

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

PERSONNEL COMMITTEE

October 22, 2020

- Item I.1.** **University of Louisiana at Lafayette's** request for approval to appoint Dr. Linda Nichols as Dean of the B.I. Moody III College of Business Administration effective August 15, 2020.

EXECUTIVE SUMMARY

The University requests approval to appoint Dr. Linda Nichols as Dean of the B.I. Moody III College of Business Administration effective August 15, 2020 at an annual salary of \$255,000. 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. Linda Nichols as Dean of the B.I. Moody III College of Business Administration effective August 15, 2020.



October 1, 2020

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. Linda M. Nichols as Dean of the B.I. Moody III College of Business Administration, effective August 15, 2020 at an annual salary of \$255,000. Her curriculum vitae is attached.

Please place this item on the agenda for the October 2020 meeting of the Board of Supervisors. Thank you for your consideration.

Sincerely,

E. Joseph Savoie
President

svc

Attachment

VITA

LINDA M. NICHOLS

ADDRESS

Collins College of Business
University of Tulsa
Helmerich Hall 201
800 South Tucker Drive
Tulsa, OK 74104-09700
Office: 918-631-2428
Linda-Nichols@utulsa.edu

EDUCATION AND PROFESSIONAL CERTIFICATION

Ph.D. Accounting, Finance Minor
Louisiana State University

B.S. Accounting
Cum Laude Graduate
University of New Orleans

Certified Public Accountant
Licensed in Texas

TEACHING EXPERIENCE

University of Tulsa

Dean, The University of Tulsa Collins College of Business; Genave King
Rogers Dean
Director, School of Energy Economics, Policy, and Commerce, 2018 – 2019
Charles Funai Endowed Professor of Energy and Accounting, 2014-2019
Director of MBA Programs, 2011-2016
Collins Professor of Business, 2011-2014
Director of Online Master in Energy Business program, 2018 - 2019
Associate Dean, Director of Graduate Business Programs, and Collins Professor of
Accounting, January 2011- July 2015.

Tulane University

Adjunct Professor in weekend executive EFIN and PMBA programs in energy, Fall 2016.

Texas Tech University

Ernst & Young Professor and Director of Accounting Programs, 2005-2010
Fulbright Johannes-Kepler Distinguished Chair in International Business, 2003
Director, Doctoral Programs in Accounting, 1998 - 2003
Associate Professor of Accounting with Tenure, 1995 - 2000 (Tenure granted, 1995)

Assistant Professor of Accounting, 1989 – 1995

Louisiana State University

Graduate Teaching Assistant in Accounting, 1985 - 1989

Courses Taught:

- Management of Multinational Energy Companies (Master's Level)
- Perspectives in Energy (master's Level)
- Elementary Financial Accounting
- Elementary Managerial Accounting
- Intermediate Accounting I
- Intermediate Accounting II
- Advanced Accounting Theory and Problems
- Oil and Gas Accounting
- Upstream Energy Accounting (Master's Level)
- Energy Accounting (Master's Level - online)
- Financial Management of Energy Enterprises (Master's Level – online)
- CPA Review (Master's Level)
- Auditing
- Seminar in Professional Practice
- Ethics in Accounting (Master's Level)
- Financial Statement Analysis and Business Valuations (Master's Level)
- Development of Accounting Thought (Master's Level)
- International Accounting (Master's and Senior Level)
- MBA Experiential
- MBA Internship
- Capital Markets Research (Doctoral Seminar)
- Doctoral Research Colloquium

PUBLICATIONS

Nichols, Linda M. "Tax Developments Affecting Energy in 2020", *Oil, Gas and Energy Quarterly*, Forthcoming.

Nichols, Linda M. "Recent Regulations, Cases, and Rulings", *Oil, Gas and Energy Quarterly*, Sept. 2019, pp. 159-161.

Nichols, Linda M. "A Study of the Perception of the Effectiveness of Transparency Reporting by the Upstream Sector in South America, the Middle East, and the United States", *Oil, Gas and Energy Quarterly*, June 2019, pp 605-612.

Nichols, Linda. "Transparency Reporting in the Upstream Sector", *Oil, Gas and Energy Quarterly*, March 2018, pp. 403-409.

Nichols, Linda. "The Effect of Teaching Methodology to Accounting Students' Perceptions of Traits Important to Success", *Contemporary Issues in Education Research*, First Quarter, 2018, pp 9-14.

Nichols, Linda. "How the New Lease Guidance Will Affect the Upstream Sector", *Petroleum Accounting and Financial Management Journal*, Fall 2017, pp 1-10.

Nichols, Linda M. "Energy Usage and Energy Security in the Czech Republic", *Oil, Gas and Energy Quarterly*, March 2017, pp 435-443.

Nichols, Linda M. "Royal Dutch Shell versus ExxonMobil: Their Corporate Agility in the Industry Downturn", *Petroleum Accounting and Financial Management Journal*, Summer, 2016, pp. 11-22..

Nichols, Linda M. "A Study of the Perceptions of Traits Important to Success in the Accounting Profession by U.S. versus International Accountants", *International Journal of Business and Applied Social Science*, February 2016, pp. 51-56.

Nichols, Linda M. "Falling Prices and the Full Cost Controversy", *Oil, Gas and Energy Quarterly*, September 2015, pp. 1-8.

Nichols, Linda M. "After the Fifth Filing Year Allowing for the Optional Disclosure of Probable Reserves: Where do We Stand?", *Oil, Gas and Energy Quarterly*, March 2015, pp. 395-406.

Nichols, Linda M. "The Proposed Lease Accounting Standard: A Problem for the Oil and Gas Industry", *Oil, Gas and Energy Quarterly*, June 2014, pp. 639-648.

Nichols, Linda M. "The Appropriateness of Units-of-Revenue Depletion in the Current Pricing Environment", *Oil, Gas and Energy Quarterly*, March 2014, pp. 449-456.

Nichols, Linda M. "The Future of Transparency Disclosures", *Petroleum Accounting and Financial Management Journal*, Fall/Winter 2013, pp. 93-100.

Nichols, Linda M. "International Financial Reporting Standards Update for the Energy Industry", *Petroleum Accounting and Financial Management Journal*, Spring 2013, pp. 40-49

Nichols, Linda M. "Should Reserves Audits be Required?", *Oil, Gas and Energy Quarterly*, March 2013, pp. 433-442.

Miranda-Lopez, Jose and Linda M. Nichols. "The Use of Earnings and Cash Flows in Investment Decisions in the U.S. and Mexico: Experimental Evidence", *Journal of International Accounting, Auditing and Taxation*, 21 (2012), pp. 198-208.

Nichols, Linda M. "A Study Revisiting the Distinguishing Characteristics of Companies Choosing to Disclose Probable Reserves", *Oil, Gas and Energy Quarterly*, March 2012, pp. 439-446.

Nichols, Linda M. "Has International Oil and Gas Accounting Been Politicized?", *Petroleum Accounting and Financial Management Journal*, Spring 2012, pp 22-34.

Nichols, Linda M. "Petroco and the Government of Hannan: An International Upstream Case in a Production Sharing Contract Environment", *Petroleum Accounting and Financial Management Journal*, Fall-Winter 2011, pp. 55-82.

Nichols, Linda M. "The Future of Disclosing Payments to Governments: Have We Gone Too Far?", *Oil, Gas and Energy Quarterly*, September 2011, pp 47-56.

Nichols, Linda M. "A Study of the Distinguishing Characteristics of Companies Choosing to Disclose Probable Reserves", *Oil, Gas and Energy Quarterly*, June 2011, pp. 665-672.

Nichols, Linda M. "Accounting Implications of International Production Sharing Contracts", *Petroleum Accounting and Financial Management Journal*, Summer 2010, pp. 1-15.

Nichols, Linda M. "Impairment Upon Transition to IFRS", *Oil, Gas and Energy Quarterly*, December 2010, pp. 237-256.

Nichols, Linda M. "Units of Account for E&P Companies Under IFRS", *Oil, Gas and Energy Quarterly*, December 2010, pp. 257-266.

Nichols, Linda M. "Moving the Upstream Industry to IFRS", *Petroleum Accounting and Financial Management Journal*, Fall/Winter 2009, pp. 1-21.

Nichols, Linda M. "The Modernization of Oil and Gas Reporting and its Effect on Full Cost Companies", *Oil, Gas and Energy Quarterly*, June 2009, pp. 651-658.

Nichols Linda M. "Difficulties with Projecting Economics on Production Sharing Contracts", *Oil, Gas and Energy Quarterly*, March 2009, pp. 525-530.

Nichols, Linda M. and Jose Miranda-Lopez. "An Experiment of the Effect of Teaching Different Computational Methods of Operating Cash Flows on Student Understanding". *Journal of Applied Business Research*, May/June 2009, pp. 57-62.

Nichols, Linda M. "The SEC's Concept Release on Supplemental Disclosures for the Oil Industry and Resulting Comments", *Oil, Gas and Energy Quarterly*, December 2008, pp. 295-304.

Nichols, Linda M. "An Updated Look at the Oil Industry and International Harmonization of Accounting Standards", *Petroleum Accounting and Financial Management Journal*, Fall/Winter 2007, pp. 123-139.

Nichols, Linda M. "International Harmonization of Accounting Standards: What Does It Mean for the Industry?", *Petroleum Accounting and Financial Management Journal*, Summer 2007, pp. 53-66.

Nichols. Linda M. "Understanding the Accounting Aspects of Unitizations", *Oil, Gas and Energy Quarterly*, May 2007, pp. 749-758.

Miranda-Lopez, Jose Eduardo and Linda M. Nichols. "An Experiment of Student Understanding of Accruals Versus Cash Flows", *Journal of College Teaching and Learning*, April 2007, pp. 53-59.

Nichols, Linda M. "Needed: Worldwide Agreement on Reserves Definitions, Reporting, and Use", *Oil, Gas and Energy Quarterly*, March 2007, pp. 497-502.

Nichols, Linda M. and Kurt H. Buerger. "An Investigation of the Effect of Methods of Recording Accounting Principle Changes on the Decisions of Users in the United States, Germany and Austria", *International Business and Economics Research Journal*, November 2006, pp. 57-66.

McInnes, John D. and Linda M. Nichols. "The Windfall Profit Tax – Past and Future Consequences", *Oil, Gas and Energy Quarterly*, December 2006, pp. 267-274.

Nichols, Linda M. "Accounting Practices in U.S. Public Companies", *The CPA Journal*, November 2006, pp. 28-30.

Nichols, Linda M. "A New International Standard: Exploration for and Evaluation of Mineral Resources", *Oil, Gas and Energy Quarterly*, December 2005, pp. 267-272.

Nichols, Linda M. "The Effect of SFAS No. 143 on Accounting for Retirement Obligations on the Oil Industry", *Oil, Gas and Energy Quarterly*, Sept. 2005, pp. 49-58.

Nichols, Linda M. "An Investigation of the Effect of Methods of Recording Accounting Principle Changes on the Decisions of Users", *Journal of Accounting and Finance Research*, Volume 13, #1, 2005, electronic journal.

Nichols, Linda M. and Kurt H. Buerger. "A Look at the International Accounting Standards Board (IASB) Exposure Draft 6 "Exploration for and Evaluation of Mineral Resources", *Oil, Gas and Energy Quarterly*, Sept. 2004, pp. 65-70.

Nichols, Linda M. and Kurt H. Buerger. "An Investigation of the Effect of Reporting Alternatives for Assets on Financial Statement Users in the United States and the European Union", *International Business and Economics Research Journal*, August 2004, pp. 47-54.

Buerger, Kurt H. and Linda M. Nichols. "What Will Use of International Accounting Standards Mean for the Industry?", *Oil, Gas and Energy Quarterly*, December 2003, pp. 269-276.

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Nichols, Linda M. and Kurt H. Buerger. "International Standards for the Oil Industry", *Oil, Gas and Energy Quarterly*, June 2002, pp. 805-810.

Nichols, Linda M. "An Investigation of the Effect of Alternate International Income Reporting Models on Lending Decisions", *Central Business Review*, Winter 2002, pp. 13-19.

Nichols, Linda M. "The Oil and Gas Industry: Leading in Accounting for the New Economy," *Oil, Gas and Energy Journal*, December 2001, pp. 419-424.

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Bushong, J. Gregory and Linda M. Nichols. "The Impact of Statement of Financial Accounting Standards No. 121 on Small Businesses," *Journal of Accounting and Finance Research*, Spring 2000, pp. 30-35.

Nichols, Linda M. "Needed: Tax Relief for Independent Producers," *Oil, Gas and Energy Quarterly*, March 2000, pp. 475-480.

Gallun, Rebecca A. and Linda M. Nichols. "Care Needed in Reading FASB Statements", *Ohio CPA Journal*, January-March 2000, pp. 47-49.

Nichols, Linda M. "Fuel Trends in Texas", *Oil, Gas and Energy Quarterly*, September 1999, pp. 25-32.

Nichols, Linda M. and Rebecca A. Gallun. "A Reexamination of Successful Efforts Accounting", *Oil, Gas and Energy Quarterly*, June 1999, pp. 805-814.

Nichols, Linda M. "Understanding the Basics of International Contracts", *Oil, Gas and Energy Quarterly*, March 1999, pp. 537-542.

Nichols, Linda M. "An Investigation of the Effect of Comprehensive Income Reporting on Lending Decisions", *Central Business Review*, Winter 1999, pp. 17-21.

Nichols, Linda M. "The Potential Effect of the FASB's Proposed Concepts Statement on Cash Flow Measurements on the Oil and Gas Industry", *Petroleum Accounting and Financial Management Journal*, Summer 1998, pp. 92-100.

Nichols, Linda M. "Tax and Financial Accounting Treatment of Environmental Remediation Costs: An Area of Indefinite Guidelines", *Oil, Gas and Energy Quarterly*, December 1998, pp. 279-284.

Nichols, Linda and Rebecca A. Gallun. "Full Cost Companies and the New Impairment Test", *Oil, Gas and Energy Quarterly*, September 1998, pp. 91-96.

Gallun, Rebecca A. and Linda M. Nichols. "Impact of New Comprehensive Income Rule on the Oil and Gas Industry", *Oil, Gas and Energy Quarterly*, June 1998, pp. 1533-1540.

Nichols, Linda M. and Rebecca A. Gallun. "The New Segment Standard: Cumbersome and Inconsistent", *The CPA Journal*, April 1998, pp. 54-55.

Nichols, Linda and Mary Sue Gately. "Defining Creditable Taxes for Foreign Tax Credit Purposes", *Oil, Gas and Energy Quarterly*, March 1998, pp. 1299-1306.

Nichols, Linda M. "Company Purchase or Take-or-Pay Settlement Battle Between District and Appellate Courts", *Oil, Gas and Energy Quarterly*, December 1997, pp. 1099-1106.

Gallun, Rebecca A. and Linda M. Nichols. "Implementation of SFAS No. 121 in the Oil and Gas Industry: A Survey Update", *Petroleum Accounting and Financial Management Journal*, Summer 1997, pp. 25-37.

Nichols, Linda M. "Reserve Recognition Accounting: Is It Time To Reconsider?", *Oil, Gas and Energy Quarterly*, December 1997, pp. 1215-1222.

Nichols, Linda M. and Rebecca A. Gallun. "Impact of Proposed FASB Standard on Accounting for Reclamation Costs in the Oil and Gas Industry", *Oil, Gas and Energy Quarterly*, September 1997, pp. 933-942.

Nichols, Linda M. "An Investigation of the Effect of Reporting Changes Proposed by the AICPA on Lending Decisions", *Journal of Applied Business Research*, Spring 1997, pp. 47-54.

Nichols, Linda M. and Rebecca A. Gallun. "Implementation of SFAS No. 121 in the Oil and Gas Industry: A Survey", *Petroleum Accounting and Financial Management Journal*, Fall/Winter 1996, pp. 14-25.

Nichols, Linda M. "Bank Loan Officers' Perceptions of Environmental Reporting", *Central Business Review*, Summer 1996, pp. 20-24.

Nichols, Linda M. "An Overview of the AICPA's Model of Business Reporting", *The Ohio CPA Journal*, February 1996, pp. 46-48.

Bushong, J. Gregory and Linda M. Nichols. "Application of SFAS No. 106 to Small Nonpublic Companies", *Small Business Controller*, Winter 1996, pp. 32-37.

Gallun, Rebecca A. and Linda M. Nichols. "SFAS No. 121: New Impairment Rules for the Industry", *Petroleum Accounting and Financial Management Journal*, Summer 1995, pp. 25-36.

Nichols, Linda M. "Needed: Tax Incentives for Stripper Wells", *Oil and Gas Tax Quarterly*, June 1995, pp. 629-634.

Nichols, Linda M. "An Analysis of Sources of Dissatisfaction Among Accountants", *Central Business Review*, Summer 1994, pp. 14-17.

Nichols, Linda M. and Rebecca A. Gallun. "SEC Standards in Oil and Gas: Politically Motivated?", *Oil and Gas Tax Quarterly*, September 1994, pp. 81-90.

Nichols, Linda M. "Why Are CPAs Leaving the Profession?", *Today's CPA*, March/April 1994, pp. 26-29.

Bushong, J. Gregory and Linda M. Nichols. "Application of SFAS No. 106 to Oil and Gas Joint Ventures", *Petroleum Accounting and Financial Management Journal*, Summer 1993, pp. 74-85.

Hale, Mechelle A. and Linda M. Nichols. "Impact of Passive Loss Rules on Working Interest Owners", *Oil and Gas Tax Quarterly*, March 1993, pp. 213-222.

Nichols, Linda M. "An Investigation of the Relationship Between Financial Risk and Accounting Method Choice", *Journal of Applied Business Research*, Spring 1993, pp. 86-91.

Nichols, Linda M. "An Investigation of Lending Decisions in the Oil and Gas Industry", *Advances in Accounting*, Volume 10, 1992, pp. 219-233.

Nichols, Linda M. and Jeffery D. Sumpter. "Oil and Gas Ventures: Electing Out of Subchapter K", *Oil and Gas Tax Quarterly*, June 1992, pp. 729-736.

Nichols, Linda M. and Rebecca A. Gallun. "The Securities and Exchange Commission and The Full Cost Ceiling Test", *Petroleum Accounting and Financial Management Journal*, Spring 1992, pp. 53-61.

Nichols, Linda M. "Oil and Gas Accounting: Opinions on Change", *Oil and Gas Tax Quarterly*, March 1992, pp. 523-536.

Nichols, Linda M. "Factors Influencing Oil and Gas Industry Lending Decisions", *The Journal of Commercial Bank Lending*, January 1992, pp. 50-57.

Gallun, Rebecca, Linda Nichols and Joan Bruno. "The Ceiling Test for Full Cost Companies: Flawed in Theory and Practice", *Petroleum Accounting and Financial Management Journal*, Fall/Winter 1991, pp. 83-96.

Nichols, Linda M. "Oil and Gas Accounting: Time for a Long Needed Change", *Oil and Gas Tax Quarterly*, June 1991, pp. 743-751.

Kruk, Bernadette and Linda M. Nichols. "The Windfall Profit Tax - The Past and The Future", *Oil and Gas Tax Quarterly*, June 1991, pp. 641-649.

Nichols, Linda M. "Survey of Reasons for Accounting Method Changes", *Petroleum Accounting and Financial Management Journal*, Fall/Winter 1990, pp. 127-135.

Nichols, Linda M. "The Effect of Financial Risk on Choice of Full Cost or Successful Efforts Methods", *Oil and Gas Tax Quarterly*, March 1990, pp. 544-553.

Nichols, Linda M. "Volatility of Reserves Estimates: Implications for Auditors", *Oil and Gas Tax Quarterly*, December 1989, pp. 358-374.

Nichols, Linda and William Mister. "The Politicization of Oil and Gas Accounting", *Oil and Gas Tax Quarterly*, September 1986, pp. 122-135.

OUTSIDE FUNDED RESEARCH

IFRS Ready Grant, PriceWaterhouse Coopers Foundation, 2010/2011. \$10,000 for case development and dissemination of use of IFRS in an international production sharing contract environment for upstream companies.

\$95,000 funded by the Air Transportation Association to Texas Tech for a research project on jet fuel taxation, May 1998. Served as one of two as principal investigators.

BOOKS

Nichols, Linda M. *Oil and Gas Accounting: Upstream Operations*, BNA Portfolio, 2008; currently in third edition, first edition 2008, third edition 2018.

Gallun, Rebecca, Linda Nichols, Charlotte Wright and John Stevenson.. *Fundamentals of Oil and Gas Accounting*, Fourth Edition, PennWell Books (Tulsa, OK), 2001 (co-author on 3rd edition as well).

PRESENTATIONS

"The Effect of the New Lease Guidance on the Upstream Sector", UNO Energy and Technology Conference, May 2019.

"Transparency Reporting in the Upstream Industry", Petroleum Accountants Society of Arkansas, January 2018.

"The Effect of Teaching Methodology on Student Perceptions of Traits Important for Professional Success in Accounting", Clute Institute International Educational Conference, Orlando, January 2018.

"Transparency Reporting Requirements", UNO Energy and Technology Conference, May, 2017.

"Energy Usage and Energy Security in the Czech Republic", European Studies Conference, Omaha, NE, October 2016.

"Production Sharing Contracts: Present and Future", Petroleum Accountants Society of Arkansas, April 2016.

"The Effect of the Current Pricing Environment on International Operations in Contractual Regimes," UNO Energy and Technology Conference, May 2016.

"The Use of Earnings and Cash Flows in Investment Decisions in the U.S. and in Mexico: Experimental Evidence", Western Regional Meeting of the American Accounting Association, April 2011.

"Accounting Implications of Production Sharing Contracts", North American Petroleum Accounting Conference, May 2010.

"Moving the Industry to IFRS", North American Petroleum Accounting Conference, May 2009.

"An Experiment of the Effect of Teaching Different Computational Methods of Operating Cash Flows on Student Understanding", Best Paper Award, College Teaching and Learning Conference, Sept. 2008.

"International Financial Reporting: Rapidly Approaching Convergence", North American Petroleum Accounting Conference, May 2008.

"IASB and FASB Convergence and its Effect on the Oil and Gas Industry", AICPA Oil and Gas Conference, November 2007.

"The Use of Earnings and Cash Flows in Investment Decisions in the U.S. and Mexico: Experimental Evidence", American Accounting Association Annual Meeting, August 2007.

"International Harmonization of Accounting Standards: What Does It Mean for the Oil Industry", North American Petroleum Accounting Conference, May 2007.

"Standardized Exams: The CPA Examination", Meeting of the Board of Governors of the National Association of Small Business International Trade Educators", October 2006.

"Accounting Convergence in Europe – The Effects of the 2005 Consolidated Accounts Mandate to Use IFRS", European Studies Conference, October 2006.

"The Effect of Statement Presentation Alternatives on Financial Statement User Decisions in the U.S., Germany, and Austria", European Studies Conference, October 2005.

"Change in the Environment of Accounting", Western Social Sciences Association Meeting, April 2005.

"An Investigation of the Effect of Methods of Recording Accounting Principle Changes on the Decisions of Users", Annual Meeting of the American Academy of Accounting and Finance, December 2004.

"A Look at the New Eastern European Members of the European Union: The Effect of Joining on Financial Reporting", European Studies Conference, October 2004.

"Accounting Convergence – A New Era?", Western Social Sciences Association Annual Meeting, April 2004.

"The Convergence Agreement of the U.S. Financial Accounting Standards Board and the International Accounting Standards Board", European Studies Conference, October 2003.

"An Investigation of the Effect of Asset Valuation Alternatives On the Decisions of Statement Users in the United States, Germany, and Austria", European Applied Business Research Conference, Venice, Italy, June 2003.

"An Investigation of the Decision Usefulness of Financial Reporting", Western Social Science Association Annual Meeting, April 2002.

"Coming Changes in the CPA Examination", Federation of Schools of Accountancy Annual Meeting, October 2001.

"An Investigation of the Effect of Alternate International Income Models on Bank Loan Decisions", European Studies Conference, October 2001.

"Growing Support for International Accounting Standards", Western Social Science Association Annual Meeting, April 2001.

"The Changing CPA Examination", American Woman's Society of CPAs, November 2001.

"An Investigation of the Effect of Alternative Financial Reporting Performance Models on Statement Users' Decisions", Southwest Regional meeting of the American Accounting Association, March 2001.

"International Accounting Standards: Europe's Financial Language", European Studies Conference, October 2000.

Guest Lecturer at Xi'an Jiaotong University, College of Economics in Xi'an, China, May 2000. Lectured on various topics over a two-week period. Topics included: U.S. certification, accounting education in the U.S., earnings management, auditing, international accounting, and oil and gas industry issues.

"An Investigation of the Effect of Alternative International Income Reporting Models on Lending Decisions", Emerging Issues in International Accounting Conference, August 2000.

"Financial Reporting Issues in the Oil and Gas Industry", American Woman's Society of CPAs Houston Chapter Annual Seminar, February 2000.

"The Impact of SFAS No. 121 on Small Businesses", American Academy of Accounting and Finance Annual Meeting, December 1998.

"Using the FASB's FARS Database Effectively", Beta Alpha Psi CPA Continuing Education Day, September 1998.

"The Changing Environment of Financial Reporting", American Woman's Society of CPAs, April 1998.

"The Implementation of SFAS No. 121 by Small Businesses: A Survey", American Accounting Association Ohio Regional Meeting, May 1997.

"An Investigation of the Effect of Reporting Changes Proposed by the AICPA on Lending Decisions", American Accounting Association Annual Meeting, August 1996.

"Bank Loan Officers' Perceptions of Environmental Reporting", Southwest Regional Meeting of the American Accounting Association, March 1996.

"Using Team Learning in Financial Accounting", 21st Annual TSCPA Seminar on Accounting Education, November 1995.

"The Effect of SFAS No. 106 on Small Business", Southeast Regional Meeting of the American Accounting Association, April 1995.

"An Analysis of the Views of Former and Current CPAs", American Accounting Association Annual Meeting, August 1994.

"Why Are CPAs Leaving the Profession?", Southwest Regional Meeting of the American Accounting Association, March 1994.

"Innovations in Accounting Pedagogy", Texas Tech Faculty and Doctoral Student Colloquium, April 1993.

"Standard Setting by the SEC: Politically Motivated?", Southwest Regional Meeting of the American Accounting Association, March 1993.

"Oil and Gas Accounting Standards Update, Texas Society of CPAs Oil and Gas Conference, 1992.

"An Empirical Investigation of the Relationship Between Financial Risk and Accounting Method Choice", American Accounting Association Annual Meeting, August 1990.

BOOK REVIEWS

Nichols, Linda M. *Sustainable Energy*, by J.W. Tester, E.M. Drake, M.J. Driscoll, M.W. Golay, and W.A. Peters, *Oil, Gas and Energy Quarterly*, March 2006, p. 659.

- Nichols, Linda M. *International Environmental Cooperation: Politics and Diplomacy in Pacific Asia*, by Paul G. Harris, *Oil, Gas and Energy Quarterly*, Sept. 2005, pp. 181-182.
- Nichols, Linda M. *An Institutional Approach to Public Utilities Regulation*, by Edythe Miller and Warren Samuels, *Oil, Gas and Energy Quarterly*, June 2005. p. 953.
- Nichols, Linda M. *Energy and the Making of Modern California*, by James C. Williams, *Oil, Gas and Energy Quarterly*, March 2005, pp. 752-753.
- Nichols, Linda M. *High Altitude Energy*, by Lee Scamehorn, *Oil, Gas and Energy Quarterly*, Sept. 2004, pp. 173-174.
- Nichols, Linda M. *Redefining Efficiency*, by Hugh Gorman, *Oil, Gas and Energy Quarterly*, June 2004, pp. 845-846.
- Nichols, Linda M. *Yellowcake Towns*, by Michael Amundson, *Oil, Gas and Energy Quarterly*, March 2004, p. 657.
- Nichols, Linda M. *Oil and Ideology*, by Roger Olien and Diana Olien, *Oil, Gas and Energy Quarterly*, Sept. 2003, pp. 173-174.
- Nichols, Linda M. *Hubbert's Peak: The Impending World Oil Shortage*, by Kenneth S. Deffeyes, *Oil, Gas and Energy Quarterly*, June 2003, p. 806.
- Nichols, Linda M. *High Altitude Energy*, by Lee Scamehorn, *Oil, Gas and Energy Quarterly*, Dec. 2002, p. 405-406.
- Nichols, Linda M. *Black Diamonds! Black Gold!*, by Don Woodard, *Oil, Gas and Energy Quarterly*, Sept. 2002, p. 206.
- Nichols, Linda M. *Quincie Bolliver*, by Mary King, *Oil, Gas and Energy Quarterly*, June 2002, pp. 921-922.
- Nichols, Linda M. *Management in Western Europe*, by P. Lawrence and V. Edwards, *Oil, Gas and Energy Quarterly*, December 2001, pp. 499-500.
- Nichols, Linda M. *Spindletop Boom Days*, by P.M. Spellman, *Oil, Gas and Energy Quarterly*, September 2001, p.213.
- Nichols, Linda M. *Mergers, Acquisitions, and Corporate Restructurings*, by P.A. Gaughan. *Oil, Gas and Energy Quarterly*, June 2001, pp. 919-920.
- Nichols, Linda M. *Foundations for the Future: The AICPA from 1980 to 1995*, by Philip Chenok and Adam Snyder. *Oil, Gas and Energy Quarterly*, February 2001, pp. 718-719.
- Nichols, Linda M. *Bless the Pure and Humble: Texas Lawyers and Oil Regulation, 1919-1936*, by Nicholas George Malavis. *Oil, Gas and Energy Quarterly*, September 2000, p. 190.
- Nichols, Linda M. *The Mediterranean Debt Crescent*, by Clement Henry. *Oil, Gas and Energy Quarterly*, June 2000, pp. 725-726.
- Nichols, Linda M. *Oil and Gas Journal Data Book*, by PennWell Books. *Oil, Gas and Energy Quarterly*, March 2000, pp. 571-572.

Nichols, Linda M. *A History of Accountancy in the United States*, by G. Previts and B. Merino. *Oil, Gas and Energy Quarterly*, December 1999, p. 413.

Nichols, Linda M. *Petroleum Accounting*, by H. Brock, D. Jennings, and J. Feiten. *Oil, Gas and Energy Quarterly*, September 1999, pp. 144-145.

Nichols, Linda M. *Oil Baron of the Southwest*, by M. Ansell. *Oil, Gas and Energy Quarterly*, March 1999, pp. 663-664.

Nichols, Linda M. *From Prospect to Prosperity*, by P. Walton. *Oil, Gas and Energy Quarterly*, September 1998, pp. 197-198.

Nichols, Linda M. *Oil in the New World Order*, by K. Gillespie and C. Henry. *Oil, Gas and Energy Quarterly*, September 1998, pp. 198-199.

EDITORIAL/REVIEW RESPONSIBILITIES

Associate Editor, *Oil, Gas and Energy Quarterly* (formerly *Oil and Gas Tax Quarterly*).

Editorial Review Board, *Petroleum Accounting and Financial Management Journal* (through 2018).

Content Review Panel, *Journal of Accountancy*.

Ad Hoc Reviewer, *Issues in Accounting Education*.

Guest Editor, *International Journal of Accounting, Auditing, and Performance Evaluation*, Special Issue on Accounting and Extractive Industries, 2007.

Review Board Member, *The Woman CPA*, 1991-1992.

Ad Hoc Reviewer, Southwest Regional Meeting of the American Accounting Association.

DISSERTATION COMMITTEES

Miranda, Jose. (Chairperson of Committee). "Experimental Evidence on the Value Relevance of Earnings and Cash Flows Relative to the Stockholder Protection Level: The Case of Mexico and the United States", completed in Fall 2005.

Segovia, Joann. (Chairperson of Committee). "The Writedown of Impaired Assets: Accounting Decisions and Their Relationship With the Theory of Planned Behavior", completed in Spring 2003.

Hunt, George. "An Investigation of the Usefulness of Fair Value Reporting under GASBS 31 in Local Government Financial Reporting", completed in Spring 2006.

Davenport, Shirley. "The Effect of Differences in Reporting Standards and Tax Law on International Business Combinations", completed in Summer 2002.

Noga, Tracy Jean. "The Effect of Taxes on Debt Financed Consumption", completed in Fall 2001.

Morris, Philip Wayne. "Quality and Competitive Advantage: An Empirical Study of ISO 9000 Adoption in the Electronics Industry", proposed in Spring 2001.

Madison, Thomas. "Downsizing, Profitability, and Efficiency: An Empirical Study of Manufacturers", completed in Summer 1998.

Dye, Wilma. "An Empirical Assessment of the Incidence of the Corporate Income Tax in the Manufacturing Sector", completed in Spring 1998.

Hutchison, Paul. "An Investigation of Price and Trading Reactions to Environmental Disclosures", completed in Spring 1997.

Franz, Diana. "An Analysis of the Effect of the Expectation Gap SASS on the Reporting of Going Concern", completed in Fall 1992.

HONORS AND AWARDS

International Faculty Development Grant, The University of Tulsa, Summer 2014.

Genave King Rogers Dean of Business

Chuck Funai Professor of Energy and Accounting

Collins Professor of Accounting, University of Tulsa.

PricewaterhouseCoopers IFRS Ready Grant for international case materials in oil and gas accounting, 2010/2011.

Ernst & Young Professorship, Texas Tech University.

Featured Leading Author in Bureau of National Affairs (BNA) 2011 Calendar.

Best Paper Award – 2008 College Teaching and Learning Conference.

Outstanding Educator Award – 2007, Texas Society of Certified Public Accountants.

Fulbright Johannes-Kepler Distinguished Chair in International Business at the University of Linz, Austria, 2002-2003.

Who's Who in Business Higher Education, 2003-2004.

Outstanding Educator of the Year - 1999, American Woman's Society of CPAs.

Texas Hall of Fame Member, 1996 and 1997.

Who's Who in Industry and Finance, 1996 - 2000.

Who's Who Among American Women, 1999 edition.

Who's Who in the World, 1999 and 2000.

Texas Society of CPAs Award for Outstanding Contribution to a Committee, 1993 - 1994.

Texas Tech Mortar Board Recognition for Outstanding Teaching, 1990, 1991, and 1996.

AICPA Grant for Doctoral Studies, 1985 - 1988.

LSU Alumni Federation Fellowship for Doctoral Studies, 1985 - 1989.

Outstanding Young Women of America, 1981.

Phi Beta Delta Honor Society for International Scholars.

Phi Kappa Phi National Honor Society.

Beta Alpha Psi National Accounting Honor Society.

Beta Gamma Sigma National Business Honor Society.

PROFESSIONAL ACTIVITIES

PROFESSIONAL COMMITTEES

AACSB – Dean's group.

AACSB – Women in Administration Group.

Accounting Programs Leadership Group, Treasurer, 2009- 2010; Strategic Planning Leader, 2010-2012.

Petroleum Accountants Society of Oklahoma, Education Committee, 2011-present.

Council of Petroleum Accounting Societies, 2011-present.

Women in Energy, 2015 – present.

Texas Society of CPAs, Professional Standards Committee, 2010-2011.

Trustee, Educational Foundation of the Texas Society of CPAs, 2005 – 2009.

Fulbright Commission, Distinguished Chairs Selection Committee of the Council for the International Exchange of Scholars, 2005 - 2008.

Federation of Schools of Accountancy, Secretary, 2001-2003.

Federation of Schools of Accountancy, Board of Directors, 1999 to 2003.

Federation of Schools of Accountancy, Chairperson of 1999 Annual Meeting, Member of Annual Meeting Program Committee, 1995 to 1999.

American Institute of Certified Public Accountants, Accounting and Reporting Examination (ARE) Subcommittee (AICPA Examinations Division), Member 1997 - 2000.

American Institute of Certified Public Accountants, Financial Accounting and Reporting Examination Subcommittee (AICPA Examinations Division), Chairperson 2002-2005, member 1999 - 2005.

American Institute of Certified Public Accountants, CPA Examination Content Committee, 2000 – 2005.

American Institute of Certified Public Accountants, Educators Mini-Conference Program Committee Chairperson, 1995, Committee Member, 1992.

American Institute of Certified Public Accountants, Curriculum and Instruction in Accounting Education Subcommittee, 1993 - 1995 and 1991 - 1992.

American Institute of Certified Public Accountants, Case Development Task Force, 1993 - 1995.

American Institute of Certified Public Accountants, 150-hour Implementation Task Force, 1991 - 1993.

American Institute of Certified Public Accountants, Outstanding Educator Award Task Force, 1992.

Texas Higher Education Coordinating Board, Advisory Council for Business Core Curriculum Development, 1998 – 2000.

Teaching and Curriculum Section of American Accounting Association, Membership Committee, 1998 - 2000.

Texas Society of CPAs, Relations With Educational Institutions Committee, 1996 - 1999.

Texas Society of CPAs, Outstanding Educator Selection Committee, 1996 - 1999.

Texas Society of CPAs South Plains Chapter, President, 2001-2002.

Texas Society of CPAs South Plains Chapter, Board of Directors, 1994 - 2002.

Texas Society of CPAs South Plains Chapter, President-elect, 2000-2001.

Texas Society of CPAs South Plains Chapter, Treasurer, 1998 -2000.

Texas Society of CPAs South Plains Chapter, Chairperson of Relations With Educational Institutions Committee, 1997 - 2000.

Texas Society of CPAs, Education Council Steering Committee, 1994 - 1997.

Texas Society of CPAs, Educational Liaison to Strategic Planning Committee, 1996 - 1999.

Texas Society of CPAs Educators Program Committee Chairperson, 1996, Committee Member, 1992 - 1996.

American Accounting Association, Membership Committee, 1990 - 1991 and 1995 - 1996.

American Woman's Society of CPAs (Lubbock Chapter), President 1994 - 1995, Vice-President 1993 - 1994, Board of Directors, 2007 to present and 1991 - 1996.

American Woman's Society of CPAs (Lubbock Chapter), Program Committee, 2000 - present.

American Woman's Society of CPAs (Lubbock Chapter), Seminar Committee, 1997 - 1999.

American Woman's Society of CPAs (Lubbock Chapter), Membership Committee, 1997 - 2000.

American Woman's Society of CPAs (Lubbock Chapter), Scholarship Committee, 1990 - present.

CONSULTING AND PROFESSIONAL ACTIVITIES

ExxonMobil Corp. – developed week-long training course for upstream accounting and reporting, and have delivered that training at offices across the globe, 1999 – present. I remain a contractor for training services for ExxonMobil.

State of Texas – served as expert witness on behalf of the Controller's Office on occasional cases involving upstream companies.

Brattle Group, Sydley Austin Counsel – served as expert witness in energy industry matters related to my expertise in financial reporting, financial analysis and energy economics..

IBC Asia – performed training in upstream accounting and reporting in Malaysia, China, and Indonesia, 2002 – 2014.

CEPD, University of Tulsa – provided 3-day training seminars in upstream accounting and reporting, 2011-2016.

Conoco Phillips- provided 3-day training courses in upstream accounting and reporting, 2011-2015.

Professional Development Institute of the University of North Texas – provide training in international accounting for upstream operations, 2006 – 2011.

Provide occasional in-house training and consulting for various upstream companies as the need arises and time allows.

Provide occasional consulting services involving financial matters for upstream operations.

PROFESSIONAL SOCIETY MEMBERSHIP

Accounting Programs Leadership Group

Council of Petroleum Accounting Societies

AACSB Women in Administration Affinity Group

AACSB Associate Deans Affinity Group
American Institute of Certified Public Accountants
Petroleum Accountants Society of Oklahoma
Oklahoma Society of Certified Public Accountants
American Accounting Association

UNIVERSITY SERVICE

UNIVERSITY LEVEL

TU Dean's Council, 2019-present.
TU Provost Council, 2019-present.
TU President's Leadership Team, 2019-present.
TU Provost Council, 2019-present.
TU Academic Management Team, 2019-present.
TU Faculty Senate, 2019-present.
TU Associate Deans Council, 2011-2016.
TU Assessment Committee, 2011-present.
TU Curriculum Committee, 2011-present.
TU Graduate Programs in ART Assessment Committee, 2017-2018.
TU Graduate Council, 2011-201present.
TU Arts & Science Group Study Committee; 2011-2016.
TTU University Faculty Grievance Committee, 2002 – 2005.
TTU Tenure Panel Review Committee, 2001 – 2003.
TTU Library Advisory Committee, 1995 - 1998.
TU Director of Graduate Programs, 2011-2017.
TU Director of MBA Programs, 2011-2018.

TU Director of Master in Energy Business Program, 2017-2019.

TTU Promotion and Tenure Appeals Committee.

COLLEGE OF BUSINESS LEVEL

TU Collins College of Business Executive Committee, 2011-present.

TU Collins College of Business Deans and Chairs Group, 2011-present.

TU Collins College of Business Graduate Policy Committee, 2011-present

TU Collins College of Business Undergraduate Policy Committee, 2011-present.

TU Collins College of Business International Studies Committee, 2012-2016.

TU Strategic Plan Committee, 2011-present.

TTU College of Business Strategic Management Council, 2010.

TTU College of Business Coordinating Council, January 2006-2010.

TTU AACSB Accreditation Committee, 2000 - 2004.

TTU Promotion & Tenure Committee, 2000 - 2002.

TTU Doctoral Programs in Business Committee, Member, 1998-2006; Chairperson, 1998 – 2003.

TTU International Business Programs Committee, 1998 - 2010.

TTU Library Liaison Committee Chairperson, 1995 – 1998, Member 1989-1995.

TTU Steering Committee for Managerial Communications, 1997 - 2005.

TTU Committee for Development of IMBA Program, 1999-2002.

DEPARTMENTAL SERVICE

TU Director of the School of Energy Economics, Policy and Commerce, 2018-2019.

TTU Director of Accounting Programs, January 2006 – 2010.

TTU Director, Doctoral Programs in Accounting, 1998 - 2003.

TTU AACSB Accreditation Committee, 2000 – 2010.

TTU Area of Accounting Executive Committee, 2005 to 2010 and 1997 - 1998.

TTU Financial Accounting Curriculum Revision Committee, 1997 - 2002.

TTU Accounting Undergraduate Curriculum Review Committee, 1998 - 2002.

TTU Graduate Curriculum Review Committee, 2004 – 2010.

TTU Principles of Accounting Course Review Committee Chairperson, 1997 - 1998.

TTU Accounting Colloquium Committee Chairperson, 1996 - 1999, Member 1992-2006.

TTU Library Committee Chairperson, 1991 – 1994, Member 1989 - 1991.

TTU Tech Accounting Society Faculty Advisor, 1993 - 1996.

TTU Accounting Recognition Banquet Committee Co-Chairperson, 1993 - 1996.

TTU Student Affairs and Undergraduate Student Recruiting Committee, 1993 - 1995.

PROFESSIONAL EXPERIENCE

I have provided consulting and training for oil industry companies including, among others ExxonMobil, Noble Energy, ConocoPhillips, Anadarko, Newfield Exploration and ENI. I have developed and delivered ExxonMobil's upstream training since 1999. I have also provided expert witness services to the State of Texas and as well as for other undisclosed upstream companies.

Supervisor of Economics, Columbia Gas Development Corporation. Duties included preparation of capital budgets, monitoring and analysis of capital expenditures, preparation of budget presentation and long-range plan, and preparation of economic evaluations of oil and gas prospects.

Staff Auditor, Arthur Andersen and Company. Performed typical duties of a first year staff auditor in the oil and gas division.

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

PERSONNEL COMMITTEE

October 22, 2020

Item I.2. **University of Louisiana at Monroe's** request for approval to appoint Dr. Valerie S. Fields as Vice President for Student Affairs effective October 26, 2020.

EXECUTIVE SUMMARY

The University requests approval to appoint Dr. Valerie S. Fields as Vice President for Student Affairs effective October 26, 2020 at an annual salary of \$159,000. 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. Valerie S. Fields as Vice President for Student Affairs effective October 26, 2020.

**Office of the President**

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

September 21, 2020

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 board approval to waive the requirement for a national search for the Vice President for Student Affairs due to the COVID-19 constraints, travel expenses, advertising costs and the need to begin immediately with a stable team in place. I request permission to name Dr. Valerie S. Fields as Vice President for Student Affairs and a tenured Associate Professor of Education at the University of Louisiana Monroe. She is currently serving as the Interim Vice President for Student Affairs and has been a tremendous asset to ULM since she started July 1, 2020. She has demonstrated her leadership skills and ability in helping lead ULM through the Covid-19 crisis and Hurricane Laura.

She has extensive experience in higher education having served as Chief Student Affairs Officer at Denmark Technical College, Interim Vice President for Student Affairs at South Carolina State University, Executive Director Louisiana Campus Compact at Southeastern Louisiana University, Assistant Dean for Student Life and Leadership and Director of Student Development at University of Louisiana Monroe.

Attached is her resume for your review.

I request that this appointment be effective October 26, 2020, at an annual salary rate of \$159,000.

Sincerely,

Ronald L. Berry, D.B.A.
President

#TAKEFLIGHT

VALERIE S. FIELDS, Ed.D.

EXECUTIVE LEADER STUDENT CENTERED CHANGE AGENT

EDUCATION

**Doctor of Education,
Curriculum and Instruction
(Instructional Technology)**
Louisiana Tech University

**Educational Specialist,
Administration and Supervision**
University of Louisiana at Monroe

**Master of Education,
Administration and Supervision**
University of Louisiana at Monroe

**Bachelor of Arts,
Early Childhood and Elementary
Education**
Southern University A & M College

EXPERIENCE

INTERIM VICE PRESIDENT STUDENT AFFAIRS

UNIVERSITY OF LOUISIANA MONROE

July 2020 to Present

- Work directly with the Counseling Center and University Police to mitigate after hours incidents that impact the ULM campus community
- Assisted with direct oversight of Community Cleanup Efforts and team development-aftermath of Hurricane Laura
- Developed strategic goals and objectives that reflect John Maxwell's *Leadershift*
- Developed and set budget priorities with Student Affairs leaders utilizing the *Shark Tank* Platform
- Created COVID-19 ULM Student Protocols vetted by the ULM Affinity Health Clinic, Academic Affairs Deans, Student Affairs Leaders, and Students
- Established a virtual presentation and presented "Unlimited Lenses Magnifying Warhawks Student Life (ULM WSL)" to culminate the Week of Welcome
 - COVID-19 Student Protocols
 - Student Affairs Leadership Services Overview
 - Schedule of Student Activities
- Visited and spoke with 50 Student Organizations to establish a relationship and frame the Student's First Initiative
- Met with Community Stakeholders
- Participated in the RFP process for Health Services
- Assisted with enrollment management efforts to maximize student enrollment reflecting the needs of the potential student
- Assessed roles and responsibilities of the Dean, 8 Directors, 1 Executive Director, Water Ski Team Coach, Chief Diversity Officer, and 1 Administrative Assistant
- In conjunction with the Office of Community Engagement, provided community speakers contact information and proposed talking points for furthering the Diversity discussion
- Provide guidance regarding Diversity
 - Established a rapport with Wossman High School teacher leader and 4 honor students

LEADERSHIP PROGRAMS

MANAGEMENT AND LEADERSHIP IN EDUCATION, Harvard University, Institute for Higher Education, Cambridge, MA

MILLENNIUM LEADERSHIP INSTITUTE, American Association of State Colleges and Universities, Millennium Leadership Institute, Washington, DC

KALEIDOSCOPE LEADERSHIP INSTITUTE, Ford Foundation, Kaleidoscope Leadership Institute, Costa Mesa, CA

SOUTH CAROLINA TECHNICAL COLLEGE SYSTEM LEADERSHIP ACADEMY, South Carolina Technical College System, Leadership Academy, Columbia, SC

- Guest panelist ULM Athletic Diversity Forum
- Established relationships with
 - ULM Alumni
 - ULM Black Alumni Group
 - Local Religious Leaders
 - Local Civic Leaders

FOUNDER AND PRINCIPAL,
VALIANT ACHIEVING LEADERS, LLC
March 2016 to Present

- Create partnerships and produce solutions for project management, assessment, technology integration, and curriculum development.
- Program development and activity development.
- Executive Leadership and coaching.
- Speaker and panelist.
- Work with city government compliance-related issues, branding, and sustainability strategies.

CHIEF STUDENT AFFAIRS OFFICER,
DENMARK TECHNICAL COLLEGE
August 2015 to May 2016

CHIEF ACADEMIC OFFICER; VICE PRESIDENT
July 2014 to May 2016

- Served on and collaborated with the President's Executive leadership team.
- Managed programs and services that were aligned with the College's mission, vision statement and strategic plan.
- Led the Divisions for Student Affairs and Academic Affairs with direct oversight of budgets, student fees, and some federal grants
- Direct oversight of the following Student Affairs areas: Enrollment Management, Student Services (Student Activities, Student Organizations, Judicial Affairs, Student Center, Residence Life and Housing, ID services, Health and Wellness Department), Registrar, Career Planning and Placement, supervised six Academic Deans, two academic managers, two coordinators, and seven support staff.
- Initiated, planned and executed the first staff and faculty Professional Development Institute.
- Redesigned professional development training, departmental training, contracted speakers, and incorporated presentations from key College personnel to ensure knowledge of all college updates and policies, and procedures.
- Developed and monitored internal control systems, building space utilization, and maintenance schedules.
- Implemented a white glove team for residence halls and buildings utilized for student tours, yielded cost savings to the College.

CERTIFICATIONS

CERTIFICATE IN STUDENT AFFAIRS

LAW AND POLICY, National Association of Student Personnel Administrators-Student Affairs Administrators in Higher Education

CERTIFIED JOHN C. MAXWELL COACH, TRAINER, SPEAKER AND CURRICULUM PROGRAM IMPLEMENTER, THE John C. Maxwell Team

ACADEMIC PEER EVALUATOR REVIEWER, Southern Association of Colleges and Schools Commission on Colleges

FUNDAMENTALS OF ONLINE TEACHING, The University of Wisconsin-Madison

DEVELOPING YOUR SOCIAL MEDIA AND DIGITAL PRESENCE FOR FACULTY, The Online Learning Consortium Institute

EFELLOWS ONLINE TEACHING CERTIFICATE COURSE Center for Teaching and Learning

BLACKBOARD GRADE CENTER, Center for Teaching and Learning

PARLIAMENTARIAN, National Association of Parliamentarian

TEACHING CERTIFICATE, TYPE A. 054977, Louisiana State Department of Education

- Increased staff productivity and workflow by designing a workflow templates that included training in basic tenets of admissions, financial aid and enrollment management.
- Designed a plan to increase the number of inquiries acquired from potential students and thus expanded the customer base for Enrollment and Management and Veteran Affairs.
- Conducted comprehensive oversight of all functions of academic instruction; availability of instructional facilities, equipment, and machinery; and other resources needed for optimal delivery of instruction.
- Ensured overall effectiveness of instructional programs, including compliance with standards of the Southern Association of Colleges and Schools Commission on Colleges and other accrediting bodies.
- Played integral role in strategic planning and development of diverse and comprehensive student-focuses services, promoting student success, and coordinating academic criteria for student acceptance into instructional programs.
- Instituted the first Women's History Hats, Gloves, and Pearls Luncheon to raise scholarship dollars for young women.
- Served as the only 2-year college Chief Academic Officer to receive \$1,201,802 over a 5-year period as a participant in the Department of Energy's national Nuclear Security Administration's Cybersecurity Consortium.

INTERIM VICE PRESIDENT FOR STUDENT AFFAIRS and INTERIM EXECUTIVE DIRECTOR, REAL ESTATE FOUNDATION
2012

VICE PRESIDENT FOR STUDENT AFFAIRS and EXECUTIVE DIRECTOR, SC STATE REAL ESTATE FOUNDATION
2007-2009

ASSISTANT/ASSOCIATE VICE PRESIDENT FOR STUDENT AFFAIRS
2006-2007
SOUTH CAROLINA STATE UNIVERSITY

- Served on President's Cabinet.
- Senior Student Affairs officer with oversight for all enrollment related functions including Financial Aid, Admissions, Recruitment and Scholarships, Multicultural Affairs, and Readiness Programs; University Police, Residential Life and Housing, Counseling and Self-Development Center, Career Services, Student Life and Leadership (Student organizations (i.e. Student Government Association and Campus Activities Board) , Intramural Sports, Student Health Services, Greek Life, Sodexo Food Service and Judicial Affairs.
- Managed and provided oversight of \$39,039,539 state appropriated and auxiliary services funds, and \$74 million in financial aid awards.

RECOGNITION

Alpha Kappa Alpha Sorority, Inc.
Cluster VI South Atlantic Region, Ella
Springs Jones, **Outstanding Service
Award**

South Carolina Technical Education
Association, **Denmark Technical
College-Administrator of the Year**
University of Louisiana at Monroe,
TEACH Delta Region, **Alternative
Certification Program, Mentor of
the Month**

SC State University Department of
Education **Teacher of the Year
Nomination**

Golden Key International Honor
Society, SC State University, **Keynote
Speaker, Honorary Member**

United States Army, **Warrior Forge
Leadership Development and
Assessment Community Leader and
Educator Scholar**

Diverse Issues in Higher Education
On the Move

Big Brother Bister Sister, Northeast
Louisiana, **Community-Based
Volunteer of the Year**

University of Louisiana at Monroe,
Student Government **Outstanding
Faculty/Staff Award**

Mu Tau Chapter of Omega Psi Phi
Incorporated, **Uplift Award**

Lake Providence High School
Commencement Speaker

- Implemented three new programs (Student, Faculty, Staff, and Administrators chat and chew on the plaza, *FISH* principles from Pike Place Fish Market in Seattle Washington, Walking with the Vice President at 6AM).
- Provided a plan for graduating seniors to replace themselves with a student new to SC State (must have completed registration and paid at least \$1000 towards tuition and fees).
- Reestablished relationships with the SC State National Alumni Association Recruitment Team to assist with recruitment efforts.
- Facilitated a \$2.6 million renovation project in 6 residence halls with specific emphasis on lighting, furniture, and bathrooms, in collaboration with the Division for Business and Finance and Sodexo facilities.
- Assisted with strengthening the relationship between the University and South Carolina high schools.
- MSNBC onsite support strategist for the 2007 South Carolina Democratic Party Presidential Primary Debate -worked in conjunction with Chris Matthews and *Hardball's* staff members to establish spin rooms, Student Center renovations to support technology, work crews, Presidential candidate's spouses and their support teams.
- In collaboration with the Interim Director for Career Services, the Daisy Dunn Foundation and the Executive Director for Student Affairs framed and wrote appropriate documents to establish a scholarship fund honoring the late Mrs. Daisy Dunn Johnson, one of SC State's first Directors of Career Services. A check for \$5,000.00 was presented.
- Identified consultants to assist with assessing the areas of enrollment management and university police to enable the application of effective and efficient processes and procedures that addressed the needs of future and current students, faculty, staff, alumni, university stakeholders, and the community of Orangeburg.
- Aligned staff responsibilities to maximize strengths of existing staff. The results of the realignment increased measures of effectiveness and provided audiences for active student engagement.
- Implemented a Power Luncheon Series in conjunction with the Executive Director for Student Affairs patterned after Harvard University's School of Management model engaging nationally known business and industry, local and state officials, in dialogue with students.
- Co-authored a request for proposal and implemented a student insurance program that provided worldwide basic accidental and sickness coverage with a prescription drug card and a \$50.00 deductible per injury or illness, with the deductible being waived if students visited SC State Health Center prior to a doctor visit.
- Established an Office for Judicial Affairs and retained a partner from The National Center for Higher Education Risk Management, Ltd. to review the current student code of conduct and assist with aligning the document to coincide with South Carolina's current

BOARD AND COMMUNITY INVOLVEMENT

1880 Society, Southern University A
& M College, Founding Member

Felton Laboratory Charter School
Board of Directors: Chair

Family Solutions of the Low Country,
Infant Mortality Awareness

Project Lead the Way Advisory
Board

South Carolina Alliance for Minority
Participation (LS-SCAMP) Board of
Directors

Personal Pathways to Success Lower
Savannah Regional Education
Center, Advisory Board

City Year Louisiana, Board of
Advisors

Big Brothers, Big Sisters of Northeast
Louisiana, Advisory Board

Greater Orangeburg Community
Foundation, Board of Directors

Association for Middle Level
Education Program Review Board

National Professors of Middle level
Education, Secretary

Editorial Reviewer, National
Professors of Middle Level Education

Alpha Kappa Alpha Sorority, Inc.

state and federal laws as well as *"Best Practices for Student Health and Safety."*

- Facilitated formulating grassroots efforts to establish an organization that addressed alternative lifestyles.
- Instituted a K-9 unit that provided more visibility of law enforcement and assisted with the safety and security of the University community. A certified handler for the K-9 Officer afforded the unit opportunities to incorporate programs and services for the University Community.
- Designed a pilot program to enhance the living and learning environment in each residential center named Adopt-a-Cop
- Initiated and established a relationship with Orangeburg Technical Community College to provide housing for student athletes at the SC State Real Estate Foundation, LLC.
- Fostered a relationship with the college summit an organization that provided access and support to low-income, rising high school seniors in South Carolina.
- Facilitated the process with recruitment efforts yielding the largest Freshman Class in the history of the Institution, (1,328), 50% increase over 2006 enrollment and largest enrollment of African American Males.
- Established framework for Academic Enhancement Academy involving transformation of graduating high school seniors into a successful academic community that is designed to provide a success and retention component.
- Established grant-in aid for four students totaling \$24,000 an academic year.
- Cultivated and developed relationships with Claflin University to address the need for Graduate student housing.
- In collaboration with the Executive Director for Student Affairs facilitated the initiation, founding, and framework of the Real Estate Foundation a \$100,000 endowment fund.

EXECUTIVE DIRECTOR LOUISIANA CAMPUS COMPACT- LOUISIANA BOARD OF REGENTS

SOUTHEASTERN LOUISIANA UNIVERSITY

February 2005-2006

- Increased membership from 21 Colleges and Universities to 29 within a 19-month timeframe.
- Collaborated and built partnerships at the state and national levels among institutions of higher education, governmental, and volunteer agencies, foundations and others committed to public and community service which yielded over \$2 million dollars in grants, memberships, and in-kind services in 19 months.
- Worked with the Coordinator of Experiential Education and Workforce Development at Nunez Community College, provided informative literature regarding service-learning and the ability to change lives and strengthen communities, which resulted in receiving commendations from the Louisiana Legislatures in 2006.

- Served on First Gentlemen's implementation team establishing website for volunteer opportunities to assist with the aftermath of Hurricane Katrina.
- Collaborated and built partnerships at the state and national levels among institutions of higher education, governmental, and volunteer agencies, foundations and others committed to public and community service which yielded over \$2 million dollars in grants, memberships, and in-kind services in 19 months.

ASSISTANT DEAN FOR STUDENT LIFE AND LEADERSHIP,
2003-2005

DIRECTOR OF STUDENT DEVELOPMENT

1996-2003

UNIVERSITY OF LOUISIANA AT MONROE

- Supervised and managed Coordinator of Campus Programs, Assistant Coordinator of Campus Programs, Coordinator of Spirit Groups, and the Coordinator of Greek Life, and their programs, services, travel and budgets.
- Provided oversight of the budget for the Department of Student Life and Leadership.
- Drafted a student referendum with SGA President to support programs on services for students as well as the Spirit Unit Groups.
- Fundraised over \$22,000 for St. Jude Children's Hospital in Memphis, TN, through the *Up Til Dawn* Higher Education program.
- Co-authored a second referendum, with SGA President, Student Life and Leadership Coordinator for the University that rendered funding for a State-of-the-Art Student Center.
- Maintained collaborative relationships with key stakeholders on the ULM Campus.
- Led the Strategic Planning efforts for the Student Affairs unit
- Served as lead representative for the Institutional Review process in preparation for Southern Association of Colleges and Schools and Commission on Colleges (SACSCOC).
- Revitalized the National Pan-Hellenic Council campus chapter
- Budgeted resources for National Pan-Hellenic Council officers to attend their first National Pan-Hellenic Council Conference.
- Partnered with Johnny Huntsman, Johnny's Pizza house to underwrite the Student Organization Orientation Meeting over one 90 organization leaders were in attendance.
- Implemented the 1st Spring Break trip to coincide with the Varsity Cheer Competition.
- Promoted programs and positive involvement in student life and desirable University traditions.
- Conducted evaluations, provided oversight and management, development, and retention incentives for professional and support staff.

RESEARCH

DISSERTATION COMMITTEES

The Effect of Leadership Styles of Principals and Teacher Retention on School Performance, Tony L. Hemingway, 2020

Developing a Theological Model of Ministry for a Limited or Untrained African American Baptist Clergy in Port Arthur, TX, Lee Fields, Jr., 2020

An Examination of Selected Factors of Teachers in Relation to School Performance, Relus Lucear, 2019

COURSES TAUGHT

UNDERGRADUATE

ECE 200-Introduction to Early Childhood Education- introduced students to the discipline of early childhood education. A variety of activities were planned in the laboratory schools and in community settings.

ED 206-Foundations of Education- provided prospective teacher education majors with an overview of public education programs (K-12) and supportive agencies. Students were provided the opportunity to test one's potential as a teacher Pre-Clinical observation and participation.

ED 306-History and Philosophy of Education-designed modules that demonstrated a study of the major phases of educational development from various important periods in world history such as Porcelain Greece to the present and a history of education in the United States from the early 1600s to the present time. An emphasis was placed on school law and ethics. Pre-Clinical observation and participation.

ACADEMIC EXPERIENCE

VISITING ASSOCIATE PROFESSOR

July 2016 to Present

SOUTH CAROLINA STATE UNIVERSITY

- Instruct graduate courses for students completing Ed. S. Degree Program of Study (program leads to principal and superintendent certification) and students completing Ed. D. Degree (program of study for students who have and Educational Specialist degree and Superintendent certification).
- Design course materials such as syllabi, chapter activities, videos assignments.
- Maintain student attendance records, grades, and other required records through Blackboard Learning Management System.
- Conduct analysis to address overall clarity of assignments which led to students establish a chat room in the learning management system.
- Compiled bibliographies of materials used in case a new instructor needed to revise or reset the initial course.

CHIEF ACADEMIC OFFICER; VICE PRESIDENT ACADEMIC AFFAIRS

July 2014 to May 2016

DENMARK TECHNICAL COLLEGE

- The first 90 days observed and collaborated with academic deans, program chairs, faculty and students to identify the content and evidence to address and complete 43% of the Southern Association of Colleges and Schools Commission on Colleges Focus Report and planned corrective actions.
- Provided oversight of the Quality Enhancement Plan (QEP) creation and implementation.
- Proactively identified and solved complex curriculum alignment impacting program completion and redesigned academic calendar.
- Realigned academic affairs budget to address student learning outcomes.
- Established policy with Human Resources Director for faculty bonuses.
- Implemented best practices to strengthen academic affairs through redesigning the D2L learning management system gateway and centralized academic support staff to meet the needs of students.

ED 308-Generic Teaching Methods- created course materials to familiarize teacher candidates (PK-12) with the planning, presentation, assessment skills of teaching, and the orchestration of the learning environment through the use of learning theories and current technology.

CI 338-Curriculum in the Middle- facilitated a study of grouping patterns, goals, and materials of instruction unique to the needs of the child in the fifth, sixth, seventh, and eighth grades for Middle School teacher candidates.

ECE 350-Early Childhood Seminar- Created a variety of assessment tools to assess the Elementary Education majors' comprehension and mastery of the subject content area.

ED 450-Education Seminar- Developed rubrics to address various assessments and the use of case studies to measure pedagogical knowledge at different grade levels.

GRADUATE

ED 528-Advanced Methods of Teaching- Facilitated a process for teacher candidates to explore the current instructional strategies and practices in the classroom (K-12) and an examination of the theories and principles of learning which underlie them.

EDCI 523-Curriculum Development/Elementary Education-Curriculum Development acquainted candidates with a general overview of principles and methods of curriculum development and revisions at the elementary level. Candidates familiarized themselves with a plethora of the curricula as it exists with respect to (a) diverse characteristics of students, (b) teaching personnel, (c) theory, foundations, processes and dispositions of reading and writing content to include word recognition, language

ONLINE ASSISTANT PROFESSOR / SUPERVISOR OF TEACHER AND ALTERNATIVE CERTIFICATION CANDIDATES, UNIVERSITY OF LOUISIANA AT MONROE January 2012 to August 2015

- Completed formative and summative evaluations, assessed student teacher candidates and alternative certification candidates and collaborated with classroom supervisors.
- Utilized TaskStream (interactive assessment software) to assess candidates lesson plans, disposition surveys, course assignments and the facilitation of professional growth and development plans.
- Completed observations of student intern in Bangkok Christian International School (Thailand).
- Increased communication and knowledge to teacher preparation candidates and alternative teaching candidates in school districts across the state of Louisiana via Google hangout live and site visits with superintendents, principals and supervising teachers.
- Conducted professional development activities, yielding 90% pass rate on PRAXIS exam.

ASSOCIATE PROFESSOR, LIVETEXT ADMINISTRATOR, AND MIDDLE SCHOOL COORDINATOR SOUTH CAROLINA STATE UNIVERSITY January 2010 to July 2014

- Responsible for 20% teaching, 80% administrative duties, and fourteen middle school advisees.
- Coached Middle-Level education teacher candidates for successful program completion yielded an 88% pass rate on the PRAXIS exam.
- Revised the middle level program of study to meet SC state department of education compliance standards;
- Co-managed completion of Council for the Accreditation of Educator Preparation (CAEP) 2014 Educator Preparation Provider's (EPP) Annual Report.
- Implemented the Department of Education's on-line interactive assessment system, LiveText, and conducted training and sites visits for university administrators, faculty, and staff members to assist with accreditation visit from the national council of accrediting teacher education (CAEP) visit.
- In collaboration with the university's computing and information technology services designed and incorporated a webpage for LiveText.

comprehension, strategic knowledge and reading-writing connections.

EDIT 530-Advanced Instructional Technology- focused on systematic ways of utilizing instructional technology, from objectives to evaluation, included resources and conditions to bring about effective instruction utilizing microcomputers and electronic media.

EAR 710-Methods for Educational Research-provided various methods for experimental and quasi experimental designs for research. Students designed and conducted pilot studies using approved subjects.

EAM 722- Evaluation of Programs and Personnel –presented the requirements, practices and problems of administrative evaluations of school programs and personnel. Fostered a learning environment for students to examine both the formative and summative evaluation processes. Students culminated class by developing an evaluation instrument.

EAM 731- School Community Relations- Introduced students to the National Public-School Relations Association (NSPRA). Analyzed elements of good school and community relations in local communities and how they affect educational issues. Students completed the course with a toolkit to administer successful school-community relations programs.

EAM 736 Personnel Administration- Examined the personnel management process in the public schools. Focused on areas and problems such as teacher supply, recruitment and selection process, in service training and staff development, teacher welfare policies, the legal rights and liabilities of school personnel, etc.

EAM 750-Supervision and Techniques of Instruction-Shared various techniques for students to analyze

KINDERGARTEN TEACHER, SIXTH GRADE TEACHER AND MATHEMATICS SPECIALIST

J.S. CLARK MAGNET SCHOOL

August 1989- January 1996

- 90% pass rates on state standardized test.
- Prepared lessons that were blended with everyday life experiences such that students were able to better relate to subject matter.
- Demonstrated lessons for teachers to assist with use of manipulatives in their classrooms.

SELECTED PUBLICATIONS AND RESEARCH

- Conway, L.S.C., Sims, Y., Quareles, A.M., Burnette, D.M., Stanley, M.H., James, M.A., **Fields, V.S.**, et al., (2018). "Faculty's examination of virtual learning strategies to communicate with students." In Scheg, A. G., & Shaw, M. (Ed.), *Fostering Effective Student Communication in Online Graduate Courses* (pp. 42- 60). Idea Group Inc.
- Rakes, G.C., **Fields, V.S.**, & Cox, K.E. (2011). The influence of teachers' technology use of Instructional practices. In L. Shrum (Ed.), *Considerations on Educational Technology Integration: The Best of JRTE* (pp. 411-426). Eugene, Oregon: International Society for Technology in Education.
- Rakes, G.C., **Fields, V.S.**, & Cox, K.E. (2006). Teacher levels of technology integration on student achievement in reading and mathematics. *Journal of Research on Technology in Education*, 38(4), 409-424.
- **Fields, V. S.** (2004). The relationships of teachers' levels of technology integration on student achievement in reading and mathematics. Louisiana Tech University
- **Fields, V.S.** & Holland, G. (1998). Outcomes of students enrolled in developmental education courses. (Eric document reproduction service No. Ed 429338).

leadership necessary to produce instructional improvement in educational organizations

EAM 751 Advanced Learning Theories-

Designed to assist school administrators in developing skills to critique the various learning theories concerned with the development of thinking, learning, and imagery processes from early childhood through adulthood. Primary emphasis was placed on learning models which have implications for program development and curriculum design and implementation as well as relevant classroom instructional techniques

EDCI 751-Principles and Procedures in Designing Curriculum-

Systematic curriculum planning was introduced to students to develop models for planning, formulating plans, and outlining a curriculum design for an educational setting. Theory and techniques of curriculum construction were adapted to address special needs of schools.

EAM 799-Special Topics in Education Administration (Instructional Technology)-

Designed course to enhance the skills of school administrators in the area of technology leadership. Provided an overview of the utilization of technology to enhance decision making, institute long-term planning, and regulate the day-to-day operations of the organization.

EAM 805-Advanced Methods of Instructional Supervision-

Designed a process for student to analyze leadership techniques necessary to produce instructional improvement in educational organizations. Examined the technical methodology that distinguished instructional supervision from other positions of school leadership.

GRANT ACTIVITY

- Collaboration of 13 Historically Black Colleges and Universities, two Department of Energy labs, and the Charleston County School District. Cybersecurity Workforce Pipeline Consortium. Submitted to United Department of Energy, 2014 (\$1,200,000 funded).
- The Perkins IV Accountability Indicators for Career and Technical Education. Submitted to South Carolina Department of Education, 2014 (\$143,000, funded).
- Collaboration of Kentucky Campus Compact and Louisiana Campus Compact. Disaster Recovery Across States to Inhibit Crises (DRASTIC). Submitted to Learn & Serve Higher Education Consortium, 2006-2009 (\$1,200,000, FUNDED).
- National Campus Compact Supplemental Funding. Strengthening Colleges and Universities' Hurricane Rebuilding Efforts. Submitted to the Corporation for National & Community Service, 2006 (\$85,500, funded).
- Institute for Global Education & Service Learning. Summer of Service. Submitted to the Corporation for National & Community Service, 2006 (\$90,000, funded).
- LaSIP/LINCS Project. Integrating Instruction through inquiry. Submitted to the State Department of Education, 2003-2002 (\$250,000, funded).