmodernist/poststructuralist philosophical traditions. Systemic/cybernetic, constructivist, social constructionist, and quantum physics perspectives will be an important focus.

MAFT 7050: Practicum in Marriage and Family Therapy

Responsible for teaching MAFT 750 (Practicum in Marriage and Family Therapy) to first and second year Doctoral students. This course is designed to provide clinical supervision in marriage and family therapy for students who are enrolled in the ULM Marriage and Family Therapy Program and have completed at least two semesters of pre-practicum coursework at the graduate level. During this practicum, students are expected to maintain an adequate caseload at both the ULM Marriage and Family Therapy Clinic and at an approved externship site. Students are expected to maintain an active client caseload of at least two-three client contact hours per week at the ULM Marriage and Family Therapy Clinic. One supervision hour [individual or group] must be gained for every five client-contact hours earned. The supervisor will assist each student to develop a plan for the practicum experience, which will enable the student to meet program requirements.

MAFT 7052: Internship in MFT I & II

The internship focuses on marriage and family therapy processes and situations specific to direct marriage and family therapy practice with families and larger systems of which family systems are members. It is designed to continue the development of knowledge and skills relative to this focus in the areas of effective client-therapist relationships, analysis of client needs, service delivery issues, agency/organizational dynamics, policy issues, and professional values as each pertains to various systems levels.

MAFT 7099: Dissertation

Service as Dissertation Chair and/or Dissertation Committee Member:

I have served as a committee chair for twenty (20) students and as a committee member for thirty (30) students who have successfully defended their dissertations and have since graduated with their Ph.D.s in marriage and family therapy. The titles of those dissertations are as follows:

- 1) Solution-focused consultation: A case study of solution-focused principals applied in a congregational conflict setting (Kelly Barnett). *Committee Member*
- 2) Residential Treatment of Male Adolescent and Young Adult Substance Abuse utilizing Canine Therapy as part of the overall approach: A Qualitative Study (Bonnie Phillips). *Committee Member*
- 3) Non Confrontive use of Video Playback to Promote Change in Family Therapy (Shane Whiting). *Committee Member*
- 4) Client and Therapist Perceptions of Pivotal Moments in Marriage and Family Therapy: A Qualitative Study on Congruence across Experiences (Theresa Hart). *Committee Member*
- 5) Lessons on Being: Implications of the Bateson Research Project (Molly Govener). *Committee Member*
- 6) A study of the Life and Works of Carl Whittaker (Shuranda Dhanesar). *Committee Member*
- 7) A Closet Full of Sweaters: A Phenomenological Examination of the Use of Therapeutic Metaphor in Mother-Preadolescent Daughter Relationships (Elizabeth Ruggerio). *Committee Chair*
- 8) Married Entrepreneurial Couples in Family Business (Stephen Bell). *Committee Member*
- 9) If Gregory Bateson Were President During 9/11 (Matt Borer). *Committee Member*
- 10) Re-Integration of Adolescent Males from a Systemic Perspective (Adam Mathews). *Committee Chair*
- 11) The Improvisational Therapy of Bradford P. Keeney (Scott Shelby). *Committee Member*
- 12) African American Client Perceptions of Their Therapy (Tanya Simonis). *Committee Member*
- 13) Infertility: Examining the Decision Making Process as Christian Married Couples merge Biology, Technology and Theology while Exploring Treatment Options (Melanie Hammett). *Committee Member*
- 14) Research Design Revisited: Phoenix Rising (Steven Franks). *Committee Member*
- 15) Supervised Visitation: A Qualitative Look at the Experiences of Children, Parents, and Systemically Oriented Clinicians (Jessica Baudoin). *Committee Chair*
- 16) In Remembrance of Insoo Kim Berg and Ivan Böszörményi-Nagy: A Look into the Conceptual Frameworks and Major Contributions of Two International Marriage and Family Therapists Whom the Field "Lost" in 2007 (Nichelle Mason). *Committee Chair*
- 17) Family Therapy Legacies and the Patterns that Connect: Transcending the Modern/Postmodern Dichotomy in Family Therapy (Bethany Simmons). *Committee Chair*
- 18) Engaging Couples: A Phenomenological Approach to Understanding Facilitators' Use of Prepare in Premarital Therapy (Allison Lux). *Committee Member*
- 19) Bridging the Gap Between Research and Practice in Substance Abuse Treatment (James Bagley). *Committee Member*

- 20) The Influence of Family Dynamics on Women's Decisions' to have an Abortion: A Study of a Northwest Louisiana Abortion Clinic (Bertina Solomon). *Committee Chair*
- 21) The Impact of "The Sex Talk" Between Mothers and Their Daughters on the Sexual Behavior and Birth Control Habits of College-Age Girls (Kelly Tyner). *Committee Chair*
- 22) The Familial Impact of Running for President of the United States of America: A Case Study of Mike Huckabee (Bill Riddle). *Committee Member*
- 23) The Cybernetics of Faith (Todd Gunter). *Committee Member*
- 24) The Influence of Family Therapy on Flexibility and Cohesion Among Family Members Seeking Male Residential Treatment for Adolescent and Young Adult Substance Abuse. (Stephanie Marlowe). *Committee Member*
- 25) The Experience of Clients Able to Pay Private Practitioner Fees Receiving Marriage and Family Therapy at a Reduced Fee Training Clinic (Ryan Stivers). *Committee Chair*
- 26) A Systemic Evaluation of Mentoring (Michael Flowers). *Committee Member*
- 27) Juvenile Reintegration (Curtis Eberts). *Committee Member*
- 28) The A-Team: Creating an Ideal Drug Court Team through the Study and Experiences of Collaborative Team Dynamics (Katie Garcia). *Committee Chair*
- 29) Dual Therapist Marriages: An Autoethnography of Marital Experiences of Systemically Trained Couples (Courtney Stivers). *Committee Chair*
- 30) The Themes Perpetuating Marital Commitment in Conservative Protestant Couples Following Infidelity (Trenton Langhofer). *Committee Member*
- 31) A Phenomenological Study of Therapists' Experiences of Multiple Relationships in a Congregational Setting (Lauren Fix). *Committee Chair*
- 32) A Phenomenological Study of the Motivations of Individuals and Families Seeking to Become Non-Kinship Therapeutic Foster Parents (Richie Sheridan). *Committee Member*
- 33) Breast Cancer at 24: An Autoethnography of Personal and Familial Experiences of a Breast Cancer Diagnosis and Treatment (Aly Taylor). *Committee Chair*
- 34) The Mechanisms and Dynamics of Marital Relationships that Influence Desistance from Criminal Behavior Post Prison Release (Tyler Hebert). *Committee Member*
- 35) Little Known Heroes: Seven Daughters Give Perspectives of Relationships with Their U.S. Vietnam Combat Veteran Fathers (Mary Hill). *Committee Member*
December 2014
- 36) African American Therapy: The Collaboration of Baptist Ministers and Mental Health Professionals (Kathy Jackson). *Committee Member*
May 2015
- 37) An Improvisational Team Approach to Systemic Supervision (Kevin Shelby). *Committee Chair*
- 38) Improvisational Play as a Context for Transformation: Considerations for Systemic Therapists and Families (Jodi Cobb). *Committee Chair*
- 39) Family Therapy's Forgotten Paradigm of Schizophrenia: A Historical Reminder with Re-Emerged Exemplifications Revealed in the Phenomenological

- Experience of Individuals Diagnosed with Schizophrenia (Eddie Millhollon).
Committee Member
 December 2015
- 40) Ask The Experts: An Autobiographical Multiple Case Study of Christian Marriage and Family Therapists and Their Experience as Stay-At-Home Mothers (Valerie Ramsey). *Committee Chair*
- 41) Recursive Frame Analysis: The Art of Tracking Performance (Gail Lane).
Committee Chair
 May 2016
- 42) A Phenomenological Study of the Impact of Therapy on Juvenile Drug Court Participants and Their Families Post-Graduation (Amelia Papillion). *Committee Member*
- 43) From Pathological to Hopeful: An Autoethnography of a Christian Double Bind (Rahsheeno Griffith). *Committee Member*
- 44) The Digital Discourse: An Exploration of the Ever Evolving World of Technologically Focused Communication (Sarah Wilson). *Committee Member*
- 45) Effective Intervention Techniques for Sex Offenders: A Grounded Theory, Participant Observation, Sequential Exploratory Perspective of Sex Offenders who Complete Treatment and Contribute to Curricular Development (Rob Hanser). *Committee Member*
 May 2017
- 46) The Impact of Corporate Culture on the Experience of Employees in a Community Based Mental Health Agency (Emily Jones). *Committee Chair*
- 47) Black University Students and Binge Drinking: Within Group Differences at a Predominantly White University (Jordan Harris). *Dissertation Chair*
 Aug 2017
- 48) Staying Alive: Theoretical Foundations of a Pedagogical Performance Model for Reaching Peak Experiences through Rhapsodic Expression to Provide Suicide Prevention Programs (Peggy Buffington). *Committee Chair (Posthumous Degree)*
- 49) I Know Better: A Case Study Investigating Method to Improve HIV/AIDS Education for African American Adolescent Females (Cassandra Montgomery).
Committee Member
 May 2018
- 50) Unearthing a Revealing Reflection of Who We Are in Relation to Each Other, and Mutual Influences of Historical Narratives: A Critical Ethnographic Study Examining Southern Black and White Families' Intergenerational Perspectives on Race Relationships (Robyn Jardine). *Committee Chair*
 December 2018

I am currently serving on eighteen (18) dissertation committees, being a member of eleven (11) committees and being the chair of seven (7). Additionally, I am serving as an interim member of a nineteenth committee. The titles of those dissertations are as follows:

Of these nineteen (19), three (3) have successfully defended their dissertations and ten (10) have successfully proposed their dissertations:

Successful Dissertation Defenses

- 1) Living Single when Family Matters: The Dating Experiences of Never-Married Single Female Marriage and Family Therapists-in-Training (Jacinda Whitley). *Dissertation Chair*
- 2) Getting Over the Rainbow: A Phenomenological Study of the Familial Experiences of the Lesbian and Gay Coming-Out Process (Joshua Sanders). *Committee Chair*
- 3) What Once Was Lost, Now is Found: A Hermeneutical Analysis of an Unearthed Carl Whitaker Teaching Seminar (Benjamin Evans). *Committee Member*

Successful Proposal Defenses

- 1) The Absence of Family in Modern Medicine: A Look at the Past in Determining the Future of How Family Interaction Benefits Today's Medical Community (Courtney Brasher). *Committee Member*
- 2) Fostering Care: Multiple Voiced Stories Illustrating the Need for Systemic Practice in Child Welfare (Shauntee Slack). *Committee Member*
- 3) A Grounded Theory Study Exploring Marriage and Family Therapists' Integration of Spirituality into Clinical Practice (Evelyn Bent-Rattray). *Committee Member*
- 4) Searching for the Horse and Carriage: Mankind's Quest for Becoming 'One' in True Love and Marriage (Joel Touchet). *Committee Member*
- 5) Interviews with Roman Catholic Couples in Long-Term Marriages: Navigating the Landscape of Lifelong Marriages with Spirituality at the Helm (Sovichan Scaria). *Committee Chair*
- 6) Marriage and Family Therapists in the Elementary School Setting (Wade Fuqua). *Committee Chair*
- 7) Remote Therapy Experience as a Proxy for Understanding Interactional Virtual Reality Therapy (John Webb). *Committee Member*
- 8) Women's Land: Intentional Communities and Family (Morgan Gray). *Committee Member*
- 9) Ambiguous Loss in the Context of Dementia Care: Implications for Sibling Relationships (Daniel Sieber). *Committee Member*
- 10) Dialectical Behavior Therapy: Partner Inclusion and Relationship Satisfaction (Dawn Louise Del Rio). *Interim Committee Member*

The topics of the remaining six (6) dissertations are as follows:

- 1) Becoming a Marriage and Family Therapist: A Phenomenological Study of Master's Level Students' Experience at the University of Louisiana at Monroe (Ashley Absher). *Committee Chair*
- 2) Adopting a Foster Care Child in Louisiana: Changing Family Dynamics (Karissa Humphries). *Committee Chair*

- 3) Interaction Rituals Following Violence in Public: A Systemic Participatory Action Research with African American Trans-Women in Metro Atlanta (Adam Albrite). *Committee Chair*
- 4) Telling the Story: An autoethnographic journey moving forward in the present by reframing a culture of testimony as voice for love-charged holistic healing (Laverne Dunn). *Committee Member*
- 5) TBD (Tonya Wright). *Committee Member*
- 6) Supervision and Minority Students (Sir Aaron Mason). *Committee Member*

I have also served as thesis committee member for one (1) Master of Arts graduate whose thesis was entitled “Multiple Relationships: Whose Decision Is It? A Phenomenological Analysis of the AAMFT Ethical Principle 1.3” (C.J. Aducci), and am currently serving as chair to another, “It’s All Greek to Me: A Hermeneutic Phenomenological Analysis of King Lear from a Structural Family Therapy Perspective” (John Brooks).

Guest Lectures Given:

6/09 and 6/10 *Writing a Dissertation*

5/08 *Cross Cultural Counseling: European Families*

6/07 *Being a Systemic Group Therapist*

2/07 *Ethics as a Professional Issue: Ethical Practice in Marriage and Family Therapy*

4/06 and 3/06 *Working with the Legal System: Therapy as a Mandate for Client and Therapist*

3/06 *Working with Families in Custody Cases and other Mandated Clients*

2/06 *Legal, Ethical, Professional, and Procedural Issues in Clinical Practice – The ULM Marriage and Family Therapy Clinic*

2/06 and 3/05 *Externalization of the Problem: A Technique in Narrative Family Therapy*

5/05 and 3/05 *Child Custody: Performing Custody Evaluations and Therapeutically Assisting Families in their Transition to New Custody Arrangements*

3/04 and 2/04 *Transitioning from being a Student to being a Professional in the fields of Marriage and Family Therapy and Counseling*

3/02 *Group Therapy with “Perpetrators” of Domestic Violence*

2006 - 2015 *Secretary/Treasurer*

Basic Your Best Buy, Inc., A Family Owned and Operated Business – Monroe, LA

Jan 2005 – Oct 2005

Contracted to Develop a Juvenile Drug Court

Fourth Judicial District Court – Monroe, LA

Contracted to develop a juvenile drug court. Responsibilities included: (1) Preparing budget and funding application. (2) Researching current literature on juvenile drug courts, juveniles and substance abuse treatment, juveniles in the justice system and families with substance abusing juveniles. (3) Visiting other juvenile drug courts in the state of Louisiana. (4) Identifying local referrals and resources. (5) Identifying target population. (6) Establishing eligibility requirements. (7) Establishing screening techniques and protocol. (8) Establishing treatment assessment techniques and protocol. (9) Recommending a treatment model. (10) Establishing staffing requirements. (11) Recommending job descriptions and qualifications. (12) Recommending professional services descriptions and qualifications. (13) Developing policies and procedures. (14) Creating a policy and procedure manual. (15) Creating a client handbook. (16) Creating program pamphlets, literature, and forms.

May 2005

Contracted to Write a Federal Juvenile Drug Court Grant

Fourth Judicial District Court – Monroe, LA

Contracted to write a federal grant to attempt to receive funding for the Fourth Judicial District Court Juvenile Drug Court to be awarded by the U.S. Department of Justice, Office of Justice Programs, Office of Juvenile Justice and Delinquency Prevention (OJJDP). Responsibilities included submitting: (1) Budget. (2) Program narrative. (3) Time/Task plan. (4) Memorandums of understanding. (5) Consent forms and certification of treatment programs.

August 31, 2005: The Office of Justice Programs approved the application for funding under the FY 2005 OJJDP Juvenile Drug Court Implementation Program in the amount of \$450, 000.

May 2002 – Dec 2004

Therapist

YWCA of Northeast Louisiana, West Monroe, LA

Full-time position. Responsible for providing marriage and family therapy to individuals, couples, and families. Many of the clients seen are court-mandated which requires reporting to, and collaborating with, Judges, Hearing Officers, District Attorneys, and Probation Officers on a regular basis.

May 2001 – May 2002

MFT Doctoral Intern

YWCA of Northeast Louisiana, West Monroe, LA

Full-time position. Responsible for providing marriage and family therapy to individuals, couples, and families under the supervision of an AAMFT approved supervisor. Many of the clients seen were court-mandated which required reporting to Judges, District Attorneys and Probation Officers on a regular basis.

Also responsible for providing in-home therapy to families of the rural parishes of Louisiana, most of who were at risk for having children removed from the home due to incidents of domestic violence, child abuse, or neglect. This aspect of the position required being in constant collaboration with social workers and Child Protective Services.

Mar 1998 – Dec 2004 Domestic Violence Group Facilitator and Coordinator
YWCA of Northeast Louisiana, West Monroe, LA

Responsible for providing group therapy and education to men in the community who have been charged with being violent toward their partner. I closely follow “The Duluth Model: Education Groups for Men who Batter” yet combine Solution-Focused philosophies and techniques with the Psycho-educational philosophies and techniques. I am also responsible for the co-ordination of these therapy groups. This entails the administrative and clinical supervision of Marriage and Family Therapy Interns who conduct screenings of potential group members, for collaborating with the legal system and other referral sources, and for updating all related literature, procedures, guidelines, and rules. The training of new facilitators is also my responsibility.

Jan 2000 – May 2001 Research and Writing Assistant to Dr. Wendel Ray
ULM, MFT Program, Monroe, LA

Responsible for assisting Dr. Ray in selected research and writing projects, including the Don D. Jackson Archive at the Mental Research Project, Palo Alto, California of which he is a Research Associate (1986-present) and past Director (2000-2004). The assistantship required a visit to the Mental Research Institute (MRI) during which I observed the MRI team at work. I was able to be a part of the team behind the one-way mirror, which included Paul Watzlawick, Ph.D., and Karin Schlanger, M.F.C.C. while Richard Fisch, M.D. conducted live therapy. The assistantship also enabled me to experience part of the collaborative writing of the manuscript of “Deviancy, Liberty, and Social Control – Succeeding with Mandated Clients”, third book of Gianfranco Cecchin, Gerry Lane, and Wendel Ray.

Aug 1999 – May 2001 MFT Doctoral Intern
ULM's MFT Clinic, Monroe, LA

Responsible for providing marriage and family therapy to individuals, couples, and families under the supervision of an AAMFT approved supervisor. Supervision was at times live, and other times took the form of case report. Training therefore included being part of a live team, behind a one-way mirror.

Aug 1999 – Jul 2000 Graduate Assistant to Dr. Charles Cole
ULM, MFT Program, Monroe, LA

Responsible for assisting Dr. Cole in his academic endeavors. During the assistantship we co-authored Sutton, Ray, and Cole (2003), and completed a grant proposal for a longitudinal, empirical research study in the field of marriage enrichment. The latter also involved designing the research study and a demonstration project. The purpose of the Marriage Advancement Through Enrichment (MATE) research and demonstration project is to evaluate the effectiveness of ongoing marriage enrichment within very diverse, urban communities. MATE is a partnership, which includes the Association for Couples in Marriage Enrichment (ACME) and the University of Louisiana at Monroe (ULM).

Aug 1997 – Jun 2000 Graduate Assistant to Dr. Brian Canfield

ULM, MFT Program, Monroe, LA

Responsible for assisting Dr. Canfield in his academic research, and in the development of cross-cultural study-abroad programs, in the fields of counseling and marriage and family therapy. Cross-cultural study-abroad programs were organized and offered annually in Mexico and Britain. The assistantship also required that I teach Introduction to Marriage and Family Therapy in Dr. Canfield's absence.

*Mar 1998 – May 1999 MFT Master's Intern**NLU's MFT Clinic, Monroe, LA*

Responsible for providing marriage and family therapy to individuals, couples, and families under the supervision of an AAMFT approved supervisor. Supervision was at times live, and other times took the form of case report. Training therefore included being part of a live team, behind a one-way mirror.

SERVICE TO ULM

**FACULTY MENTORING OF NEW FULL MEMBERS OF GRADUATE
FACULTY SINCE TENURE AND PROMOTION**

Since 2017 – Theresa Dronet, MFT faculty member

Since 2016 – Denise Gilstrap, COUN faculty member

Since 2015 – Aimee Galick, MFT faculty member

Since 2014 – Lauren Fix, MFT faculty member

RECRUITMENT ACTIVITIES SINCE TENURE AND PROMOTION

November 2017 – Browse on the Bayou (MFTC Program Organizer)

October 2017 – Nursing and Health Sciences Career Fair (MFTC Program Organizer)

September 2017 – Northeast Louisiana College Fair (MFTC Program Organizer)

March 2017 – Browse on the Bayou (MFTC Program Organizer)

October 2016 – Nursing and Health Sciences Career Fair (MFTC Program Organizer and Attendee)

November 2015 – Browse on the Bayou (Attendee)

October 2015 – Nursing and Health Sciences Career Fair (MFTC Program Organizer and Attendee)

March 2015 – Browse on the Bayou (Attendee)

August 2014 – Northeast Louisiana College Fair (Attendee)

PRESENT COMMITTEES*Jan 2019 – Present*

*Member: Vice President for Academic Affairs Search
Committee*

<u>Sep 2018 – Present</u>	<u>Ex Officio Member: College of Health Sciences Policy and Procedure Committee</u>
<u>Aug 2016-Present</u>	<u>ULM Research Council</u>
<u>Sept 2014-Present</u>	<u>International Education Council</u>
<u>Aug 2014-Present</u>	<u>International Student Center Advisory Committee</u>
<u>Jan 2014-Present</u>	<u>College Advisory Council Member (College of Health and Pharmaceutical Sciences until Jul 2018 and then College of Health Sciences)</u>

PAST COMMITTEES

<u>Jan 2018-Jun 2018</u>	<u>College of Health and Pharmaceutical Sciences Drug Policy Committee Chair</u>
<u>Jan 2018-Jun 2018</u>	<u>College of Health and Pharmaceutical Sciences Space Allocation Committee Co-Chair</u>
<u>November 2, 2017</u>	<u>International Students: Global Link Table Leader</u>
<u>Feb 2017-Apr 2017</u>	<u>College of Health and Pharmaceutical Sciences Tenure and Promotion Committee Member</u>
<u>Feb 2017-Mar 2017</u>	<u>School of Health Professions Tenure and Promotion Committee Chair</u>
<u>Aug 2016-May 2017</u>	<u>Search Committee Chair: Gerontology Faculty Member</u>
<u>Aug 2014 – Jan 2018</u>	<u>CACREP Accreditation Self Study Committee Chair</u>
<u>Aug 2013 – Oct 2013</u>	<u>ULM Spring Schedule Committee</u>
<u>July 2013 – Nov 2013</u>	<u>CEHD Gala Committee</u>
<u>Feb 2013</u>	<u>Louisiana Legislative Women's Caucus: Women of Excellence Award in Education and Research Nominee</u>
<u>Dec 2012 – Feb 2013</u>	<u>BSCI Workload Committee Chair</u>
<u>Mar 2012</u>	<u>CEHD Community Partner Award Committee</u>

<u>Nov 2011</u>	<u>Search Committee ULM Counseling Center Director</u>
<u>Apr 2011 – May 2013</u>	<u>ULM Faculty Senate</u> <u>Chair: Constitution and By-Laws</u>
<u>Sep 2010 – Aug 2014</u>	<u>CACREP Accreditation Self Study Committee</u> <u>Member</u>
<u>Sep 2010 – Jan 2018</u>	<u>COAMFTE Accreditation Self Study Committee</u> <u>Chair</u>
<u>Aug 2010 – July 2011</u>	<u>CEHD Enrollment and Retention Committee</u> <u>Member</u>
<u>Mar 2010 – Aug 2011</u>	<u>ULM CEHD Curriculum Review Committee</u> <u>Member</u>
<u>Jun 2009 – Aug 2013</u>	<u>ELC Search Committees (Models for Change Project</u> <u>Coordinator (Chair), ULM HELPS Program Director</u> <u>(Chair), MFT Endowed Chair (Member), Director of JDC</u> <u>and Clinical Services (Chair), MFT Clinical Faculty</u> <u>(Member), Director of MFT Scholarship (Member), MFT</u> <u>Faculty (Chair))</u>
<u>Nov 2009 – Dec 2009</u>	<u>ULM Faculty Review Committee</u> <u>Member</u>
<u>Aug 2009 – Oct 2009</u>	<u>ULM Academic Program Review Committee</u> <u>Member</u>

PROFESSIONAL VOLUNTEER WORK & COMMUNITY SERVICE

PRESENT

<u>Nov 2017</u>	<u>COAMFTE Standards Review Committee Applicant</u>
<u>Dec 2016 - Present</u>	<u>COAMFTE Site Visitor: Team Chair</u> (Regis University, CO – Spring 2017)
<u>Oct 2016 – Present</u>	<u>Volunteer Grant Reviewer: BCBS of Louisiana</u>
<u>Sep 2010 – Dec 2016</u>	<u>COAMFTE Site Visitor: Team Member</u> (St. Mary's University, TX – Fall 2010; Seton Hall University, NJ – Fall 2013; Antioch University, New England, NH – Fall 2015; Nyack College, NY – Fall 2016)

Mar 2015 – Nov 2015

Louisiana Association for Marriage and Family Therapy:
Divisional Study Group, Invited Member, Mar – Nov 2015

Aug 2009 – Present

Youth Services Planning Board: 4th Judicial District
Member

PAST

Aug 2012 – Apr 2013

Volunteer Grant Writer: Pilots for Patients
Written: Junior League of Monroe, Rockefeller Foundation
Funded: Wolf Aviation Fund, \$10,000

Jun 2012 – Aug 2013

Regional Oversight Committee: Evidence Based Programs
Capacity Building Louisiana Models for Change Grant
Member (Invited)

Apr 2011-Nov 2011

International Association of Marriage and Family
Counselors-International Education Committee
Member (Invited)

Jan 2006- Dec 2012
Board:

Louisiana Association for Marriage and Family Therapy

Past President (Jan 2011 – Dec 2012)
President (Jan 2009 – Dec 2010)
President Elect (Jan 2008 – Dec 2008)
Board Member (Jan 2006 – Dec 2007)

Served as Chair/Co-Chair of the following LAMFT Committees:

- Conference
- Awards and Recognition
- Mentoring
- Legislative
- Newsletter

Served as Member of the following LAMFT Committees:

- Finance
- By Laws
- Technology

Jun 2010

AAMFT Divisional Contribution Award Committee
Member

Feb 2010 – Feb 2011

AAMFT Strategic Planning Task Force
Member

Aug 2005 – Oct 2005

Red Cross Mental Health Volunteer

Provided mental health assistance to victims of Hurricane Katrina, displaced from South Louisiana and other effected areas. Also coordinated an effort to provide ULM Department of Educational and Counseling graduate student assistance. Arranged for student volunteers from the Community Counseling Program, Substance Abuse Counseling Program, and Marriage and Family Therapy Program to facilitate group talk sessions for the evacuees. Groups were facilitated eight times daily. Provided on-going clinical supervision to all the student volunteers.

Jan 2001 – Dec 2004

Ouachita Parish Domestic Violence Policy Board
Member

Mar 1998 – May 2001

MFT Intern (Volunteer)

YWCA of Northeast Louisiana, West Monroe, LA

Responsible for providing marriage and family therapy to individuals, couples, and families under the supervision of an AAMFT approved supervisor. Many of the clients seen were court-mandated which required reporting to Judges, District Attorneys, and Probation Officers on a regular basis.

Also responsible for providing in-home therapy to families of the rural parishes of Louisiana, most of who were at risk for having children removed from the home due to incidents of domestic violence, child abuse, or neglect. This aspect of the position required being in constant collaboration with social workers and Child Protective Services.

This position also entailed organizing a group, and facilitating the group therapy, for women who had been sexually assaulted, raped, or who were survivors of incest.

Oct 1999

Volunteer Worker

AAMFT 57th Annual Conference, Chicago, IL

Oct 1998

Volunteer Worker

AAMFT 56th Annual Conference, Dallas, TX

AWARDS RECEIVED

Professional: Louisiana State

Feb 2015

Louisiana Association for Marriage and Family Therapy:
Meritorious Service Award Recipient

Mar 2011

Louisiana Association for Marriage and Family Therapy:
Excellence in Presidential Leadership Award Recipient

Academic: ULM

Apr 2013

CEHD Award for Excellence in Service Nominee

Apr 2013

CEHD Award for Excellence in Teaching Nominee

<u>May 2012</u>	<u>Administrative Appreciation Award</u>
<u>May 2011</u>	<u>Chase Professorship in Teacher Education Nominee</u>
<u>Apr 2011</u>	<u>ULM Foundation Award for Excellence in Service Nominee</u>
<u>Feb 2009</u>	<u>OSPR Star of the Month</u>

Volunteer: Local

<u>2000-2001</u>	<u>Young Women's Christian Association:</u> Volunteer of the Year Award Recipient
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Undergraduate Student: USC/USCS

<u>1994-1997</u>	<u>University of South Carolina/University of South Carolina, Spartanburg</u> USC President's Honor Roll; USCS Psychology Student of the Year; National Dean's List; USCS Dean's List, USCS Office of Multicultural, International and Non-Traditional Student Services Outstanding Academic Achievement
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GRANTS AND CONTRACTS

Grant Consulting

August 2018 – August 2019: Interdisciplinary Planning Committee Member and Consultant to Drs. Katie Barrow and Jason Austin: Families and Humanities - Developing an Integrated Learning Experience in the Service of Enhancing Family Life. NEH Planning Grant (Submitted October, 2017).

November 2017 – October 2020: Consultant to Kristen Hill, OTD, LOTR and Sabrina Wegner, PLMFT, PLPC. Young Investigators Innovation Grant: American Foundation of Suicide Prevention.

Grants in Review

September 2018
Hale, D., Shannon, S., Ray, W. A., & Sutton, J. P. R.D. Castles Superior Graduate Student Endowed Super Scholarship in Marriage & Family Therapy (\$80,000 requested). Louisiana Board of Regents. Submitted September, 2018.

September 2018

Hale, D., Shannon, S., Ray, W. A., & Sutton, J. P. Ken and Mary Parnell Renwick Endowed Superior Graduate Student Scholarship in Marriage & Family Therapy (\$40,000 requested). Louisiana Board of Regents. Submitted September, 2018.

Grant(s) Not Funded

July 2018

Sylvester, P., Hill, S., & McCown, W. (Sutton, J. P., Contributor). (2018). Prevention of Opioid Drug Abuse in Northeast Louisiana (\$200,000 requested over one year). Submitted July 29, 2018 to U.S. Department of Health and Human Services. Submitted July, 2018.

April 2018

Dronet, T., & Sutton, J. P. (2018). A study of integrated tele- family therapy and the effects on cohesion, reintegration, and recidivism in Louisiana (\$500,000 requested over three years). Submitted April 30, 2018 to W.E.B. Du Bois Program of Research on Crime FY 2018. Submitted April, 2018.

October 2017

Ray, W. A., & Sutton, J. P. R.D. Castles Superior Graduate Student Endowed Super Scholarship in Marriage & Family Therapy (\$80,000 requested). Louisiana Board of Regents. Submitted October, 2017.

October 2017

Ray, W. A., & Sutton, J. P. Ken and Mary Parnell Renwick Endowed Superior Graduate Student Scholarship in Marriage & Family Therapy (\$40,000 requested). Louisiana Board of Regents. Submitted October, 2017.

March 2017

Sutton, J. P., Gilstrap, D., & Vaux, N. Minority Youth Violence Prevention II, in collaboration with the Workforce Commission.

September 2015

Chen, R., Sutton, J. P., & Austin, J. P. (Co-Investigator). Living Well Foundation (\$24,210 requested). #TeenMomPower: Empowering Teen Moms to Live, Relate and Parent Well. Submitted November 1, 2015.

November 2014

Sutton, J. P., Papillion, A., & Marchman, S. Reclaiming Futures: Communities Helping Teens Overcome Drugs, Alcohol, and Crime. Conrad N. Hilton Foundation. Submitted November 13, 2014.

November 2013

Sutton, J. P. (Principal Investigator) & Ray, W. A. (Co-Principal Investigator). Louisiana Board of Regents 3-Year Grant (\$300,000.00 requested). "Graduate Fellows Program for The Marriage and Family Therapy Ph.D. Program." Submitted November 14, 2013.

therapists in agency settings do? *Journal of Family Psychotherapy* (Submitted May, 2018; Resubmitted March, 2019).

Mason, N., Simmons, B., & Sutton, J. P. (Revise and Resubmit). 12 Steps to Engaging Court Mandated Families in Treatment: Turning “Unwilling” Clients into “Willing” Clients, (Originally Submitted Oct 2017). *Advancing Justice Review*.

PEER REVIEWED PUBLICATIONS AND BOOK CHAPTERS

Sutton, J. P., Simmons, B., Hammiel, N. M., & Ray, W. A. (2019). Training Therapists in System Logic and Practice. *Journal of Systemic Therapies* (Vol. 38, No. 1). Pp. 44-60.

Shannon, S., **Sutton, J. P.**, Simmons, B., & Holowacz, E. (2018). Family Rules. In *Encyclopedia of Couple and Family Therapy*. Springer.

Simmons, B. S., & **Sutton, J. P.** (2018). Epistemology in Family Systems Theory. In *Encyclopedia of Couple and Family Therapy*. Springer.

Fix, L. W., & **Sutton, J. P.** (2015). A Recursive Frame Analysis of Virginia Satir’s “Of Rocks and Flowers” Session. *The Satir International Journal*, (Vol. 3., No. 1). Pp. 19-35.

Ray, W. A., & **Sutton, J. P.** (2015). Brief Therapy – In the Words of Five Founding Pioneers. *Human Systems: The Journal of Therapy, Consultation & Training*, Volume No 26, Issue 1, pp. 103-120.

Keeney, H., Keeney, B., **Sutton, J. P.**, and Moore, J. (2013). Bringing Life to Clinical Training in Hillary Keeney & Bradford Keeney, *Creative Therapeutic Technique: Skills for the Art of Bringing Forth Change*. Phoenix: Zeig, Tucker, and Theisen.

Sivakumaran, T., **Sutton, J.**, Todd, T., Garcia, K., (2011) Transcending Classroom Borders: Determining Student Perceptions of Study Abroad Programs in a Teacher Education Program. *National Teacher Education Journal*, Volume 4, Number 3.

Ray, W. A., & **Sutton, J. P.** (2010). Strategic Couple Therapy. In D. K. Carson & M. Casado-Kehoe (Eds.), *Adventures in Couples Therapy: A Theory-Based Case Study Approach*. Routledge, Taylor & Francis.

Ray, W. A., Schlanger, K., & **Sutton, J. P.** (2009). One Thing Leads to Another, Redux: Contributions to Brief Therapy from John Weakland, Ch.E., Paul Watzlawick, Ph.D., and Richard Fisch, M.D. *Journal of Brief, Strategic and Systemic Therapy*, 3.

- Also published in Greek as Δεκεμβριος, *Metaloque*, (Family Therapy Journal of Greece).

- Also published in French as *Cahiers critiques de thérapie familiale et de pratiques de réseaux* (Family Therapy and Research Journal of France).

Ray, W. A., & Sutton, J. P. (2007). Befriending your problems: Metaphor with a self-mutilating young woman in transition. In G. W. Burns (Ed.), *Healing with stories: Using metaphors in therapy* (pp. 178 – 189). Hoboken, NJ: Wiley.

- Also published in Korean.

Sutton, J., Ray, W. A., & Cole, C. L. (2003). Breaking the ties that b[l]ind: An interactional approach to brief therapy with premarital couples in a relational impasse. *Journal of Brief Therapy*, 2 (2), 109-118.

NON-PEER REVIEWED PUBLICATIONS

Keeney, B. P., and Sutton, J. P. (2010). Louisiana has a New Online MFT Doctoral Program. *The LAMFT Monitor: A Quarterly Publication of the Louisiana Association for Marriage and Family Therapy*, Winter, 3-4.

Sutton, J. P. (2010). President's Welcome. *The LAMFT Monitor: A Quarterly Publication of the Louisiana Association for Marriage and Family Therapy*, Winter, 1.

Sutton, J. P. (2010). President's Welcome. *The LAMFT Monitor: A Quarterly Publication of the Louisiana Association for Marriage and Family Therapy*, Summer, 1.

Sutton, J. P. (2009). Parishes of Ouachita and Morehouse: Louisiana Models for Change. *Court Columns: A Special Edition of the Louisiana Supreme Court Newsletter*.

Feduccia, M. & Sutton, J. P. (2009). Building Momentum by Working Together. *The LAMFT Monitor: A Quarterly Publication of the Louisiana Association for Marriage and Family Therapy*, Winter, 5 - 6.

Sutton, J. P. (2009). A New Year Welcome from the President. *The LAMFT Monitor: A Quarterly Publication of the Louisiana Association for Marriage and Family Therapy*, Winter, 1 - 2.

Sutton, J. P. (2009). A Message from the President: Louisiana Marriage and Family Therapy ~ Stability and Change. *The LAMFT Monitor: A Quarterly Publication of the Louisiana Association for Marriage and Family Therapy*, Summer, 1 - 2.

- Sutton, J. P. (2009). The Beautiful String of Pearls: A Family Heirloom. *The LAMFT Monitor: A Quarterly Publication of the Louisiana Association for Marriage and Family Therapy, Summer*, 2 - 3.
- Sutton, J. P., & Ray, W. A. (June 21, 2009). What Spells Out Father. A special to the Newstar, Monroe, LA.
- Sutton, J. P. (2009). A Message from the President. *The LAMFT Monitor: A Quarterly Publication of the Louisiana Association for Marriage and Family Therapy, Spring*, 1.
- Sutton, J. P. (2008). The MFT Family. *The LAMFT Monitor: A Quarterly Publication of the Louisiana Association for Marriage and Family Therapy, Fall*, 1 - 2.
- Woodham, R. L., & Sutton, J. P. (2008). Celebrating 25 Years of Educating Marriage and Family Therapists in Louisiana: The University of Louisiana at Monroe. *The LAMFT Monitor: A Quarterly Publication of the Louisiana Association for Marriage and Family Therapy, Fall*, 7.
- Sutton, J. P. (2008). Re-Membering: A Narrative Tribute to the Life of Michael White. *The LAMFT Monitor: A Quarterly Publication of the Louisiana Association for Marriage and Family Therapy, Fall*, 10 - 11.
- Sutton, J. P. (2006). The essential readings in MFT: The trilogy of change. *The LAMFT Monitor: A Quarterly Publication of the Louisiana Association for Marriage and Family Therapy, Fall*, 6 - 8.
- Sutton, J. P. (2005). Broadening the experiences and work of MFTs: Part II. It's not just for families anymore. *The LAMFT Monitor: A Quarterly Publication of the Louisiana Association for Marriage and Family Therapy, Spring*, 8 and 11.
- Sutton, J. P. (2004). Broadening the experiences and work of MFTs. *The LAMFT Monitor: A Quarterly Publication of the Louisiana Association for Marriage and Family Therapy, Winter*, 5.
- Sutton, J. (2002). Batterer's treatment. In *Ouachita Parish Domestic Violence Community Response Manual* (pp. 90-107). Monroe, LA.

ACCREDITATION REPORTS WRITTEN SINCE TENURE AND PROMOTION

Marriage and Family Therapy

COAMFTE Master of Arts Degree Program Substantive Change Report: University of Louisiana at Monroe, Submitted October, 2017

COAMFTE Master of Arts Degree Program Annual Report: University of Louisiana at Monroe, Submitted January, 2017

COAMFTE Doctor of Philosophy Degree Program Annual Report: University of Louisiana at Monroe, Submitted January, 2017

COAMFTE Master of Arts Degree Program Substantive Change Report: University of Louisiana at Monroe, Submitted April, 2016

COAMFTE Master of Arts Degree Program Annual Report: University of Louisiana at Monroe, Submitted January, 2016

COAMFTE Doctor of Philosophy Degree Program Annual Report: University of Louisiana at Monroe, Submitted January, 2016

COAMFTE Master of Arts Degree Program Annual Report: University of Louisiana at Monroe, Submitted January, 2015

COAMFTE Doctor of Philosophy Degree Program Annual Report: University of Louisiana at Monroe, Submitted January, 2015

Counseling

CACREP Mid-Cycle Report: Counseling Program, University of Louisiana at Monroe, Submitted September, 2017

CACREP Substantive Change: Counseling Program, University of Louisiana at Monroe, Submitted September, 2015

CACREP Interim Report: Counseling Program, University of Louisiana at Monroe, Submitted September, 2015

SELECTED WORKSHOPS/TRAINING – PRESENTER/TRAINER

¹Hale, D., & Sutton, J. P. (March, 2019). *Structured Separation in Couples Therapy: I Want You Back, But Now is Not a Good Time*. To be presented as a workshop at the International Family Therapy Association 2019 annual conference, Aberdeen, Scotland.

¹Sutton, J. P. (September, 2017). Invited presenter: Systemic Therapy, Strategic Therapy: Where Do We Stand Today? Institute for the Study of Family and Human Systems, Brussels, Belgium.

¹ Was physically unable to attend conference.

¹Ray, W. A., & Sutton, J. P. (May, 2017). Hearing and Seeing Interactional Process. Hertfordshire Enactive Solution-Focused Interactional and Narrative, Hatfield, UK.

MFT Supervision

- 5/19 *Meta-Supervision for LPCs, LMFTs, and LCSWs* with Mr. Trey Twiford. Family Solutions Counseling Center and the North Louisiana Continuing Education Conference. Monroe, LA. Received 6 CEUs.
- 10/14 *Questions about Questions in Brief Therapy Supervision* with Annisa Pirasteh and Adam Albrite. AAMFT's Annual Conference, Milwaukee, WI. Received 1.5 CEUs.
- 5/14 *LPC/LCSW-BACS/LMFT & AAMFT Approved Supervision Refresher* with Dr. Scott Shelby. Family Solutions Counseling Center. Monroe, LA. Received 6 CEUs.
- 3/14 *Questions about Questions in Therapy and Supervision* with Annisa Pirasteh, Hannah Dunning and Adam Albrite in conjunction with the LAMFT Annual Conference, Baton Rouge, LA. Received 3 CEUs.
- 3/12 *AAMFT Approved Supervisor Refresher Course* with Dr. Eddie Parish in conjunction with the LAMFT Annual Conference, New Orleans, LA. Received 10 CEUs.
- 3/11 *AAMFT Approved Supervision Refresher Course* in conjunction with the LAMFT Annual Conference, Baton Rouge, LA. Received 10 CEUs.

Self-Care and Burn-Out

Austin, J. P., Chen, R., Sutton, J. P., Hundley, J. W., & Savage, B. O. (November, 2018). *The Connection Between Relationship Quality and Clinical Burnout*. Presented as a research discussion at the American Association for Marriage and Family Therapy 2018 annual conference, Louisville, KY.

- 5/17 *Remembering the Wisdom of Self-Care*– North Louisiana Counselor Education 2017 Spring Workshop, West Monroe, LA. Received 3 CEHs.
- 3/17 *Recognizing and Reducing Burnout and Compassion Fatigue* with Jason Austin and Ruoxi Chen – LAMFT Annual Conference, Baton Rouge, LA. Received 3 CEHs.
- 3/16 *Women's Health: Being Physically and Mentally Whole* with Gwenn Jackson and Rachel Vaessler – ULM's first annual Women's Symposium, Monroe, LA.
- 10/15 *Learning Selfishness in a Selfless Profession* with Jason Austin and Ruoxi Chen - Family Solutions Counseling Center, West Monroe, LA. Received 4 CEHs.

Systemic Family Therapy and Theory

- 3/17 *Shakespearean Infidelity and Betrayal* with John Brooks and Benjamin Evans – LAMFT Annual Conference, Baton Rouge, LA. Received 6 CEHs.
- 3/17 *A Hermeneutic Analysis of a Teaching Seminar by Carl Whitaker* with Benjamin Evans and John Brooks – LAMFT Annual Conference, Baton Rouge, LA. Received 3 CEHs.

- 11/15 *Being a Systemic MRI Therapist* with Drs. Wendel Ray, David Hale, Van Frusha, and Benjamin Evans, M.A., Cluj, Romania via video conference.
- 3/14 *Maturing in the Profession of MFT* with Dr. Eddie Parish in conjunction with the LAMFT Annual Conference, Baton Rouge, LA. Received 6 CEUs.
- 3/12 *An Introduction to MFTs and Their Role as a Therapist in the Mental Health Community* with Dr. Eddie Parish, Dr. Tim Dwyer, & Dr. Frank Thomas in conjunction with the LAMFT Annual Conference, New Orleans, LA. Received 4 CEUs.
- 2/05 *The Systemic Perspective: An Introductory Conversation* with Dr. R. Lamar Woodham, Dr. Wendel A. Ray, and James Bagley, M.A., LMFT – LAMFT's Annual Conference, Baton Rouge, LA. Received 3 CEUs.
- 2/05 *An Introductory Conversation: Models of Family Therapy* with Dr. R. Lamar Woodham, Dr. Wendel A. Ray, and James Bagley, M.A., LMFT – LAMFT's Annual Conference, Baton Rouge, LA. Received 3 CEUs.
- 11/00 *The Ties that Bind: Breaking a Relational Impasse* with Dr. Charles L. Cole and Dr. Wendel A. Ray – AAMFT's Annual Conference, Denver, CO.
- 11/00 *Learning how to see and act in Brief Family Therapy* with Dr. Wendel A. Ray and James Keim, M.S.W. – AAMFT's Annual Conference, Denver, CO.
- 2/00 *MRI Brief Therapy and Milan Systemic Family Therapy: One View* – YWCA of Northeast Louisiana, West Monroe, LA.

Ethics

- 10/16 *Meta Processing: Processing the Process of Ethical Decision Making for LCSW, LMFT, LPC* with Jana Whitman, North Louisiana Counselor Education 2016 Fall Workshop, West Monroe, LA.
- 3/14 *Multiple Relationships in Congregational Practice* with Lauren W. Fix, M.A., LAMFT Annual Conference, Baton Rouge, LA. Received 3 CEUs.
- 11/11 *Meta Processing: Processing the Process of Ethical Decision Making* with Lauren W. Fix, M.A., LAMFT Ethics Blitz, Shreveport, LA.

Rape and/or Sexual Assault

- 5/15 *Solution Focused Therapy Applied to Survivors of Sexual Abuse* Family Solutions Counseling Center, West Monroe, LA. Received 6 CEUs.
- 2/08 *Being Solution Focused in a Sexual Abuse Survivors' World* with Bethany Simmons – LAMFT's Annual Conference, Baton Rouge, LA. Received 3 CEUs.
- 4/05 *Therapy with Victims of Ritual Abuse* - The Wellspring of Northeast Louisiana, Monroe, LA.
- 4/05 *Therapy with Victims of Rape, Sexual Assault, and Incest: Male, Female, and Child Populations* - The Wellspring of Northeast Louisiana, Monroe, LA.
- 10/03 *Working with Victims of Rape and Sexual Assault: Male, Female, and Child Populations* - YWCA of Northeast Louisiana, Monroe, LA.
- 10/03 *Working with Adult Survivors of Incest* YWCA of Northeast Louisiana, Monroe, LA.
- 10/03 *Ritual Abuse* YWCA of Northeast Louisiana, Monroe, LA.

- 6/03 *Counseling Victims of Rape and Sexual Assault: A Solution-Focused Perspective* with Melanie C. Clark, M.A., LPC., Louisiana Counseling Association, Monroe, LA.
- 11/01 *Date Rape and Date Rape Prevention* – St. Frederick's High School, Monroe, LA.
- 6/01 *Rape and Rape Prevention* – Department of Social Services, Monroe, LA.

Dementia

- 11/14 *Caregivers and spouses of Dementia Patients* Highland Café, West Monroe, LA.

Educational, Professional, and Legal Issues in Marriage and Family Therapy

- 2/10 *Final Reflections* – LAMFT's Annual Conference, Baton Rouge, LA. Received 2 CEUs.
- 11/09 *Working with Mandated Clients* with Dr. Van Frusha – Delta Kappa's Annual Research Symposium, Monroe, LA. Received 8 CEUs.
- 2/09 *Final Reflections* – LAMFT's Annual Conference, Baton Rouge, LA. Received 1 CEU.
- 2/08 *MFT Educator's Roundtable* with Dr. R. Lamar Woodham – LAMFT's Annual Conference, Baton Rouge, LA. Received 3 CEUs.
- 11/06 *Working Systemically within the Legal System: Juvenile Drug Courts* – Delta Kappa's Annual Research Symposium, Monroe, LA.
- 3/06 *The Present and Future of Marriage and Family Therapy Education* with Dr. R. Lamar Woodham – LAMFT's Annual Conference, Baton Rouge, LA. Received 3 CEUs.
- 2/05 *Conversations and Reflections on Family Therapy Education* with Dr. R. Lamar Woodham – LAMFT's Annual Conference, Baton Rouge, LA. Received 1.5 CEUs.
- 2/04 *Homeostasis and Change in Family Therapy Education* with Dr. R. Lamar Woodham – LAMFT's Annual Conference, Baton Rouge, LA.

MacArthur Models for Change Project

- 3/12 *A Hopeful Approach: Using Motivational Interviewing with the Mandated Client* with Dr. Bethany Simmons, Courtney Brasher, & Katie Garcia, in conjunction with the LAMFT Annual Conference, New Orleans, LA. Received 3 CEUs.
- 3/10 *Creating a Model Juvenile Drug Court* with Judge Sharon I. Marchman – Juvenile Justice Summit, ULM, Monroe, LA. Received 6 CEUs.

Conflict Resolution and Effective Communication

- 6/04 *Acting Professionally in a Conflicted Workplace* Two-day workshop - Green Oaks Detention Center, Monroe, LA.
- 10/03 *Conflict Resolution and Effective Communication within the Work Setting* Ouachita Parish Police Jury, Monroe, LA.
- 3/03 *Conflict Resolution and Effective Communication* Two-day workshop with Tammie Slawson, M.A., LPC – Green Oaks Detention Center, Monroe, LA.
- 3/02 *Conflict Resolution* Four-day workshop - Ouachita Parish Police Jury, Monroe, LA.

Domestic Violence

- 3/04 *Domestic Violence and its effects on Children and Families* - CASA of Northeast Louisiana, Monroe, LA.
- 3/03 *The Effectiveness of Group Batterer's Intervention and its Relevance to the Criminal Court System* – Criminal Judges of the Fourth Judicial District Court, Monroe, LA.
- 12/02 *The Effectiveness of Group Batterer's Intervention* – SAFE TASK Force of Ouachita Parish, Monroe, LA.
- 5/01 *Batterer Intervention* – YWCA of Northeast Louisiana, West Monroe, LA.
- 3/03 *Crisis Intervention: Suicide, Rape, Violence, and Trauma* Two-day workshop – Green Oaks Detention Center, Monroe, LA.
- 4/02 *Healthy and Unhealthy Dating Relationships* – St. Frederick's High School, Monroe, LA.

Oppositional Youth: with James Keim, M.S.W.

- 8/00 *Oppositional Youth – A New and Clinically Empowering Way to View Oppositional Behavior* European Brief Therapy Association Conference, Turku, Finland.
- 5/00 *Therapy with Oppositional Children and Adolescents* One day workshop – Kenneth Young Center of Elk Grove, Chicago, IL.
- 5/00 *Oppositional Youth in a Foster Care Setting* One day workshop – Rawhide and the Foster Care Unit of Winnebago County Department of Social Services, Osh Kosk, WI.
- 3/00 *Therapy with Oppositional Children and Adolescents* Two day workshop – Youthtrack of Denver, Golden, CO.
- 4/97 *A Comparison Between Judgments of Personal Exploitation and Perceived Exploitation of the Opposite Sex on a Decision Making Task* with Dr. Karen Macrae and Ashley Farmer – Carolina's Psychology Conference, Raleigh, NC.

SELECTED WORKSHOPS/TRAINING – ATTENDEE

Conferences Attended

LAMFT Annual Conference: 2017, 2016, 2014, 2012, 2011, 2010, 2009, 2008, 2006, 2005, 2004, 1998

AAMFT Annual Conference: 2018, 2016, 2014, 2013, 2010, 2008, 2006, 2004, 2003, 2000, 1999, 1998

TAMFT Annual Conference: 2003

Evolution of Psychotherapy Conference: 2000

European Brief Therapy Association Annual Conference: 2000

International Congress on Ericksonian Approaches to Hypnosis and Psychotherapy: 1999

Online Workshops

12/18 *Animal Assisted Therapy* ACA. Received 1 CEU.

Irving Yalom

10/18 *Irvin Yalom and the Art of Psychotherapy* ACA. Received 1 CEU.

5/00 *Psychotherapy: My Personal Odyssey – Group Therapy, Existential Psychotherapy and the Writing Life* Irvin Yalom: Evolution of Psychotherapy Conference, Anaheim, CA.

Supervision

11/18 *Approved Supervisor Refresher* Kathleen Laundry: AAMFT's Annual Conference, Louisville, KY. Received 5 CEUs.

12/16 *LPC/LMFT Supervision Refresher Course* Scott Shelby: Family Solutions Counseling Center, Monroe, LA. Received 3 CEHs.

11/15 *LPC/LMFT Supervision Refresher Course* Scott Shelby: Family Solutions Counseling Center, Monroe, LA. Received 3 CEHs.

Systemic Therapy with Diverse and/or Marginalized Clients

11/18 *How to Resolve Toxic Discourse* Michael Gottlieb: AAMFT's Annual Conference, Louisville, KY. Received 1.5 CEUs.

11/18 *Comfortable Cultural Competence with Polyamorous Clients* Martha Kauppi and Jim Fleckenstein: AAMFT's Annual Conference, Louisville, KY. Received 1 CEU.

9/16 *Whose Cross Cultural Competency is it Anyway? The Challenge of Social Justice and Ethic of Care* Manijeh Daneshpour: AAMFT's Annual Conference, Indianapolis, IN.

9/16 *The Legacy of Matthew Shepard* Judy Shepard: AAMFT's Annual Conference, Indianapolis, IN.

10/13 *Practice with Plural Families* Coreen Haym: AAMFT's Annual Conference, Portland, OR. Received 2 CEUs.

10/13 *Interracial/Intercultural Families* Kyle Killian: AAMFT's Annual Conference, Portland, OR. Received 2 CEUs.

9/10 *Same-Sex Marriage: A Changing Legal Landscape for Couples and Families* Charlotte Patterson: AAMFT's Annual Conference, Atlanta, GA: Received 1.5 CEUs.

The Use of Therapeutic and Systemic Skills outside of the Therapy Room: Non-Clinical Consulting and other Business Ventures

11/18 *Building Momentum for School Based Practice* Kathleen Laundry, Erin Cushing, and Jessica Joseff. AAMFT's Annual Conference, Louisville, KY. Received 1 CEU.

4/15 *The Secrets of Sustaining a Successful Clinical Practice* Red River Institute, Shreveport, LA. Received 2 CEHs.

3/14 *Technology, Therapy and Ethics* Katherine Hertlein: LAMFT's Annual Conference, Baton Rouge, LA. Received 3 CEHs.

2/08 *Grants 101: Professional Grant Proposal Writing* Institute for Communication Improvement ~ The Grant Institute: Lafayette, LA. Received 24 CEUs.

10/03 *Online Therapy: The Marriage of Technology and a Healing Art* Kathleene A. Derrig-Palumbo and Foojan Zeine: AAMFT's Annual Conference, Long Beach, CA. Received 2 CEHs.

10/03 *How to Write Features and Columns for the Popular Media* Fred Piercy: AAMFT's Annual Conference, Long Beach, CA. Received 3 CEHs.

Marriage and Family Therapy Training and Research

11/18 *Research Discussion* AAMFT's Annual Conference, Louisville, KY. Received 1 CEU.

9/16 *Research Discussion* AAMFT's Annual Conference, Indianapolis, IN.

3/14 *Preparing a New Generation of Counselors* Judith Miranti, LAMFT's Annual Conference, Baton Rouge, LA. Received 1.5 CEUs.

9/10 *Doctoral Education in MFT* David Ivey, AAMFT's Annual Conference, Atlanta, GA. Received 2 CEUs.

1/03 *Tribute to Training and Research* TAMFT's Annual Conference, Dallas, TX. Received 1 CEU.

Marriage and Family Therapy Ethics

11/17 *Ethically Informed and Spiritually Sensitive Practice and Systemic Perspective on Life, Problems, Solutions and Therapy* Dorothy and Ray Becvar, University of Louisiana at Monroe, Monroe, LA. Received 3 CEUs.

7/17 *Ethics* Scott Shelby, University of Louisiana at Monroe, Monroe, LA. Received 3 CEUs in Ethics.

4/15 *LPC Board of Examiners Update* Red River Institute, Shreveport, LA. Received 3 CEUs in Diagnosis.

4/15 *Serious Mental Illness: The Ethics and Practice of Transdisciplinary Consultation* Red River Institute, Shreveport, LA. Received 3 CEH's in Ethics.

9/13 *LPC/LMFT Ethics* Charles Gagnon and Scott Shelby, Monroe, LA. Received 3 CEUs.

9/10 *Ethical Empowerment in Supervision* Robyn Mowery and Bowden Templeton, AAMFT's Annual Conference, Atlanta, GA. Received 2 CEUs.

8/10 *Ethical Practices* Kristyn Carver. LAMFT's Annual Ethics Blitz, New Orleans, LA. Received 3 CEUs.

4/10 *Annual Ethics Symposium* Delta Kappa, ULM, Monroe, LA. Received 4 CEUs.

2/10 *Meta-Ethics and MFT Competencies* Lamar Woodham. LAMFT's Annual Conference, Baton Rouge, LA. Received 3 CEUs.

11/09 *Ethics Work!* Kathy Steele. LAMFT's Annual Ethics Blitz, Pineville, LA. Received 3 CEUs.

11/08 *Trusting Ethics* Si-Pui Pearl Wong. LAMFT's Annual Ethics Blitz, The Center for Children and Families, Monroe, LA. Received 3 CEUs.

10/08 *You Must See it My Way: The Ethics of Teaching Ethics* Benjamin E. Caldwell, Stephen W. Brown, and Linna Wang. AAMFT's Annual Conference, Memphis, TN. Received 3 CEUs.

11/07 *7th Annual Ethics Symposium on Couples Therapy: Contributions made by John Gottman* Delta Kappa International MFT Honor Society: Monroe, LA. Received 4.0 CEUs.

11/07 *Decision Making During Ethical Dilemmas* Thorona Nelson, Ph.D.: Alexandria, LA. Received 3.0 CEUs.

10/06 Ethical Responsiveness Using Narrative and Feminist Ideas Martin J. Erickson, Thomas D. Carlson, Christine R. McGeorge, and Heather Guttormson. AAMFT's Annual Conference, Austin, TX.

10/06 Ethics Case Study Joseph J. Horak, Robert E. Lee, Charlyn R. Shickell, and Maria T. Molett. AAMFT's Annual Conference, Austin, TX.

2/04 Marriage and Family Therapy Ethics 101 Dr. Shobba Pais: LAMFT's Annual Conference, Baton Rouge, LA.

2/04 Applied Ethics in Marriage and Family Therapy Dr. Shobba Pais: LAMFT's Annual Conference, Baton Rouge, LA.

11/02 Confidentiality/Ethics and issues in Counseling and MFT Caroline S. Cascio, M.A., LPC: YWCA of Northeast Louisiana, West Monroe, LA. Received 2 CEHs.

6/01 Professional/Client Boundaries G. Dianne Phillips, M.A., LMFT, LPC: YWCA of Northeast Louisiana, Monroe, LA.

5/00 Ethics Mary Goulding, Cloe Madanes, Thomas Szasz, and Jeff Zeig: Evolution of Psychotherapy Conference, Anaheim, CA.

10/99 Ethics Code Revision Alan J. Hovestadt, Thomas E. Clark, Maria T. Flores, Marlene F. Watson, and Robert H. Woody: AAMFT's Annual Conference, Chicago, IL.

Children's and Adolescent's Issues in Therapy

5/17 Introduction to Play Therapy Ondie Chipmon: North Louisiana Counselor Education 2017 Spring Conference, West Monroe, LA. Received 1.5 CEHs.

5/17 Treatment of Child Sexual Abuse Victims and Perpetrators Charles Lee: North Louisiana Counselor Education 2017 Spring Conference, West Monroe, LA. Received 1.5 CEHs.

9/16 Girls and Sex: Navigating the Complicated New Landscape Peggy Orenstein: AAMFT's Annual Conference, Indianapolis, IN.

5/15 Assessment and Treatment of the Minor Child in Therapy Whitney Walker: Family Solutions Counseling Center, West Monroe, LA. Received 1.5 CEHs.

10/13 Raising Vibrant Children: Research Reveals the Critical Role of a Healthy Stress Response AAMFT's Annual Conference, Portland, OR. Received 1.5 CEUs.

10/13 The Young Will See Visions and the Old Will Dream Dreams: Examining the Vitality and Resilience of Urban Youth and Their Families AAMFT's Annual Conference, Portland, OR. Received 1.5 CEUs.

10/13 Healthy Parents, Healthy Children: Promotion of Optimal Family Lifestyle Habits and Weight Regulation AAMFT's Annual Conference, Portland, OR. Received 1.5 CEUs.

10/13 The Critical Seven Cs of Resilience AAMFT's Annual Conference, Portland, OR. Received 1.5 CEUs.

10/06 Multiple-Family Groups for Reducing School Violence Brian S. Canfield. AAMFT's Annual Conference, Austin, TX.

6/03 Systemic Therapy with Oppositional Children and Adolescents James P. Keim, MSW: YWCA of Northeast Louisiana, Monroe, LA.

11/02 Systemic Play Therapy Jennifer Stephenson, Ph.D., LMFT: YWCA of Northeast Louisiana, Monroe, LA. Received 1 CEU.

6/02 Sexual Minority Youth and their Families: Integration following self-disclosure Jennifer Stephenson, M.S.: University of Louisiana – Monroe, Monroe, LA.

1/02 *Implications of Concurrent Planning for OCS Providers* Sylvia P. Wimberly, MSW: Monroe Region Office of Community Services, Monroe, LA.

10/98 *Intergrating Children into Domestic Violence Work* Jason Platt, Stephen Gaddis, and Dean Busby: AAMFT's Annual Conference, Dallas, TX.

Ericksonian Approaches to Hypnosis and Psychotherapy

9/16 *When Milton Erickson Met John Weakland and Jay Haley: A Mentoring Story* Dale Bertram, Wendel Ray, and Mike Rankin. AAMFT's Annual Conference, Indianapolis, IN.

3/11 *Personal Growth, Spirituality, and Hypnosis: Becoming Awake in Therapy* Betty Alice Erickson, Lew Moore, Tom Moore, and Frank Thomas: LAMFT's Annual Conference, Baton Rouge, LA. Received 3 CEUs.

7/06 *Lessons from Father: Principles of Hypnotherapy without Trance* Betty Alice Erickson: LAMFT, ULM, Monroe, LA. Received 3.0 CEHs.

5/00 *The Therapy of Milton H. Erickson* Jay Haley, Ernest Rossi, Paul Watzlawick, and Jeff Zeig: Evolution of Psychotherapy Conference, Anaheim, CA.

12/99 *Ericksonian Approaches to Hypnosis and Psychotherapy* 7th International Congress on Ericksonian Approaches to Hypnosis and Psychotherapy: A Tribute to Jay Haley, Phoenix, AZ.

Fundamental Hypnosis Course:

Hypnotic Induction by Jeff Zeig.

Designing and Delivering Hypnotic Interventions by Michael Yapko.

Framing, Chunking, and Metaphor by Stephen Lankton.

The Utilization Approach to Hypnosis by Stephen Gilligan.

Novel Approaches to Creative Ericksonian Work and Healing by Ernest Rossi.

Brain Growth in Psychotherapy? by Ernest Rossi.

Lessons From Hypnosis: The A to Z of why Hypnotists/Therapists do not Exist by Jeff Zeig.

Combining Ericksonian Hypnosis and Solution-Focused Therapy to Relieve Performance Anxiety by Yvonne Dolan.

Helping Clients Expand Problems into Solutions by Betty Alice Erickson.

Symptoms as Awakenings by Stephen Gilligan.

Milking Problems for All They are Worth!! by Carol Lankton.

"Reality" is Unreal by Paul Watzlawick.

Dissociation – The Essence of Clinical Hypnosis by Joseph Barber.

The Loyal Opposition by Jay Haley.

Walking with Jay by Salvador Minuchin.

Resistance by Jorge Abia, David Eddy, and Richard Fisch.

Postmodern Therapies: The Narrative and Milan Models

9/16 *What has Magical Love got to do with Dignity and Honor?* David Epston: AAMFT's Annual Conference, Indianapolis, IN.

1/03 *What Systemic Psychotherapists Should Know* Gianfranco Cecchin: TAMFT's Annual Conference, Dallas, TX. Received 1.25 CEHs.

- 1/03 *Irreverance and the Postmodern Milan Model* Gianfranco Cecchin: TAMFT's Annual Conference, Dallas, TX. Received 2 CEHs.
- 11/00 *Postmodern Therapists as Researchers* Harlene Anderson: AAMFT's Annual Conference, Denver, CO.
- 5/00 *Narrative Therapy* Michael White: Evolution of Psychotherapy Conference, Anaheim, CA.
- 5/00 *The Decentered Therapist* Michael White: Evolution of Psychotherapy Conference, Anaheim, CA.
- 5/00 *Multi-Storied Lives* Michael White with Albert Ellis as discussant: Evolution of Psychotherapy Conference, Anaheim, CA.
- 10/98 *Post-Modern Sex Therapy* Joseph LoPiccolo: AAMFT's Annual Conference, Dallas, TX.

CACREP Accreditation

- 4/16 *How to Write a CACREP Self-Study* Albuquerque, NM. Received 7 CEHs.

Solution-Focused Therapy

- 5/15 *Helping Clients to have Certain Hope in Uncertain Times* Bill Riddle and Kathy Eichelberger: Family Solutions Counseling Center, West Monroe, LA. Received 3 CEHs.
- 5/06 *Pragmatics of Hope* Yvonne Dolan: The Center for Children and Families, West Monroe, LA. Received 3.5 CEUs.
- 1/03 *Broadening Solution-Focused Therapy Beyond Technique* Eve Lipchik: TAMFT's Annual Conference, Dallas, TX. Received 4.5 CEHs.
- 11/00 *It Takes One to Tango* Michele Weiner-Davis: AAMFT's Annual Conference, Denver, CO.
- 8/00 *Solution-Focused Therapy* European Brief Therapy Association Conference, Turku, Finland.
- Current Solution-Focused Trends and Challenges Beyond the Therapy Room: Solution-Focused Conversations in Different Contexts* by Rayya Ghul, Alasdair Macdonald, Catherine McGlone, Mark McKergow, and Gunnar Torngren.
- Solution-Focused Reflecting Teams* by Harry Norman.

Treatment of Severely Emotionally Disturbed and/or Dangerous Patients

- 5/15 *Common Mental Health Questions Answered by a Psychiatrist* Scott Zenter: Family Solutions Counseling Center, West Monroe, LA. Received 1.5 CEHs.
- 2/09 *Helping Clients with Bipolar Disorder* Marvin Clifford: LAMFT's Annual Conference, Baton Rouge, LA. Received 3 CEHs.
- 6/03 *Brief Therapy and clients with "Severe Emotional Problems"* Wendel A. Ray, Ph.D.: YWCA of Northeast Louisiana, Monroe, LA.
- 9/02 *Risky and Dangerous Patients* John. C. Simoneaux, Ph.D.: Monroe, LA. Received 6 CEHs.
- 5/00 *Treatment of Severely Disturbed Patients* Aaron Beck and Jeff Zeig: Evolution of Psychotherapy Conference, Anaheim, CA.
- 5/00 *Schizophrenia/Severely Disturbed Patients* Jay Haley, Otto Kernberg, and Michael White: Evolution of Psychotherapy Conference, Anaheim, CA.

10/98 *Caregivers of the Mentally Ill* Rosalyn Carter: AAMFT's Annual Conference, Dallas, TX.

Therapeutic Wisdom

10/16 *The Impact of Coping Flexibility in Constructing More Adaptive Outcomes* Ida Chauvin: North Louisiana Counselor Education Fall 2016 Workshop, West Monroe, LA. Received 1.5 CEH's.

4/15 *Keynote Address* Patch Adams: Red River Institute, Shreveport, LA. Received 3 CEH's.

4/15 *Good Diagnosis: Bad Therapy* Tom Moore: Red River Institute, Shreveport, LA. Received 3 CEH's in Diagnosis.

10/13 *It Takes a Child to Raise a Village* George Stone: AAMFT's Annual Conference, Portland, OR. Received 2 CEUs.

3/11 *Why the Witch Doctor Lives at the Edge of Town – A Perspective on Professional Identity* Tom Moore: LAMFT's Annual Conference, Baton Rouge, LA. Received 1.5 CEUs.

3/10 *Creative Therapy Workshop* Bradford Keeney: LAMFT, New Orleans, LA. Received 6 CEUs.

2/10 *Creative Therapy with Cancer* Bradford Keeney: LAMFT's Annual Conference, Baton Rouge, LA. Received 1 CEU.

2/10 *New Developments in Creative Therapy* Bradford Keeney: LAMFT's Annual Conference, Baton Rouge, LA. Received 3 CEUs.

2/09 *Lessons from the Fathers of Systemic Epistemology* Nora Bateson, Bradford Keeney, Michael Kerr, and Wendel Ray: LAMFT's Annual Conference, Baton Rouge, LA. Received 1 CEH.

2/09 *Systemic Epistemology: Theory, Art, and Awakening* Nora Bateson, Bradford Keeney, Michael Kerr, and Wendel Ray: LAMFT's Annual Conference, Baton Rouge, LA. Received 3 CEHs.

2/09 *Short Sighted Cures and Unanticipated Consequences* Nora Bateson, Bradford Keeney, Michael Kerr, and Wendel Ray: LAMFT's Annual Conference, Baton Rouge, LA. Received 0.5 CEHs.

2/09 *Creative Family Therapy ~ A Case Study* Dr. Bradford Keeney: LAMFT's Annual Conference, Baton Rouge, LA. Received 1.5 CEHs.

2/09 *Are Humans Like Frogs in a Pan of Gradual Heating Water? The Cybernetics of Addiction in Processes of Global Civilization* Dr. Wendel Ray: LAMFT's Annual Conference, Baton Rouge, LA. Received 1.5 CEHs.

2/09 *Theory and Application of Contextual Therapy* Dr. Lamar Woodham and Nichelle Mason: LAMFT's Annual Conference, Baton Rouge, LA. Received 1.5 CEHs.

2/08 *Cybernetics in Therapy* Matt Morris and Marc Taliancich: LAMFT's Annual Conference, Baton Rouge, LA. Received 1.5 CEUs.

2/08 *What Would the World Look Like Today if Gregory Bateson Had Been President on 9/11?* Matt Borer and Scott Shelby: LAMFT's Annual Conference, Baton Rouge, LA. Received 1.5 CEUs.

2/08 *My Journey in MFT* Dr. Cloe Madances: LAMFT's Annual Conference, Baton Rouge, LA. Received 1 CEU.

- 2/08 *On Being Systemic in a Predominantly Linear World* Dr. Raphael Becvar: LAMFT's Annual Conference, Baton Rouge, LA. Received 3 CEUs.
- 5/06 *Utilization of Self and the Resources of the Client: A Case Consultation* Dr. Bradford Keeney: University of Louisiana at Monroe, Monroe, LA.
- 5/06 *Is the Therapy in You? Being Non-Separate from the Therapeutic Encounter* Dr. Bradford Keeney: University of Louisiana at Monroe, Monroe, LA.
- 2/05 *Crazy Wisdom* Dr. Bradford Keeney: LAMFT's Annual Conference, Baton Rouge, LA. Received 1.5 CEUs.
- 2/05 *Kitchen Table Wisdom: Parts 1 and 2* Lynn Hoffman, M.S.W., Bradford Keeney, Ph.D., Peggy Papp, M.S.W., Wendel Ray, Ph.D., and Karl Tomm, M.D.: LAMFT's Annual Conference, Baton Rouge, LA. Received 6 CEUs.
- 2/04 *Bouncing Forward: Family Therapy and Family Resilience in an Age of Uncertainty* Froma Walsh, Ph.D.: LAMFT's Annual Conference, Baton Rouge, LA.
- 1/03 *The Dialogue of Family* Lynn Hoffman: TAMFT's Annual Conference, Dallas, TX. Received 1.25 CEH's.
- 5/00 *Family Therapy* Salvador Minuchin: Evolution of Psychotherapy Conference, Anaheim, CA.
- 5/00 *Couple/Family Therapy* William Glaser, John Gottman, and Salvador Minuchin: Evolution of Psychotherapy Conference, Anaheim, CA.

Medical Family Therapy and Genetics

- 4/15 *Medical Family Therapy* Delta Kappa's Annual Research Symposium. Received 3 CEH's.
- 2/10 *Helping Professionals' Access to Care* Florencetta Gibson. LAMFT's Annual Conference, Baton Rouge, LA. Received 1 CEU.
- 10/06 *From Blaming to Connecting: Genetic Ties that Bind* Ronald Chenail. AAMFT's Annual Conference, Austin, TX.
- 10/06 *Research on Genetics and on Family Process: Transforming Each Other* David Reiss. AAMFT's Annual Conference, Austin, TX.
- 1/03 *Putting Emotional Upheavals into Words: Disclosure, Health, and Well-being* James Pennebaker: TAMFT's Annual Conference, Dallas, TX. Received 1.25 CEH's.
- 4/01 *Stress Solutions: The Practical Way to Manage Stress* Traci Crowder: YWCA of Northeast Louisiana, Monroe, LA.
- 10/99 *Psycho-oncology: Medical Family Therapy for Cancer Patients and Families* Susan Carter and Linda Bosserman: AAMFT's Annual Conference, Chicago, IL.

The Self of Therapist

- 9/14 *Exploring the Mind-Body Connection: Therapeutic Practices and Techniques* ACA Online. Received 1 CEU.
- 5/14 *Self Care: Maintaining your Sanity in your Practice* Scott Shelby. Family Solutions Counseling Center. Monroe, LA. Received 1 CEU.
- 4/14 *Creating Connections* Delta Kappa, Monroe, LA. Received 3 CEUs.
- 3/06 *On Becoming a Family Therapist* Howard Liddle: LAMFT's Annual Conference, Baton Rouge, LA. Received 1.5 CEUs.

9/04 *How The Heart Learns: Five Qualities For Surviving and Thriving in a Helping Vocation* Landon Saunders: AAMFT's Annual Conference, Atlanta, GA. Received 1.5 CEHs.

1/03 *Renewing Systems from Within: Transformation Through Imagination* Bliss Browne: TAMFT's Annual Conference, Dallas, TX. Received 1.25 CEHs.

10/99 *Sexual Attraction in Therapy* Steven M. Harris: AAMFT's Annual Conference, Chicago, IL.

Addiction: Substances and Internet

10/13 *Collegiate Recovery Families* Meri Shadley: AAMFT's Annual Conference, Portland, OR. Received 2 CEUs.

9/13 *Solution-Focused Social Interest: A Targeted Approach to Treating Internet Addiction* ACA. Received 1 CEU.

2/10 *The Crisis Experience* Tommy Estis: LAMFT's Annual Conference, Baton Rouge, LA. Received 3 CEUs.

3/06 *The SASSI: Clinical Interpretation* Richard Braniff, Ph.D.: Green Oaks Detention Center, Monroe, LA. Received 3.5 CEUs.

3/06 *The SASSI: Administration and Scoring* Richard Braniff, Ph.D.: Green Oaks Detention Center, Monroe, LA. Received 3.5 CEUs.

3/06 *Multidimensional Family Therapy* Howard Liddle: LAMFT's Annual Conference, Baton Rouge, LA. Received 6 CEUs.

10/05 *Operationalizing your Juvenile Drug Court* Presented by the Bureau of Justice Assistance, the Office of Juvenile Justice and Delinquency Prevention, and the National Council of Juvenile and Family Court Judges: San Diego, CA. Received 16.5 CEHs.

5/05 *Fundamentals of a Juvenile Drug Court* Presented by the Bureau of Justice Assistance, the Office of Juvenile Justice and Delinquency Prevention, and the National Council of Juvenile and Family Court Judges: San Antonio, TX. Received 16.25 CEHs.

2/05 *Juvenile Drug Courts: Theory to Practice* Presented by the Bureau of Justice Assistance, the Office of Juvenile Justice and Delinquency Prevention, and the National Council of Juvenile and Family Court Judges: Seattle, WA. Received 17 CEHs.

8/02 *Substance Abuse in Health Care Professionals* Presented by the University of Louisiana at Monroe College of Nursing and North Louisiana Area Health Education Center: Monroe, LA. Received 5.8 CEUs.

Properties and Methods of Controlling Commonly Abused Substances by Jon Lance Nickelson, PharmD, CGP.

Characteristics, Treatment and Prevention of Substance Abuse Among Health Care Professionals by Douglas W. Cook, M.D.

Dual Diagnosis and Co-morbidity in Health Care Professionals by DeBora Murphy, M.D.

Louisiana State Board of Nursing: The Impaired Nurse by Barbara H. Gill, RN, MN

What to Expect When You Get Caught by Madeline Slaughter-Young, J.D.

Leadership

9/12 *CEHD Leadership Training* Leonard Clark, Monroe, LA.

9/10 Divisional Leadership Training and Development of Future AAMFT Division Leaders Presented by the Council of Division Presidents: AAMFT's Annual Conference, Atlanta, GA.

2/10 LMFT/LPC Update Presented by the LPC Board/MFTAC: LAMFT's Annual Conference, Baton Rouge, LA. Received 1.5 CEUs.

2/09 LMFT/LPC Update Presented by the LPC Board/MFTAC: LAMFT's Annual Conference, Baton Rouge, LA. Received 1.5 CEUs.

10/08 AAMFT 2008 Leadership Conference AAMFT Professional and Public Affairs Staff, Memphis, TN.

4/08 AAMFT 2008 Leadership Conference AAMFT Professional and Public Affairs Staff, Washington, DC.

2/08 General Business Meeting: The Future of the Profession LAMFT's Annual Conference, Baton Rouge, LA. Received 0.75 CEUs.

2/08 Current Issues in LMFT Licensure in Louisiana and Nationally: Dialogue with MFT Educators Presented by the MFTAC: LAMFT's Annual Conference, Baton Rouge, LA. Received 1.5 CEUs.

2/08 LMFT/LPC Update Presented by the LPC Board/MFTAC: LAMFT's Annual Conference, Baton Rouge, LA. Received 1.75 CEUs.

10/06 Leadership Development Program: Membership Recruitment and Retention Presented by the Council of Division Presidents: AAMFT's Annual Conference, Austin, TX.

3/06 LMFT Update Presented by the LPC Board/MFTAC: LAMFT's Annual Conference, Baton Rouge, LA. Received 1.5 CEUs.

2/05 LMFT Update Presented by the LPC Board/MFTAC: LAMFT's Annual Conference, Baton Rouge, LA. Received 1 CEU.

COAMFTE Accreditation

9/16 Version 12: COAMFTE Accreditation Standards AAMFT's Annual Conference, Indianapolis, IN.

9/10 COAMFTE Site Visitor Training Presented by the COAMFTE: AAMFT's Annual Conference, Atlanta, GA.

9/10 COAMFTE Accreditation Seminar Presented by the COAMFTE: AAMFT's Annual Conference, Atlanta, GA.

Systemic Therapy with Traditional Couples

2/10 One Foot Out the Door: Parts I and II Michele Weiner-Davis: LAMFT's Annual Conference, Baton Rouge, LA. Received 6 CEUs.

2/08 Helping Couples Stay Happily Married Dr. Cloe Madanes: LAMFT's Annual Conference, Baton Rouge, LA. Received 3 CEUs.

6/03 Brief Therapy with Couples Wendel A. Ray, Ph.D.: YWCA of Northeast Louisiana, Monroe, LA.

1/03 The Intimacy Jungle: From Surviving to Thriving Terry Parsons: TAMFT's Annual Conference, Dallas, TX. Received 2 CEHs.

9/02 Working with Couples and Families Laurie Charles, Ph.D.: Northeast Louisiana Association of Counselors, Monroe, LA. Received 1.5 CEHs.

5/00 *Seven Principles for Making Marriage Work* John Gottman: Evolution of Psychotherapy Conference, Anaheim, CA.

10/99 *Helping Couples Forgive past Hurts* Frederick A. DiBlasio: AAMFT's Annual Conference, Chicago, IL.

10/98 *Affairs: Disclosure and the healing Process* M. Deborah Corley and Frank N. Thomas: AAMFT's Annual Conference, Dallas, TX.

6/98 *The Role of Grief Work in the Therapeutic Use of Forgiveness with Conflicted Couples* Asa Sphar and Jeanine Bozeman: LAMFT's Annual Conference, New Orleans, LA.

Systemic Consultation

2/09 *Collaborative Consultative Model* Marvin Clifford and George Greenberg: LAMFT's Annual Conference, Baton Rouge, LA. Received 3 CEHs.

10/99 *Human Systems Consulting: Transforming Clinical Practice* Christopher F. Burnett: AAMFT's Annual Conference, Chicago, IL.

10/99 *MFTs as Consultants* Judith Froehlich, Antonio Marotta, Mick Mayhew and Pavel Mischenko: AAMFT's Annual Conference, Chicago, IL.

Legal and Professional Issues and Mental Health Practice

10/08 *Therapeutic Jurisprudence as an Ethical Paradigm for MFTs* Jonathan K. Appel and Do Hee Kim-Appel. AAMFT's Annual Conference, Memphis, TN. Received 3 CEUs.

10/06 *Working with Mandated Clients: A Case for Collaboration* Rachel Tambling Blyskal, Michele L. Parker and Jaime D. Richardson. AAMFT's Annual Conference, Austin, TX.

12/04 *HIPPA and Marriage and Family Therapy* Susan Belsom, Attorney: YWCA of Northeast Louisiana, Monroe, LA.

11/04 *Civil Mediation* Linda A. Liljedahl, Attorney: YWCA of Northeast Louisiana, Monroe, LA.

2/03 *Community Mental Health Resources* Louisiana Counseling Association: Monroe, LA. Received 1.5 CEHs.

1/03 *Legislative Concerns* Greg Abbott, Texas Attorney General: TAMFT's Annual Conference, Dallas, TX. Received 1.25 CEHs.

11/02 *Forensic Services: Being an Expert Witness and Legally Safe Mental Health Practices* Marjorie P. Benson, M.A., LPC: YWCA of Northeast Louisiana, West Monroe, LA. Received 2 CEHs.

Grief

3/14 *A Shift in the Conceptual Understanding of Grief: Using Meaning-Oriented Therapies with Bereaved Clients* ACA Online: Received 1 CEU.

2/08 *In the Presence of Grief* Dorothy Becvar: LAMFT's Annual Conference, Baton Rouge, LA. Received 3 CEUs.

7/01 *Coping with Grief and Loss* Robert Burt, LPC: Northeast Louisiana Association of Counselors, Monroe, LA. Received 1.5 CEUs.

10/98 *Illness and Loss: Taking Care of Our Clients and Ourselves* John S. Rolland: AAMFT's Annual Conference, Dallas, TX.

Rape, Sexual Assault and Other Traumas

3/06 *Helping the Traumatized Post-Katrina* Charles Figley: LAMFT's Annual Conference, Baton Rouge, LA. Received 3 CEUs.

2/04 *Sexual Assault and the Elderly* Sgt. Lea Jones: YWCA of Northeast Louisiana, Monroe, LA. Received 2 CEHs.

10/03 *Sexual Assault Response* YWCA of Northeast Louisiana, Monroe, LA. Received 24 CEH's.

History and Politics of Rape and Sexual Assault by Caroline S. Cascio, M.A., LPC.

Role of Law Enforcement and Mandatory Reporting Issues by Sgt. Lea Jones
Child Sexual Abuse, OCS Procedures, and Mandatory Reporting by Wilma Glaze
Legal Issues of Rape and Sexual Assault by Steve Sylvester, ADA

Rape Trauma Syndrome by Melanie Clark, M.A., LPC.

Crisis Intervention and Suicide Assessment by Donna George, M.A., LPC.

Medical Issues associated with Rape and Sexual Assault by Beth Wilder, R.N.

Medical Advocacy with victims of Rape and Sexual Assault by Caroline S. Cascio, M.A., LPC.

Working with the Significant Others of victims of Rape and Sexual Assault by Marjorie P. Benson, M.A., LPC.

Marital Rape and other Special Populations by Tammie Slawson, M.A., LPC.

Sexual Abuse by Clergy Members and Counselors by Theresa Dronet, M.A.

Stress and Self-Care for Victims and Helping Professionals by Jane Brandon, M.A., LPC.

11/02 *Stalking, Sexual Assault and The Workplace* Gayle Jackson: Attorney General's Office, Monroe, LA.

Family Violence and Family Injustice

4/04 *Working with Victims of Domestic Violence* Tammie Slawson, LPC: YWCA of North East Louisiana, Monroe, LA.

1/03 *Mad as Hell* Merry Evenson and Carolyn McComis: TAMFT's Annual Conference, Dallas, TX. Received 1.5 CEHs.

1/03 *Intimate Partner Violence and Child Abuse* Linda Openshaw, Helene Halvorson and Brian Brumley: TAMFT's Annual Conference, Dallas, TX. Received 2 CEHs.

10/02 *Holding Perpetrators of Domestic Violence Accountable* Gayle Jackson: Attorney General's Office, Monroe, LA.

9/02 *Safety Planning for Victims of Domestic Violence* Gayle Jackson: Attorney General's Office, Monroe, LA.

8/02 *Workplace Responses to Domestic Violence* Gayle Jackson: Attorney General's Office, Monroe, LA.

5/02 *Effective Intervention with Domestic Violence Survivors* Karen J. Wilson: YWCA of Northeast Louisiana, Monroe, LA.

5/02 *The Dynamics of Domestic Violence* Karen J. Wilson: YWCA of Northeast Louisiana, Monroe, LA.

8/00 *My Beloved Abusers: Working with Domestic Violence Offenders* Jacek Lelonkiewicz: European Brief Therapy Association Conference, Turku, Finland.

5/00 *Family Injustice and Social Action Therapy* Cloe Madanes: Evolution of Psychotherapy Conference, Anaheim, CA.

5/00 *Family Violence* Cloe Madanes: Evolution of Psychotherapy Conference, Anaheim, CA.

10/98 *Treating Violent Men with their Partners: A Developing Model* Sandra M. Stith, Karen H. Rosen, and Eric E. McCollum: AAMFT's Annual Conference, Dallas, TX.

6/98 *Effective Systemic Treatment of Domestic Violence* Richard Gillespie, Susan Cooley, and Marvin Clifford: LAMFT's Annual Conference, New Orleans, LA.

Divorce, Remarriage, and Custody Issues

10/03 *The Varieties of Experiences and Therapeutic Interventions with Divorcing Families* Mary K. O'Connor-Harris: AAMFT's Annual Conference, Long Beach, CA. Received 2 CEHs.

10/03 *Collaborative Family Assessment for High Conflict [Divorcing] Families* Lynelle C. Yingling, Kenneth V. Bateman and Gretchen L. Ferris: AAMFT's Annual Conference, Long Beach, CA. Received 2 CEHs.

10/03 *Custody Evaluations: Legal Issues and Standards* John C. Simoneaux, Ph.D.: Professional Training Resources, Shreveport, LA. Received 6 CEHs.

6/98 *One More Time with Feeling: Counseling the Remarrying* Carol Giles and Carol Baskin: LAMFT's Annual Conference, New Orleans, LA.

PROFESSIONAL ORGANIZATION MEMBERSHIPS AND AFFILIATIONS

2004-Present Professional Member: American Counseling Association

2004-Present Professional Member: Association for Specialists in Group Work

1998-Present Member: Louisiana Association for Marriage and Family Therapy

2011-2012 Past-President

2009-2011 President

2008-2009 President-Elect

2006-2007 Board Member

2002-Present Clinical Fellow

1998-2002 Student Member

1998-Present Member: American Association for Marriage and Family Therapy

2002-Present Clinical Fellow

1998-2002 Student Member

1999-2004 National Certified Counselor: Certificate Number - 57429

1998-Present Member: Delta Kappa, International Marriage and Family Therapy Honor Society

1998-2000 Member: Chi Sigma Iota, Counseling Academic and Professional Honor Society International

1999-2000 Chapter President

1998-1999 Chapter Treasurer

1997-1999 Student Representative: NLU's MFT Master of Arts Program Committee

1995-Present Lifetime Member: Psi Chi, National Honor Society in Psychology

1995-1997 Member: USCS Psychology Club